



Inside:

Drone Training	12
Ayeta Scholarship Winners	4
1245 Tech Upgrade	5
Gas Pass	6
Service Awards	8, 28, 29
Public Sector	10
JATC Grand Opening	14
Advisory Council	16
Organizing Stewards	17
Winter Storms	18
Outside Line	21
Tree Trimmers	22
VMI FAQs	27
In Memoriam	30
Organizing	32
Community	33
Fred Ross Retires	34
Retirees Corner	35
Photo Contest Winner	36



Lineman Tyden Wing from PG&E works to restore power after the December snowstorm in Kingvale, Calif. See page 18. *Photo by John Storey*



Bob Dean
Business Manager

Celebrating Our Successes

The past few years have been trying in more ways than one. For me personally, reading the news each morning has become an act of endurance. Together we've faced down a global pandemic, wildfires, record snows, the bankruptcy of PG&E and many other obstacles as well. There is no question that we will be feeling the effects of these seismic events for years.

In labor, and at IBEW Local 1245 specifically, we live by the mantra that an injury to one is an injury to all. That means that when one person's rights or dignity are discarded, all of us are threatened. But the flip side of this coin — and perhaps one that we don't acknowledge often enough — is that a victory for one is also a victory for all. And the truth is that there have been some very real successes recently — achievements that can lift all boats and make us all proud.

Case in point: in past years, now-retired former 1245 staffer Joe Osterlund and I took great pride in negotiat-

ing a benefit for one group, and then working to expand that benefit to other groups and classifications. That work continues with our current 1245 senior staffers including Ralph Armstrong, Anthony Brown, Bob Gerstle, Dylan Gottfried and others. We have been extraordinarily successful in applying this approach across our properties, and the pandemic, as awful as it has been, has not stopped us from improving our contracts repeatedly. Each win creates a new foothold in terms of what we can advocate for, and eventually secure, for all our members.

For example, we negotiated work from home agreements for our members whose jobs allow them to work remotely. We secured sequestration agreements and alternative hour agreements, and were successful in protecting our members at distressed companies. We fought for, and won, June-teenth as a paid holiday at PG&E. The recent successful contract negotiations at SMUD, Liberty and other properties are wins for all 1245 members, and each one sets a new goal for our future negotiations. Thanks to our work at the bargaining table, Local 1245 members are at the top (or close to the top) in wages and benefits compared to other IBEW members across the nation.

These wins are our wins, and they make us all stronger. They make us better prepared to face whatever the future holds. But our work at the bargaining table is never done. In fact, as I write this column, our members at NV Energy are considering a contract extension, and our outside line mem-

bers are preparing for negotiations.

Undoubtably, there will be both challenges and opportunities on the road ahead. Right now, we are facing an unprecedented shortage in some of our classifications, including linemen, system operators and welders, just to name a few. We are also working on how to staff the growing amount of work in undergrounding, hardening and construction and utility maintenance. This will require us to negotiate new provisions in our contracts to attract people and retain those already in these classifications. This too is a win for all of our brothers and sisters, as those wage increases will raise compensation for all of our members over time.

We will continue to fight to ensure

that new utility work — such as drones, storage, hydrogen, renewable gas and electric vehicle infrastructure — is performed by IBEW hands. There is an enormous amount of work to be done in building, operating and maintaining the energy infrastructure in Northern California and Northern Nevada. And that, brothers and sisters, is a win for us all.

Albert Einstein once said, "In the midst of every crisis, lies great opportunity." That doesn't mean we can overlook the last few years of struggle — there are losses and scars that will never heal. But it does mean that our willingness to protect each other, and win together, makes us strong. And we will move forward together.

David Sparks Joins IBEW 1245 Staff

Seven-year IBEW 1245 member David Sparks has joined the union staff as a Business Rep. He will be working with the IBEW 1245 members at PG&E's Diablo Canyon Power Plant (DCPP), filling the shoes of longtime DCPP Business Rep Pat Duffy, who is now working full time on the plant's P-25 Project.

Brother Sparks has been working for 1245 in a temporary capacity since August of 2020. Previously, he worked at DCPP for nearly a decade, most recently as an Electrical Control Tech in the electrical maintenance shop. He served as an IBEW shop steward for several years prior to coming on staff at 1245.

"Thanks to the hard work by IBEW 1245 staff and members over multiple decades, my life and my family have been positively impacted dramatically in numerous ways, and we are very thankful for those impacts," he said. "When the opportunity to start my tem-

porary assignment in Aug of 2020 presented itself, I saw it as an opportunity to become more involved in continuing to preserve and enhance the working conditions of current and future IBEW

1245 members. I see this transition to permanent as continuing that trend, and am very grateful for the opportunity."

Sparks is happily married to his wife of 17 years, and has two sons (ages 7 and 5). He loves motorcycles and is also an avid outdoorsman. He prefers to spend his free time out in nature, hiking, camping, and backpacking.



Dave Sparks

IBEW 1245 Wins Six Awards from International Labor Communications Association



The International Labor Communications Association has recognized IBEW 1245's communications program with six prestigious awards:

Entry Title: "Sequestered for Grid Security"

Award: First Place

Category: Writing – Best Series

Entry Title: "COVID 19"

Award: Second Place

Category: Visual Communications – Best Cartoon

Entry Title: "The IBEW Had My Back — And I'm Going to Have Yours!"

Award: First Place

Category: Writing – Saul Miller Awards – Political Action

Entry Title: "Support for Fallen Members"

Award: Second Place

Category: Electronic Media – Best Use of Social Media

Entry Title: "A Pursuit Worth Fighting For — After Years-Long Organizing Drive, Unrepresented Workers at Trayer Vote to Join IBEW 1245"

Award: First Place

Category: Writing – Saul Miller Awards – Organizing

Entry Title: *Utility Reporter*

Award: Honorable Mention

Category: General Excellence – Print Publication – Labor Union 10,001 to 30,000

See the full winners list at <https://ilcaonline.org/presenting-the-2021-labor-media-awards-contest-winners/>

Get the latest news at

www.ibew1245.com

Utility Reporter

January – March 2022
Volume 71 No. 1
Circulation: 28,000



Business Manager/ Financial Secretary
Bob Dean

Communications Director/Managing Editor
Rebecca Band

President Cecelia De La Torre

Vice President William Garriss

Recording Secretary Rachel Ramirez

Treasurer Tom Cornell

Executive Board

— **Northern Area** Steve Segale

— **Northeastern Area** Ryan Morris

— **Central Area** Gary Maschio

— **Southern Area** Robert Mohler

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

— **At-Large PG&E General Construction**
Steve Lange

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

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

Single copies \$1.

Subscription by arrangement.
Have you moved recently?

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

Our website can be viewed at
www.IBEW1245.com.

Find us on Facebook at
www.facebook.com/IBEWLocal1245

Follow and tag us on
Instagram @ibew_1245

youtube.com/ibew1245



Charlotte Stevens Joins IBEW 1245 Staff

Ten-year IBEW 1245 member Charlotte Stevens has joined the IBEW 1245 staff as an organizer. Stevens will be working to grow union power, engagement and membership alongside 1245's organizing and field staffers.

For the past decade, Sister Stevens has worked as a PG&E Service Representative II out of the Sacramento Contact Center. She previously served eight years in the U.S. Air Force with tours in Italy and at the National Security Agency (NSA).

Stevens has demonstrated her union commitment and organizing skills time and again, serving as both a lead shop steward and lead organizing steward for IBEW 1245. On the organizing front, she's dedicated her time and energy on more than a dozen political, organizing and legislative campaigns in recent years, even travelling as far away as Maryland and Georgia to assist other IBEW locals in their efforts. As a lead shop steward,



Charlotte Stevens

she's helped facilitate multiple trainings to equip members with tools and help them understand the union difference. Stevens also represents Local 1245 as a delegate to the Sacramento Labor Council and serves as Electrical Workers Minority Caucus (EWMC) Member-At-Large.

"Through IBEW, I found my passion and my purpose.

My favorite things about being an IBEW 1245 member are the opportunity to share the union difference with others, having a voice at the table, and developing the leadership tools to effect change," Steven said. "It an honor and a privilege to serve my union brothers and sisters and working families through organizing. I am humbly grateful for the opportunity to work full time with the leadership staff of IBEW 1245."

A native of Seaside, CA, Sister Stevens currently lives in Sacramento. She has a bachelors degree in criminal justice and is pursuing an MBA.

Francisco Ferreyra Joins IBEW 1245 Staff

In December of 2021, Francisco (Cisco) Ferreyra joined the IBEW 1245 staff as a business representative, supporting 1245 vegetation management members (including line clearance tree trimmers, VM inspectors, and pole test and treat) in the central east area.

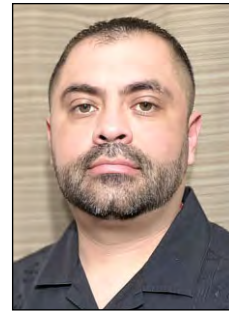
Brother Ferreyra has worked in vegetation management for 17 years. He started out as a Groundman with Provco (before Trees LLC took over), and became a foreman after 18 months. He held that position for 12 years before becoming a supervisor, and later, general foreman. He also served as safety superintendent, and later as regional manager, for Community Tree Service in Watsonville, as well as a project manager and area manager for Mario's Tree Service.

A vocal advocate for safe workplaces, Ferreyra served as an IBEW 1245 Safety Steward and was also part of the Keep

the Clearance peer safety committee for vegetation management. He proudly held the title of team captain for every IBEW 1245 soccer tournament (except the first year), and during past contract negotiations, he worked to make sure that the members in his line of business understood the elements of the tree master agreement.

"In my 17 years of working in vegetation management, I have personally seen IBEW 1245 fight for those who can't fight for themselves, and I'm grateful for the opportunity to be a part of that!" Ferreyra said enthusiastically. "Since I have been in the tree industry, my goal has always been to make a difference in my career ... I'm excited for the challenge and I'm looking forward to what God has in store for me."

In his free time, Ferreyra enjoys spending time with his wife of 22 years and three children. He is also a licensed Pastor at CWC Life in Manteca.



Francisco Ferreyra

A MESSAGE FROM YOUR UNION



NOTICE OF

LOCAL UNION ELECTION

In the coming months, IBEW Local 1245 will have nominations and elections for all elected leadership positions within the union. The election process will begin in March of 2022 for Officers, Executive Board, Advisory Council and Examining Board, with balloting in June of 2022 for new three-year terms.

Complete information on nominations, elections, duties, and qualifications of officers, the Executive Board, Advisory Council and Examining Board are found in the Local Union Bylaws and the International Union Constitution. The bylaws were updated to reflect the amendments approved by Local 1245 members in the fall of 2018. The most up-to-date version of the Local Union bylaws can be viewed at: www.ibew1245.com/bylaws.

CANDIDATE ELIGIBILITY AND NOMINATIONS To qualify as a candidate for Local Union Office, Executive Board, Advisory Council or Examining Board, a member must have at least two years' continuous good standing in the Local Union immediately prior to nomination. (Local Union Bylaws Article III, Section 8. (e)). Candidates for Executive Board and Advisory Council must be employed under the designated organizational code/workgroup that they are running to represent. Members who are elected in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or other expenses other than provided for in Article XI of the Local Union Bylaws. Assistant Business Manager(s) and/ or Business Representatives shall not be eligible to hold any elective Unit or Local Union office.

Nominations for Executive Board, Officers, Advisory Council and Examining Board must be made at any regular General Membership Meeting/Unit Meeting in March 2022. If a unit does not have a regular General Membership Meeting/Unit Meeting scheduled in March 2022, a special General Membership Meeting/Unit Meeting will be arranged.

To be nominated, the member must be present at the General Membership Meeting/Unit Meeting where the nomination is made. Alternatively, a member may submit a letter of intent, which can be found online at <http://ibew1245.com/letter-of-intent/>, in writing to Recording Secretary Rachel Ramirez at IBEW 1245, P.O. Box 2547, Vacaville, CA 95687 on or before Tuesday, March 1st, 2022, indicating that he or she will run for a specific Local Union office. That member must then be nominated at any General Membership Meeting/Unit Meeting in March 2022. By submitting a letter of intent, a member does not have to be present at the meeting where he/she is nominated. **No member may be a candidate for more than one office.** Anyone nominated to more than one office must choose the office for which she or he will be a candidate.

UNIT OFFICERS Nominations and elections of Unit Officers shall take place at June 2022 General Membership Meetings/Unit Meetings in accordance with Article XIII of Local Union Bylaws. Units which do not meet in the month of June may elect their unit officers at their first unit meeting after June 2022. **VOTING** As provided in Local Union Bylaws Article III, Section 11, there shall be published in the May (second quarter) issue of *The Utility Reporter* a list of all candidates for Local Union office, together with a factual record of their activities within the Local Union, committee assignments performed, offices held, and experience gained for and in behalf of the Local Union.

Ballots will be mailed by May 31, 2022. To be eligible to vote, you must have paid your dues for March 2022 on or before May 31, 2022, per Local Union Bylaws Article III, Section 10. Completed ballots must be received by the Union at the designated post office box no later than 10:00 a.m. on Wednesday, June 29 at which time counting will begin.

FURTHER INFORMATION In addition to the Local Union Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: *Rights and Responsibilities Under the LMRDA* and *CSRA and Electing Union Officers*. These booklets are available by writing the U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210, and as of January 19, 2022 could be accessed at <https://www.dol.gov/agencies/olms/compliance-assistance#electpub>.

Ayeta Scholarship Winners Announced

We are pleased to congratulate Toby Payan and Mike Kerbaugh, the latest winners of IBEW 1245's Jairus Ayeta Line School Scholarship. They will be attending the Northwest JATC Volta Line School this fall, with all expenses paid by IBEW 1245.

Payan, who is from Manteca, is passionate about the opportunity to get into the line trade.

"I feel very thankful for the opportunity to have this huge impact on my life. It's a life-changing experience to be able to have a good career and support my family," he said. "I know that the help and support is there for me to get through [line school] and move on to something I have wanted my whole life."

In his scholarship essay, Payan noted that the driving factors that launched the Labor Movement centuries ago still rings true today:

"Fundamentally, the labor movement wanted what was fair to the workforce which includes improvements in pay, benefits, working conditions, paid time off, and some type of legal standing to the government or private businesses. Without these basic and fair rights, the working class would never be able to support their families or themselves for that matter. Their bodies and minds would crumble from fatigue or the stress on health that too much time working, or too little pay, can put on someone."

Kerbaugh, who hails from Nevada, is also enthusiastic about the prospect of becoming a lineman.

"I'm grateful for the opportunity and excited to see where it will take me," he said. "I hope to leave the line school with the basic knowledge and experience to get an apprenticeship."

Kerbaugh chose to write his essay on the importance and evolution of the electric utility industry.

"The Electric Utility industry in today's world is one of the most overlooked but one of the most important

industries in the world. This industry is the sole reason that anyone has power, without this industry small homes to massive warehouses would be in the dark and the United States wouldn't be where it is today. Electricity is taken for granted on a daily basis, and I believe that's actually a compliment for the Electric Utility industry, since it means that they are doing their jobs and providing the public with a quality product and doing it in a safe manner."

Applications for the next round of Ayeta scholarships will be accepted from March 1 to March 31. To learn more and apply, visit <https://ibew1245.com/scholarships/#ayeta>.



Ayeta Scholarship winners (from left) Toby Payan and Mike Kerbaugh

ALL-EXPENSES-PAID LINE SCHOOL SCHOLARSHIPS SPONSORED BY IBEW 1245



Have you dreamed of becoming a Power Lineman?

The utility industry needs skilled and trained lineworkers now more than ever before. A career as a lineman comes with IBEW union representation, exceptional pay and top-notch benefits – but most importantly, it's a challenging, fulfilling, rewarding and exciting job that's unlike any other trade. **You can make a real difference by powering your community!**

Ready to start on the path towards becoming a lineman? Line School is a great place to start. IBEW Local 1245 is offering four all-expenses-paid Line School scholarships to the Northwest JATC Training Center (Volta) in Oregon. The scholarships include full tuition, fees, tools, lodging and \$60 per day for meals.

Eligibility: Applicants must live in the jurisdiction of IBEW Local 1245 and be the first generation in their family to work in the utility industry. Applicants must have:

1. Proof of one year of Algebra;
2. A High School diploma or GED by the end of the academic year in which the scholarship application was completed, and
3. A current valid CA or NV driver's license with no restrictions (CDL, while not required, is preferred).

Application Process: Applications are accepted from March 1 through March 31 for the fall class, and October 1 through October 31 for the spring class. Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor, or supervisor, and a 500-word essay. The essay topic shall be related to the Labor Movement and/or working in the Electric Utility Industry. Recommendations and essays shall be emailed together to GoodJobs@IBEW1245.com. Four recipients will be selected each year (two in the spring and two in the fall) to receive this one-time scholarship.

Don't miss this opportunity to launch an exciting, lucrative career in the utility industry. Apply for the Ayeta Scholarship!*

* The Jairus Ayeta Line School scholarship, established in 2020, is named in honor of an IBEW 1245 apprentice who was the victim of a fatal workplace tragedy on August 4, 2018 while restoring power at the Carr Fire outside Redding, California.

Connect with us!

Follow and tag us @ibew_1245

View youtube.com/ibew1245

Like us IBEWLocal1245

1245 Gets a Tech Upgrade

Q & A with Doug Girouard

IBEW 1245 Assistant Business Manager Doug Girouard has been working with the union for nine years, and his responsibilities include IT operations, systems development, and financial analysis. Accomplishments to better serve the members of 1245 include design and implementation of a web-based pension calculator to facilitate comparison of traditional versus cash balance pension plan options; design and implementation of an electronic document library system and associated content-based search engine; member information system enhancements; and modernization of accounting systems. The former Diablo Canyon shift control technician also acts as Trustee Chair for the IBEW 1245 Pension Plan, and represented the union on the Unsecured Creditors Committee during the PG&E bankruptcy.

Below, Girouard answers questions about the modernization initiative he has been overseeing at IBEW 1245, and the impact these advances have had on the union and its members.

Q: Under your guidance, IBEW 1245 has been making a lot of technology upgrades over the past few years. What specific systems have been improved, modernized and/or digitized?

A: Everything from the phone system, backup power systems, network architecture, back-office systems, document management system, member information systems, dues processes and systems, dispatch processes and systems, accounting processes and systems, expense processes and systems, audio visual systems, video conferencing systems, and more.

These improvements would not be possible if it weren't for the hard work and dedication of our office staff. Without their experience and input in terms of ideas, feedback, and questions, 1245 would not be in the enviable position it is in today.

Q: How did COVID impact / play a role in the union's modernization plans?

A: COVID, in some respects, accelerated the adoption of new technologies and processes. Thanks to the flexibility, patience, and effort of our office staff along with new technology, we were able to set up our staff to work from home. This enabled 1245 to maintain office operations, including dispatch and dues processing, without missing a beat in a time of unprecedented membership growth.

Q: How do these upgrades allow the union to better serve its members?

A: Modernization generally allows for more efficient uses of resources, development of new capabilities, and operational flexibility.

Q: Which modernization project(s) proved to be the most challenging?

A: It's difficult to pick a single project as the nature of the challenges varies so much. I would say process development usually is the most involved as it typically entails disparate technologies, people, and conditions.

Q: Which projects have yielded the most notable returns?

A: The implications of any given project vary so much. Some projects are essentially not noticed by anyone, yet serve a crucial function to the operation of 1245. Other projects have a significant impact on our members (the electronic dispatch application process, for example). Others have a significant impact on our staff (the expense reimbursement process, for example). Yet others have a significant impact on our office operations (the dues processing process, for example).

Q: Why do you think it's important for labor unions to seek out and implement more technological advancements?

A: Technological advances allow unions to make the most efficient use of their resources, better represent their membership, grow capabilities to avail themselves of new opportunities, and increase their ability to adapt to changing/unforeseen circumstances.



Doug Girouard

IBEW 1245 Member Receives Britton Award For Helping Apprehend Ben Lomond Law Enforcement Attacker

In mid-November, 14-year IBEW 1245 member Shane Collins received PG&E's prestigious Britton Award for the role that he played in apprehending a violent and extremely dangerous criminal in the Santa Cruz mountains last June.



Shane Collins with his wife Shandy

Utility Reporter

Collins, who works as a lineman for PG&E out of Santa Cruz, was out in the Ben Lomond area when he spotted a suspicious vehicle with what appeared to be a large cache of weapons and explosive device-making equipment. Collins wasted no time in reporting what he saw to law enforcement.

When the sheriffs caught up with the truck and its driver, a violent ambush ensued, three officers were shot, and one unfortunately passed away from his injuries. But law enforcement was quick to point out that, while the loss of their colleague was a horrible tragedy, Collins did the right thing by calling the police, as there's no way of telling how many more could have died at the hands of this perpetrator if Collins hadn't taken the time to dial 9-1-1.

Collins' supervisor, Todd Hagar, commended Collins for his action when he presented him with the Britton award.

"This is nothing out of the ordinary for Shane," Hagar said. "He

does this stuff all the time. It's just the way he is. He's always there to help."

Three representatives from the sheriff's office also attended the awards ceremony to express their appreciation to Collins, noting that his 9-1-1 call could have saved countless lives, as the perp was "intent on killing as many police officers as he could."

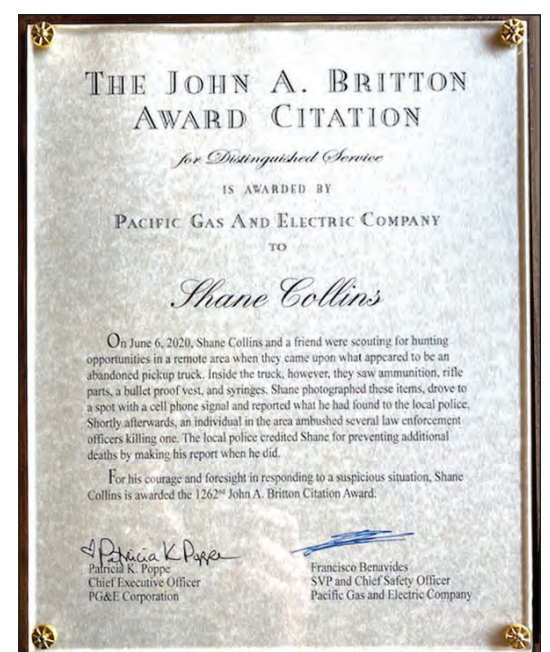
The Britton Award is named for PG&E's first president, John Britton, and is given to individuals who display exceptional courage, initiative and resourcefulness in an emergency.

Collins was overcome with emotion as he accepted his award, which he called "a hell of an honor," and mentioned that seeing and hearing from the sheriffs helped him process some of his ongoing grief over the officer who didn't survive the attack.

"I don't think I deserve this... but if I had to do it all over again, I'd do it the same way," he said, adding that his heart goes out to the friends and family of the slain officer.

Photos by Casey Barker

everyday
HEROES



Gas Pass

Spotlight on GC Gas Measurement and Controls

If your household is reliant on a gas-powered heater, oven, stove, clothes dryer or any other appliance this winter, you may take for granted the fact that the heat will come on with the quick press of a button.

But transporting that gas into your home is no simple task, and involves quite a bit of complex instrumentation to monitor and control the safe passage of gas through the transmission pipeline.

IBEW 1245 member Drew Lopes, who works for PG&E GC Gas as a Technical Crew Leader B, explained the role that his Measurement and Controls team plays in this process.

"We have a very broad spectrum of what we do, and it's all across the whole system. Basically, we provide instrumentation, controls and electrical support to the gas transmission system," Lopes explained. "We fabricate and install control systems for new stations, and we do retrofits to old stations — that could be anything from a gas regulation station, to a metering station, to a compressor station. Our PLC — Programmable Logic Controller — is the brains of the operation. We build those in our shop in Stockton, and then we distribute all the things we build out to the field, and we have field crews that install them."

When the *Utility Reporter* caught up with Lopes in November at PG&E's Milpitas terminal, he was working on a meter upgrade project.

"We have an old, outdated style of gas metering that they use here currently. So section by section, we're

blowing down the pipeline, and actually cutting those old meters out and welding in a new section of pipe," he said. "And then we come in and attach a new meter called an ultrasonic meter that uses a frequency wave, which is a new, more efficient style of metering. There's conduit work, there's wiring work, and there's tubing work. We work very closely with a group of asset specialists out of the Dublin test lab. Basically, we build it, and then they come in at the end and they help us get everything fired up and working properly."

Lopes noted that the new ultrasonic meters contain small boxes called transducers, which bounce a frequency back and forth to measure the total flow.

"Depending on how much gas is flowing, it will take longer or shorter for that frequency to get back and forth," he said. "It takes temperature and pressure and applies a correction to that. And the corrected flow goes to the station PLC, and that talks to gas control."

Lopes went on to explain how the different types of pipeline stations take transmission pressure — usually around 800psi — and regulate it down to between 60psi and 0.25 psi for a typical residential home in the Bay Area.

But residential customers are just part of the total picture for this workgroup.

"Another aspect of what our group does is a project called Large Volume

Customer Regulation sets, to feed some of these large volume customers — rock quarries, all sorts of processing plants, tomatoes, and cheese plants, wineries, refineries," Lopes said. "GC gas will go in and weld up all the piping, and then we'll come in and we'll put in all the controls — pilots, tubing work, everything we need to do."

"Several of our crews are also assigned to SCADA [Supervisory Control and Data Acquisition] site installations," he continued. "We install a transmitter that reads pressure upstream, and midstream, and downstream of a regulation set. And that feeds to gas control. It's just visualization — there's no control there — but it tells them exactly what the pressure is at that site. We've been putting in hundreds of those sites every year."



Gas Technical Crew Leader B Drew Lopes



Gas Technical Crew Leader B Drew Lopes and Gas Technical Crew Leader B Jason Fox (in vault)

Lopes went on to explain one other key aspect of his team's work — valve automation.

"Since the San Bruno tragedy, Gas M&C has automated hundreds of transmission pipeline valves. Some of these valves are used to regulate pipeline pressure, and others are specifically designed for rupture control," he explained. "Automated valving has proven its value multiple times since San Bruno by preventing over-pressurization events and isolating pipeline ruptures in a matter of minutes."

Lopes, who stepped up and became a 1245 shop steward last year, is grateful for the opportunities and the protections he receives as a union member.

"I love being a part of the union. It secures good wages for us, good benefits. There's some level of comfort from the union, especially when the company was going through bankruptcy," he said. "I definitely appreciate what they do for us. And I encourage everyone to read your contract and ask questions. And there's a lot of benefits to being a union employee."

"I've worked non-union, and I've worked union jobs, and I'm much happier in the union shop," he added.

—Rebecca Band, IBEW 1245
Communications Director
Photos by John Storey





Ukiah

January 22, 2022

*Congratulations
on your service!*



25 Years From left: Randy Peres with Business Rep Mark Wilson



20 Years

From left: Jerame Sutton, Kevin Smith and Clarence Tarver Jr.

Photos by John Storey



Eureka

January 21, 2022



30 Years From left: Michelle Smith, Business Rep Mark McCrea and Sandra Mendoza
Photos by John Storey



15 Years

From left: Triniti Ponnay with (McCrea)



10 Years

From left: (McCrea) with Sidney Torgersen

HONOREES

50 years

McKinley, Don

30 years

Verducci, Audie

25 years

Contreras, Robert
Meyers, Daniel
Mick, Patrick
Peres, Randy

20 years

Barrington, Sorrel

Bird, Damien
Cole, Branden
Crowder, James
Fenzel, Tim
Galletti, Tim
Giacomini, Daniel
Gordon, Russell
Huck, Joshua
Jones, Michael
Schmidt, Willie
Smith, Kevin
Stockley, Eric
Stone, Jared

Sutton, Jerame
Tarver, Clarence Jr.
Watts, Robert

15 years

Curtis, Darrell
Dugan, Amy
Guerrero Manzo, Jorge
Guerrero, Alejandro
Hambly, David
Jones, Jacob
Morales, Nestor

Nix, Joshua
Pardini, Dennis
Perry, Russell
Rodriguez, Guadalupe
Winchell, Eric

10 years

Amador, Oscar
Barvitz, William
Carpenter, Kevin
Chew, Seth
Garcia, Andres
Garcia, Eric
Hurn, Grady
Kelso, Dennis
Lowe, Cody
Maisak, Clay

Martin, Andrea
Moynahan, Michael
Noel, Bryce
Orozco, Ricardo
Osmon, Chayton
Rust, Kevin
Satterwhite, Brady
Stout, Randy
Toloz Rios, Sebastian

5 years

Bowers, Bradley
Bricker, James Jr.
Fales, Christopher
Findley, Jesse
Grover, Wyatt
Hamblet, Thomas

Jovich, Charles
Lanyon, Samuel Sr.
McPhaul, Jenna
Paravicini, Joshua
Peinado, Joseph
Pelayo, Marcos
Phillips, Shannon Jr.
Rodriguez, Alexander
Sanders, Douglas
Somers, Tyler
Stankiewicz, Craig
Vega, Keyvi
Williams, Dalton
Wolfen, Gabriel

IBEW 1245/PG&E PEER VOLUNTEER PROGRAM

*Are you struggling with
substance abuse?*

Peer Volunteers are here to help.
The Peer Volunteer Program —
which is a collaborative effort
between PG&E, the IBEW and
ESC — provides an additional way
for employees and their families
to access help for alcohol or
substance use disorders.

The Peer Volunteers are all PG&E
employees who are in recovery
from their own alcohol or drug use
disorder or that of a loved one.

The program is free, anonymous,
and confidential.



Learn more at
peervolunteers.org



5 Years From left: Wes Kenyon and Assistant Business Manager Ralph Kenyon

HONOREES

40 years

Fisher, William

35 years

Ramirez, Joseph

30 years

Mendoza, Sandra
Smith, Michelle

20 years

Bartlett, Neil
Biondini, Justin
Del Grande, Rebecca

15 years

Ambrose, Justin
Brown, Donald

5 years

Cruz, Jed
Hardwick, Travis
Lewis, Jacob
Pinochi, Corrado
Ponnay, Triniti
Pratt, Richard
Sturdevant, Jesse
Vandenbossche, John
Wilson, Frank

10 years

Bradshaw, Ross
Day, Allen Jr.
Migliorini, Alexander
Torgersen, Sidney

5 years

Eaton, Gary Jr.
Hammers, Curtis
Hughes, David
Kortus, Benjamin
Martin, Steven
Martinez, Rodrigo
Mosier, Dakota
Offield, Loren
Rydz, Michael
Ryles, Daniel
Sarvinski, Chris
Sweet, James
Villegas, Demetrius
Wilkinson, Jordan

Highlights from the 32nd Annual IBEW Electrical Workers Minority Caucus Leadership Conference

Seven IBEW 1245 organizing stewards, along with Local 1245 staff organizer Charlotte Stevens, attended the 32nd Annual IBEW International Electrical Workers Minority Caucus (EWMC) Leadership Conference. The theme of this year's conference was "Inspiring Resilience & Nurturing Strength," and took place on Zoom in mid-January. Below, the attendees reflect on highlights from the conference.

Charlotte Stevens: This year's conference was held virtually, and although we miss the in-person fellowship between the brotherhood/sisterhood, the wealth of knowledge we received is valuable and delivers well, even virtually. With seven organizing stewards, and myself, we were able to attend all the workshops offered. I attended *Lobbying 101*, facilitated by Sergio Espinosa and Rennie Blye, International Representatives in Government Affairs; and *Running To Win*, facilitated by Sylvester Taylor, Local 1, EWMC Chapter President. *Lobbying 101* explained the basics of lobbying and the importance of people power within the union. *Running To Win* reminded us that all politics are local, to get involved in our local elections, and the importance of having union members in office. EWMC has always delivered quality workshops with relevant information that can be utilized at our home locals.

Foster Goree: With this year's EWMC conference being facilitated virtually, I thought there may have been some deficiencies, but to my surprise, it kept us engaged and informed just like the previous years — and I was given the prestigious honor of being the selected representative of IBEW 1245. During the conference, I attended two workshops that were very informative, I was provided new information and knowledge to go back to my local and help others. The workshop that I was looking forward to the most was about workers' rights. I learned quite a bit from this workshop; particularly the classification of different types of employees. In addition, I learned about all the rights that unions have helped create and implement, which benefit not just union employees but all employees. Lastly, I learned the guidelines of striking; when it is ok to go on strike and under what grounds employees can strike. Cheers Keith Edwards and the EWMC team for organizing an amazing informative virtual conference.

Valarie Moralez: The first workshop that I attended was *Winning the War to Preserve the Truth and Strengthen Our Democracy* with Mark McDermott. Mark spoke about the many lies that the media throws in our face and while we become consumed with false information we tend to fall into the hands of negligent leaders with empty promises. We have to remember to think for ourselves, come together with our truths, and elect those officials that have our best interest at hand. I am

grateful and I am just happy to converse with my fellow brothers and sisters about being a better and more inclusive union!

Brandon Fosselman: This conference featured lots of great speakers, from the first EWMC President, Robbie Sparks, to Grace Meng, the first congresswoman of Asian descent in the New York State legislature. Similar paths of obstruction met the majority of the minorities who spoke at the conference. They were all doubted and disrespected, and they all rose above the criticism to prove that your nationality or ethnic background has nothing to do with how good you can be at your job. The workers' rights workshop was big, it was two hours, and it was mainly a discussion on the ins and outs of the labor movement and the rules and regulations that came out of it. This type of training makes members more aware of the impact they can have on contract negotiations, submitting proposals, and influencing what work looks like for them and their fellow members day to day. I want to thank IBEW 1245 for the opportunity to attend. I look forward to attending the next in-person event and would love the opportunity to be a guide for first-timers and help them recognize the value these conferences provide.

Danielle Bonds: I had a great time at the EWMC. I'm just sad that we couldn't be in person, but I'm glad we're able to continue the legacy. The first night was great because I was so honored to listen to Robbie Sparks take us down memory lane. She was such a joy to listen to as she explains the rules of the game to us in her own words. To see how passionate she was and still is has inspired me to want to make change. Thank you IBEW 1245 for allowing the opportunity to attend this conference. The conference is so empowering and I loved seeing different cultures come together to show that our lives do matter.

Alvin Dayoan: I am very thankful to be a delegate at our 32nd EWMC Annual Leadership Conference for 2022. The convention focused on mental health, and I was highly impressed of Dr. Keith Dempsey's presentation on the importance of mental health in improving our livelihood. One of the workshops that I attended is *Ready to Grow Our Union?* Organizing is the Crucial Tool hosted by our sister Jammi Ouellette, Director of P&I Organizing and Danielle Buchanan, International Lead Organizer in the 4th District. During the Q&A portion of the workshop [with the focus on mental health in mind], I asked the presenters what they do to avoid being overworked and burning out on the job. They responded with being mindful of your breaks and days off, along with scheduling time for yourself, because being an organizer

is not a 9-5 job or 40-hour work week. Keith Edwards also chimed in to comment on finding a balance. I will forever remember this useful advice.



Valarie Moralez snapped a selfie during the EWMV virtual conference

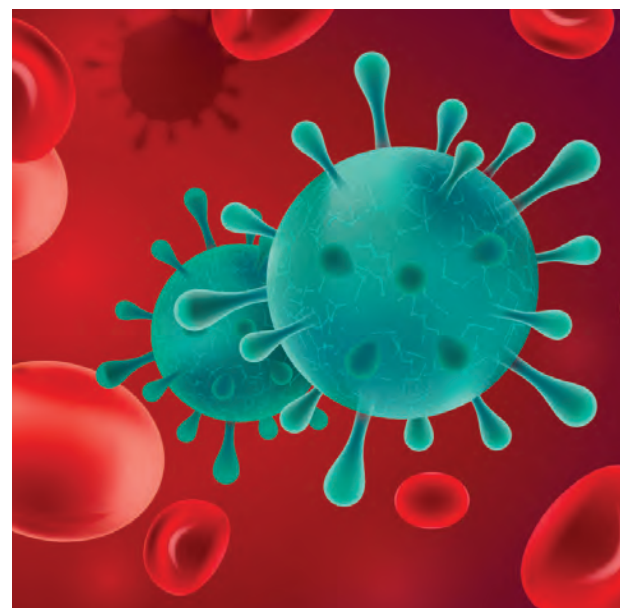
Biden Administration Withdraws COVID Vaccine Rule for Large Employers

On Tuesday, Jan. 25, the Biden Administration announced that it would withdraw its COVID-19 vaccine rule for employers with 100 or more employees, citing the recent U.S. Supreme Court decision that blocked enforcement of the rule earlier that month.

"We are pleased to see the Administration acknowledging what we've been saying from the beginning — unilaterally imposing a vaccine mandate on millions of workers exceeds the White House's authority," said IBEW 1245 Business Manager Bob Dean. "The importance of vaccines is not up for debate, but the mandate was wrong on policy and wrong on principle, and I believe the Administration sees that now."

IBEW 1245 has been outspoken in its opposition to the mandate since Day 1, viewing it as a significant infringement of workers' rights. The union has been investigating numerous avenues to defend members against the mandate, and has filed an amicus brief expressing its opposition to the federal employee/contractor mandate with the appropriate court(s) where legal action on that issue is pending.

"I said it before, and I'll say it again — our rights as workers are as important in hard times as they are in good times," said Dean. "As advocates for workers, we view this as a notable victory, and we are hopeful that the Administration will soon withdraw its challenges to the lower court decisions that blocked enforcement of the federal contractor and federal employee mandates as well."



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

City of Vallejo Members Ratify a Successor MOU

On the heels of an MOU extension with no wage increases that also produced a negative result reopener due to the pandemic, Local 1245's bargaining committee at the City of Vallejo had their work cut out for them. Despite the general nature of bargaining with an employer still trying to recover from bankruptcy along with its revolving door of both administrative leadership and almost daily exodus of experience from our classifications, the Local 1245 membership was finally presented and ratified a successor MOU with the City on Dec. 1. The MOU was subsequently adopted by the City Council on Dec. 14, whom, we are very pleased to say, steadfastly supported our membership and the work they do despite some negative public comments.

Some of the very positive aspects of this agreement are as follows:

- A three year MOU expiring in 2024 that has equity adjustments based on a 2019/2020 compensation study designed to bring our classifications within 15% of market after applying cost-of-living wage increases in year one, then to within 10% in year two, with the end goal of having everyone within 5% of median of the 2019/2020 compensation numbers by 2024. Equity adjustments will be made after Jan. 1 in each year of the MOU.
- The cost-of-living wage increases are 2% in year one, 2% in year two, and 3% in year three, and all added prior to applying any additional equity piece each year of the agreement.
- The City would not consider retroactive payment back to July 1, 2020, but instead provided for a one-time cash bonus of \$1,000 after council adoption.

There are a number of other beneficial changes

including, but not limited to:

- Improvements to the grievance procedure with advisory arbitration added,
- Union time off,
- Overtime language for work-related phone calls where work is performed without needing to report,
- Improved meals language and in-lieu of payment,
- Schedule change provisions that provide very good parameters for when and how the employer may change schedules.

Overall this is a very positive move forward from where things were in 2015 when IBEW Local 1245 first began representing the workers at this property, but the importance that Local 1245 places on making up for years of loss after the bankruptcy cannot be understated, and we will continue with the support and unity of our membership.

The hard work, dedication and effort put forth by our bargaining committee members can also not be overlooked. It was a challenge for them every day but they persevered as evidenced by the Table Agreement we brought forward. A great amount of thanks and gratitude go to Oni Brown, Monica Gomez, (who took a job in management mid-stream), Teresa Olson, James Olson, Jorge Pamogas, (who went to to management at the end of the process), and Bill Stockman.

Our vote count was expertly handled by Judge Julie Bell, Teller Josh Davidson, and Teller/Witness Rodney Henderson.

—JV Macor, IBEW 1245 Business Rep



The ballot committee counts ratification votes.

Local 1245 Negotiates 12% Equity Adjustment at Liberty Energy

IBEW 1245 has reached an equity agreement with Liberty Utilities that will cover all Journey Lineman positions, Journeyman Substation positions and Equipment Operator. These classifications will receive equity adjustments of 12% on current wages. Additionally, all overtime for the abovementioned positions will be paid at double-time. Journeyman in both Lines and Substation can opt back into the 2022 retention bonus worth \$25,000.

On a related note, Liberty is currently seeking to fill several vacancies for Journeyman Lineman in the Tahoe Vista area. Learn more and apply at <https://bit.ly/3B8fyZF>.

—Adam Weber, IBEW 1245 Business Rep

Local 1245 Members at Turlock Irrigation District Ratify Three-Year Agreement

The IBEW Local 1245 members at Turlock Irrigation District have voted to approve a three-year agreement. The agreement includes general wage increases of 3% for all classifications in each year of the agreement, along with equity adjustments of 12% in year one, 1% in year two, and 1% in year three. We negotiated the removal of restrictive language regarding the amount of CTO employees can have on the books at any given time, and secured an additional holiday for Martin Luther King Day. We also agreed to add language from the side letters and settlement agreements that occurred during the term of the agreement.

Bargaining on behalf of 1245 were members Dustin Krieger, Steve Johnson, Cody Sanders, and Nate Borelli, along with myself.

—Sheila Lawton, IBEW 1245 Business Rep

Members Approve One-Year Agreement at Trayer

After a lengthy bargaining process, the IBEW 1245 members at Trayer Engineering ratified a new one-year agreement in late December by a vote of 25-19.

The agreement includes a 5% increase for electricians and shipping & receiving members, as well as a .25% increase on the pension. The welders, machine operators, and material handlers who joined Local 1245 in January 2020 will receive wage adjustments of up to \$8.00 per hour. The union fought hard to achieve reasonable wages for our newest members due to wage discrepancy between classifications.

There will be retroactive pay back to July 1, 2021 for all employees.

The union also secured new language related to non-bargaining employees performing IBEW work. Members and their families will continue to receive platinum level medical free of cost share. The union and company agreed to a two-tier wage structure for future Trayer employees.

This CBA will expire in December of 2022, so we will be back at the bargaining table again in the fall.

I want to give a huge shoutout to the Trayer bargaining committee, comprised of Shop Stewards Arnaldo Lizarraga, Efren Chavez, and Trent Twisselman, for their knowledge and hard work. We appreciate the patience of our members during this long negotiation process.

—Cruz Serna, IBEW 1245 Business Rep



Legal assistance for many common life events

The beginning of the year is a good time to review your finances to ensure your estate plan is in good shape. With MetLife Legal Plans, you'll have access to experienced attorneys to help with estate planning, home sales, tax audits and more.

Help with: Wills for you & spouse, Medical power of attorney, Traffic ticket defense, Home refinancing, and more!

Just one use and this plan could pay for itself!

MetLife

UNIONPLUS

More information at unionpluslegal.org



New Three-Year MOU Approved at City of Lodi

IBEW Local 1245 members at the City of Lodi Electric Utility voted to approve a new three-year agreement. The agreement includes wage increases of 7%, 5% and 5% for all lineman classifications and 5%, 4% and 4% for all other classifications within the bargaining unit.

The union successfully negotiated improvements to medical and dental; the addition of 4–10 work schedule; improvements to the temporary upgrade language; and the addition of standby language for work crews. The agreement also incorporates a side letter that was agreed upon mid-term for double time pay on all overtime. Additionally, we cleaned up language regarding the wage rate for apprentices journeying out, and added language for labor-management meeting. We also agreed to address our safety language in the MOU so that it is supportive of our members' participation.

The bargaining committee was made up of members Ryan Mahler, Brent Sirkel, Jeremy Barlow, Rod Brown, Mike Koinzen and myself.

— Sheila Lawton, IBEW 1245 Business Rep

IBEW 1245 Members at City of Ukiah Approve Two-Year Extension

IBEW 1245 members working for the City of Ukiah have ratified a two-year extension of the MOU by a vote of 11–1. The extension to September of 2024 provides for equity adjustments of 5% retroactive back to September of 2021, 5% in September of 2022 and 5% in September of 2023. The 6% rubber glove premium has been rolled into base wages. All other elements of the MOU remain unchanged.

Thanks to bargaining committee members Grady Hurn and James Jeffers, and well as Dustin Barber and James O'Brien, who served as the ballot judge and teller, respectively.

— JV Macor, IBEW 1245 Business Rep

Two-Year Agreement Approved at Advance Carbon Products

The IBEW 1245 members at Advance Carbon Products have unanimously ratified a new two-year agreement. The CBA includes a general wage increase of 4% in the first year, and the second year increase will be based on CPI (min 1%, max 5%). All other aspects of the prior agreement remain unchanged.

The 1245 bargaining committee consisted of Shop Steward Phoung Lee and member Dale Oliviera. Negotiations took place electronically due to an emergency situation with the company.

— Cruz Serna, IBEW 1245 Business Rep

One-Year Extension Approved at LMUD

The IBEW 1245 members at Lassen Municipal Utility District (LMUD) have approved a one-year extension to their current agreement by a vote of 18–1. The extension includes a general wage increase of 5.6%, effective July 1, 2022, with no other changes to the existing agreement.

— Mike Venturino, IBEW 1245 Business Rep

Utility Reporter

Four-Year Agreement Approved at Merced Irrigation District

IBEW Local 1245 members at Merced Irrigation District have ratified a new four-year agreement. The agreement includes a 3% general wage increase in each year of the agreement, along with a lump sum payment of \$1,500 at the time of Board approval due to protracted bargaining.

The classic employee pension contribution will remain the same for the term of the agreement. For those on the PPO, there will be a small increase in year two for the premium contribution, but for the remainder of the years it is unchanged. There will be a small increase in employer contribution in year two for those who have the HDP, while the District continues

to pay the full premium. There will also be a small increase to the medical opt amount to match the language in the agreement.

Additionally, multiple articles in the agreement were cleaned up, including the removal of agency shop language and the incorporation of new language surrounding new hire orientation. We also updated the sick leave language to reflect current law regarding when sick leave usage can begin. Bargaining for the union were members John Ellet, Ryan Fields, Tony Vega, Brian Acree, Leland Spratling and myself.

— Sheila Lawton, IBEW 1245 Business Rep

Members Unanimously Ratify New Four-Year MOU at Mt. Wheeler Power

The IBEW 1245 members at Mt. Wheeler Power have unanimously ratified a new four-year MOU, which was approved by the Board in late December.

The new agreement includes across-the-board general wage increases of 4.25% for both physical and clerical in each year of the four-year agreement. Additionally, in year one, all Linemen classifications receive an 8% equity adjustment, and the MOU also includes class separation adjustments of 10% for Senior Area Foreman, 5% for Line Working Foreman and Substation Technician, and 3% for Troublemaker and

Meter Technician. Veterans Day was added as a holiday, and we also secured stronger rest period language as well as some other language clarification. The only concession was a higher insurance premium co-pay of an additional 2.5%, taking the total employee contribution to 17.5%.

The bargaining committee was comprised of members Tandy Haslem, Niko Dobrecu and Mitch McVicar, as well as 1245 Senior Assistant Business Manager Dylan Gottfried and myself.

— Mike Venturino, IBEW 1245 Business Rep

Members Approve Five-Year Agreement at Bella Vista Water

On Wednesday, December 8, the IBEW 1245 members at Bella Vista Water District ratified a new five-year agreement by a vote of 15–3. The District's Board approved the agreement December 20, at their regular board meeting. The new agreement includes:

- A 2% general wage increase (GWI) effective December 24, 2021, as well as 2% GWI in 2023, 2% GWI in 2024, 3% GWI in 2025, and 3% GWI in 2026
- An equity increase of 4.26% for the D3 position to match the rate for the T3 classification. The D3 clas-

sification will also be receiving the 2% increase in year one of the agreement

- Post-Janus language changes
- Union Office and Steward Leave time language
- An increase to the medical cap of \$300 per month

The bargaining committee was comprised of members Ashley Lindell, Brad Solso, Floyd Woolam, and myself.

— Dominic McCurtain, IBEW 1245 Business Rep



IBEW 1245 Members at City of Lompoc Show Their Appreciation for Business Manager Bob Dean

The IBEW 1245 members at the City of Lompoc presented Local 1245 Business Manager Bob Dean with this custom road sign to show their appreciation for Dean's leadership and hard work.

Get to know Bob Dean at

<https://ibew1245.com/2022/01/02/get-to-know-your-business-manager-an-interview-with-ibew-1245s-bob-dean/>



A NEW TOOL IN THE TOOLBOX

IBEW 1245-sponsored training prepares linemen to operate drones

The utility landscape is changing, and IBEW 1245 is continually growing and adapting so that our members can deliver power safely, efficiently, and competitively, both now and into the future. Our union works hard to stay abreast of the latest trends, understand new technologies, and train our workers in the skills they need, particularly as automation becomes more pervasive across all industries, including ours.

Unmanned aircraft systems (UAS), or drones, are a prime example. In recent years, utilities have increased their use of drones to carry out certain work that has traditionally been done by IBEW members. Drones are used in both routine and emergency situations — to patrol lines, determine the cause of outages, examine equipment, and identify access points in remote locations. They have an advantage over traditional vehicles such as helicopters in that they are able to travel quickly into no-fly zones at a lower cost and reduced environmental impact.

Three years ago, IBEW 1245 launched a pilot program to train a small group of PG&E linemen to perform this drone work, rather than let the work be out-

sourced to non-union operators. Those who attended that initial program became certified drone pilots, and the training provided them with the skills they need to conduct utility-specific drone operations.

In the fall of 2021, we initiated another round of drone training at our new Woodland JATC training facility with 20 IBEW 1245 members from non-PG&E employers. The training began with a drone pilot license course, and then the participants received the same sort of utility-specific hands-on drone training that the PG&E linemen had gotten in the first pilot program.

Robert Henley served as the primary trainer for the program. With more than 25 years in the oil and gas industry, Henley is an expert in the field. His company, PrecisionHawk, is a well-known industry leader, covering over 1.2 million distribution pools, and more than 50,000 transmission line inspections.

“We built this program with the IBEW to take a lineman whose primary job isn’t to utilize a drone, but fix and repair the electric grid, and give them a new tool to their toolbox,” Henley explained. “We give them the skills that they will need to safely navigate their lined environment.”

“They don’t have to get out their climbing gear, they don’t have to climb the structure ... It’s increased the safety profile for the linemen,” Henley continued. “Within just a few minutes, we can pop a drone up in the air, get high-definition imagery of that problem, and then transport that information back into the workflow system so project





Precision Hawk instructor Patrick Larrabee (in vest) shows Liberty Utilities lineman Jon McCue how to operate the drone controller.

management can plan the work, the engineers can see what's going on, and then the lineman can quickly diagnose the problem."

Journeyman Lineman Jon McCue was one of the IBEW 1245 members who participated in the training. For the past 17 years, McCue has worked out of the North Lake yard at what is now Liberty Utilities. This training was the first time he had ever flown a drone.

"My first impression is it's harder than it looks, and there's a lot more to all the rules than people think there is," McCue said. "But it's a very useful tool. I can see a lot of applications where this can be very helpful to us."

"The territory I work in, Tahoe, is very inaccessible," he added. "I can see being able to take the drone out and get much better patrols on the line by reaching areas that sometimes we don't have very good foot access to."

McCue imagined a future in which every truck is equipped with a drone, and every lineman has the opportunity to participate in drone training.

In addition to securing the future of utility work, IBEW 1245 is committed to securing strong workplace protections and the highest safety standards for its members. McCue is a proud member of the union, and also serves on the IBEW 1245 Advisory Council.

"When I was non-union, you just kind of had to take what was offered," he said. "Trying to negotiate for yourself, you don't have any leverage and you just take what you get. Being a union member means having that opportunity that comes up every contract, and we can continually improve all the time."

"The union has improved my family's life tremendously," McCue added. "I'm very passionate about it, and try to be involved."

Photos by John Storey



Back row, Left to right; Precision Hawk Instructor Ramiz Baig, Supervisor with City of Gridley Matthew Contreras, Precision Hawk V.P. Robert Henley, Foreman NV Energy Logan Larive, Precision Hawk Instructor Alex Lohman. Front row, left to right; Liberty Utilities Lineman Jon McCue and Precision Hawk Instructor Patrick Larrabee

Celebrating the Grand Opening of the New Cal-Nev JATC Training Center in Woodland



The new training facility allows apprentices to hone their hands-on skills in a safe but realistic training environment.

On a crystal clear, chilly winter day in December, hundreds of labor, management and government leaders, as well as IBEW members and California-Nevada JATC trustees, came together to celebrate the grand opening of the Cal-Nev Joint Apprentice Training Center (JATC)'s state-of-the-art facility in Woodland, California. Attendees gathered in the JATC's brand-new equipment building known as "the barn" to inaugurate the first and only training center in Northern California that's built and owned by the Cal-Nev JATC.

More than 15 years ago, the JATC began having discussions around building and owning a training center in Northern California, but at that time, the amount of line construction work in the North didn't support the costs. Before



The Grand Opening of the JATC in Woodland, Calif. on December 10, 2021



Senior Assistant Business Manager Ralph Armstrong



Apprentices came to watch the ceremony.

the new Woodland facility was built, apprentices in Northern California attended weekend schools in modular trailers and old warehouses, and had to travel all the way down to Cal-Nev JATC's main training facility in Riverside, CA for weeklong classes and other apprenticeship requirements.

Around 10 years ago, the work volume in the north began to increase substantially, and four years ago the JATC made the decision to purchase a property in Woodland and begin development on a new \$12-million-dollar facility. The extraordinary labor-management initiative overcame numerous challenges, culminating in the purchase of the 13-acre site, the construction of the training center (completed using 100% union labor), and the recruitment of staff and instructors.

The Woodland facility began hosting its first classes earlier this year. Some of 1245's Outside Line Construction Business Reps, including Assistant Business



The ribbon-cutting ceremony

Manager Ralph Kenyon, and Business Representatives Ethan Stonecipher and Benjamin Contreras, work as part-time instructors at the JATC. The timing couldn't be better, given the urgent need for skilled journeymen linemen and line clearance tree trimmers to continue hardening the grid, mitigating fire threats, and meeting the increasing demand for skilled labor. More than 700 apprentices were part of the JATC in 2021, and the program has committed to adding at least an additional 300 this year.



At the open house event, several notable leaders, including Assemblymember

Cecilia Aguiar-Curry (Woodland) and California Department of Labor Secretary Natalie Palugyai came to mark the momentous occasion, as did representatives from the California Workforce Development Board (CWDB) which Secretary Palugyai oversees. Additionally, IBEW 1245 Business Manager Bob Dean, Senior Assistant Business Managers Ralph Armstrong, Anthony Brown, and Bob Gerstle, 1245's Executive Board members and other 1245 business representatives, organizers, and retirees joined members of the JATC Board of Trustees, union representatives from IBEW Local Unions 47 and 396, staff and JATC trainers at the open house. Several apprentice linemen, on site for

a week of Hotstick/Live line tools training, were also in attendance to celebrate the launch of the state-of-the-art JATC training center.

For Armstrong, who serves as Local 1245's Trustee to the JATC, this event signified the culmination of many years of hard work. In conjunction with 1245 Business Manager Dean, IBEW 1245 Political Director Hunter Stern and labor leaders and contractors from the labor-management partnership, Brother Armstrong was also instrumental in securing \$4.7 million in grants with the help from the CWDB and their High Roads Training Partnership to develop standardized line clearance tree trimming training, jumpstarting the long-awaited

tree trimming certification program, a dream for many years.

"The opening of this new facility allows our JATC to offer rigorous hands-on training, and supports quality, union jobs in the line construction and line clearance tree trimming industry for California and Nevada," Armstrong said with pride.

The formal presentation concluded with a ceremonial ribbon cutting, and the hundreds who gathered for the occasion shared delicious food from Chando's Taco Truck and Waffle Ice Cream cones for dessert.

Congratulations to all who contributed to building the dream!

Photos by John Storey



IBEW 1245 Business Manager Bob Dean and staffers Ralph Armstrong and Hunter Stern chat with Assemblymember Cecelia Aguiar-Curry.

“Land and Expand”

ADVISORY COUNCIL

Business Manager Bob Dean details 1245 victories and challenges to the Advisory Council



IBEW 1245 President Cecelia De La Torre and Business Manager Bob Dean



[LEFT] Senior Assistant Business Manager Ralph Armstrong shared updates from the outside construction and vegetation management workgroups with the Advisory Council.



[BELOW] Senior Assistant Business Manager Bryan Carroll provided the latest news pertaining to the clerical members at PG&E.

[LEFT] Senior Assistant Business Manager Bob Gerstle announced the winners of the Ayeta Scholarship. See story on page 4.

“Every time I come to an Advisory Council meeting, it reinforces the fact that my union dues are the best investment I’ve ever made.”

— Dan Mayo, longtime IBEW 1245 Advisory Council member



At the IBEW 1245 Advisory Council meeting in January, IBEW 1245 Business Manager Bob Dean shared the positive news of exceptional growth in 1245’s membership and the robust work outlook across our jurisdiction — but was quick to note that the union isn’t resting on its laurels.

“Right now, IBEW 1245 is in an unprecedented boom time. We’re doing as well as we’ve ever done, with the best contracts in the nation,” said Dean. “But we still have many threats on the horizon. We are working to get box microgrid work in house as IBEW work, as well as drone and storage work. There are outside forces trying to take over chunks of our transmission and distribution work, and there’s an ongoing threat looming over the gas side. We’re in a never-ending fight, and we’re doing phenomenally, but we still face massive challenges. The good news is, our members can all sleep well at night, knowing that the union is taking on these challenges on their behalf.”

Dean took some time to detail one of IBEW’s top priorities in California at the moment — reforming the NEM program, which is hurting California’s chances of reaching its clean energy goals. Under the outdated NEM policy, utility customers without rooftop solar are paying those with rooftop solar \$3.4 billion every year. By reforming the NEM program, the CPUC has the opportunity to correct this unfair cost shift (which disproportionately effects lower-income and marginalized communities) and put more resources into utility-scale solar projects (which cost a fraction of the price and create thousands of quality, union jobs). Dean told the Advisory Council how IBEW flooded the phone lines during a recent CPUC hearing on the proposed NEM changes, with more than 90 representatives from 1245 voicing their opinion to

the Commission.

“We showed up in force, and we will continue show up in force, at the CPUC and with the Legislature, to fight for our workers,” said Dean.

Dean went on to highlight several examples of IBEW 1245 leading the nation on a number of fronts. He mentioned the union’s success in bringing 1,500 vegetation management inspectors into the union, as well as the development of the first-of-its-kind new line clearance tree trimmer certification program in development at the JATC. He also remarked on the fact that Local 1245’s ground-breaking organizing steward program has continued to grow and effect change, and how other local unions are seeking to emulate our programs (see page 17 for more).

“We’ve built a lot of power here at 1245, and people are naturally going to try and replicate that,” he said.

Dean explained one somewhat unconventional approach to winning for workers that has proven to be highly successful for IBEW 1245 in both the public and private sectors.

“We have a philosophy of ‘land and expand’ — we win something for one workgroup, and then we try to get it for the rest,” Dean said, citing the example of double-time for all overtime, which was first negotiated by Business Rep Sheila Lawton at one single public sector property. With that precedent set, 1245 has been able to secure the same at numerous other properties as well. Dean also pointed to success in negotiating Juneteenth as a paid holiday for all union workers at PG&E.

Dean recognized that all of 1245’s campaigns, fights and victories are made possible through support from the union’s Executive Board, which authorizes the funding needed to bargain, organize, and make our voice heard.

Photos by John Storey



Business Manager Bob Dean details 1245 victories and challenges to the Advisory Council.

“Nothing Short of Inspiring”

IBEW 1245

Organizing Steward

Induction and Kickoff



IBEW 1245 President Cecelia De La Torre and Business Manager Bob Dean kicked off the organizing steward induction in January.

Nine years ago, a dynamic group of 28 IBEW 1245 activists came together to form what has now become one of the most powerful union organizing cadres in the nation.

Known as organizing stewards, these dedicated and skilled 1245 unionists are ready and willing to jump into action — whether it's descending on the Capitol to lobby legislators in Sacramento, crashing a press conference in San Francisco, getting out the vote for pro-union candidates in Lompoc, or clogging the phone lines during a critical CPUC hearing, this intergenerational activist army is known from coast to coast as the folks who can get things done.

“As organizing stewards, you provide the muscle that gives us the power to affect change for our members, beyond what we can accomplish at the bargaining table,” 1245 Business Manager Bob Dean told the 2022 class of organizing stewards during their first meeting of the year in January. “Our work is far from over, and our enemies are not gone, they're getting stronger. This year is going to be vital for us — but you're on that front line, and I appreciate the work that you've done and are continuing to do.”

From its humble beginnings, the organizing steward program has continued to grow in leaps and bounds, even during the pandemic, and this year's class tops out at a colossal 150 organizing stewards. In late January, they came together virtually for 1245's annual organizing steward kickoff and initiation (due to the Omicron surge, the annual event was held over Zoom).

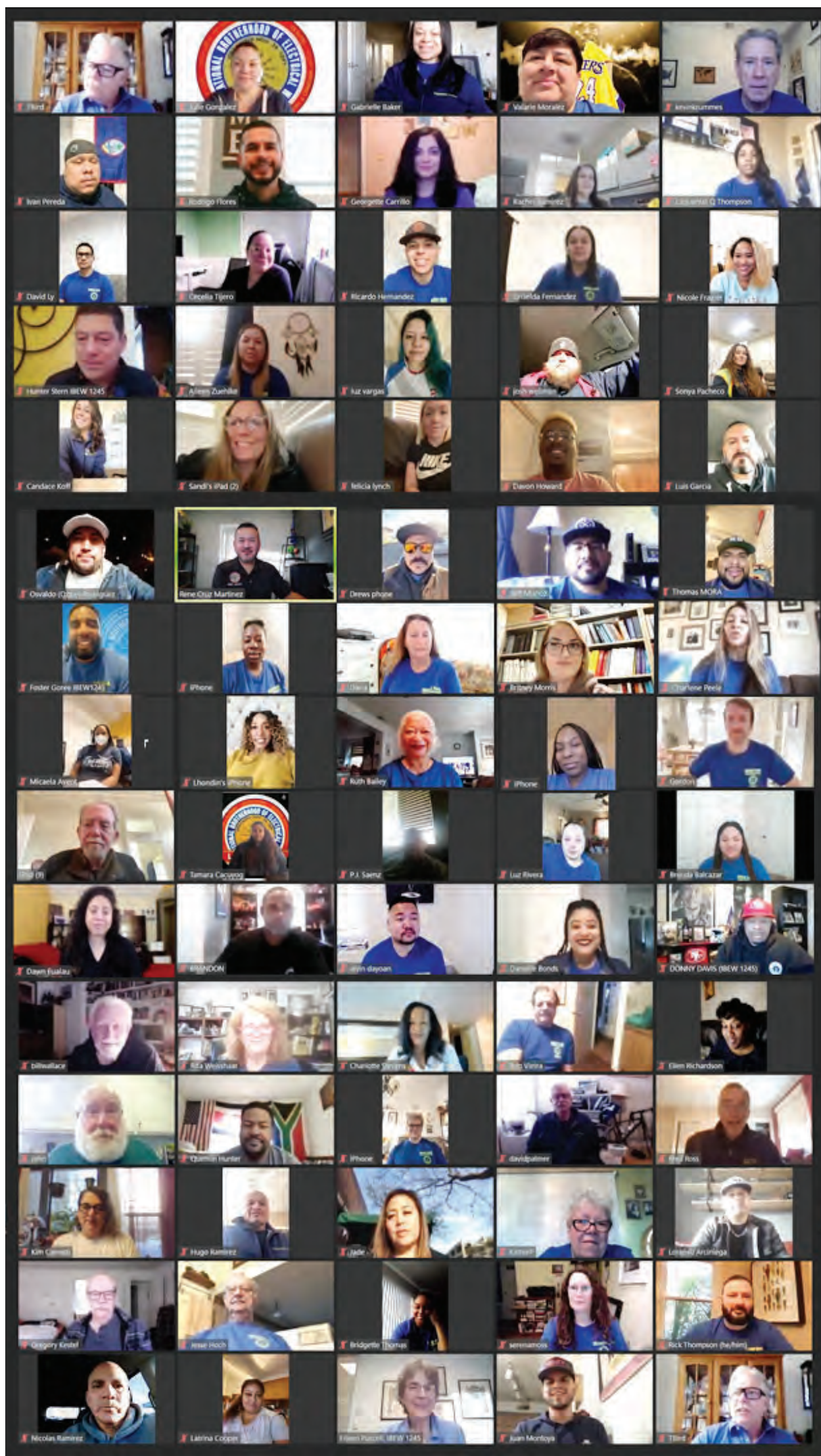
“Although we could not meet in person, it's still nice to see our brothers' and sisters' smiling faces through the screen,” said longtime Organizing Steward Brittany Santana.

After a rousing welcome from Dean, IBEW 1245 President Cecelia De La Torre delivered the oath to the stewards as they were officially sworn in to this honored position. The kickoff event also included a look back at some highlights from past campaigns, as well as a look forward at the fights looming on the horizon. The event concluded with an emotional farewell to longtime staff organizer Fred Ross, one of the original architects of the organizing steward program (see page 35).

“As someone who is new to organizing, I found [the organizing steward induction and kickoff] nothing short of inspiring. I'm thankful to be afforded the opportunity to work with such a motivated group of people who seem to share common interests and a high level of camaraderie!” said new organizing steward Mike Tilden. “Thanks for including me and I'm looking forward to learning as much as I can!”

“The event was well put together and I felt part of the IBEW 1245 union family immediately. The highlights were seeing other members who rallied others for the cause to help pass certain bills through the legislature,” said new organizing steward Nicole Frazier. “I felt the fire, and it was encouraging. As long as we stick together as a IBEW 1245 union family, any issue we come against can be addressed and conquered.”

“Our local has built a movement from this program, and I am honored to be part of it alongside our brothers and sisters,” said Assistant Business Manager Rene Cruz Martinez, who oversees the organizing program at 1245. “We are in a crucial time to grow our membership and continue to cultivate relationships and engagement with our members and the organizing stewards are vital to this work at our jobsites and in our communities.”



IBEW 1245 On the Scene As Winter S

While most families hunkered down amidst one of the biggest snow-fall months in history, thousands of IBEW 1245 members worked tirelessly alongside other first responders on the massive storm response operation. Many sacrificed time with their own families over the holidays to assist those in storm-ravaged communities.

"In this season of giving, I am continuously inspired by our selfless

members who truly exemplify our union's core values," remarked IBEW 1245 Business Manager Bob Dean during the storm restoration. "As 1245 members, we rise to each occasion, we look out for one another, we're the first to lend that extra hand, and we approach every task (even in rain, hail, sleet, snow, and a pandemic) with the skill, expertise and professionalism that the IBEW is known for."

After the first big storm of the season blanketed the Sierras with heavy snow, the *Utility Reporter* travelled (cautiously) to the Soda Springs area, where GC crews were working to make the area safe and restore power as quickly as possible. But with near white-out conditions and snow still falling, the job was far from easy.

"I'm trying my hardest to get these guys power," said IBEW 1245 member Jason Miller, PG&E GC Subforeman A out of Auburn. "Yesterday, we were up here replacing a pole with three other crews, making all the repairs we could, and I couldn't get it energized last night because there was still trouble beyond. Once I realized that there's just still too much, we made everything safe and left for the night, I got home around 11pm."

"When we came back this morning... we patrolled again because we'd left for the night, which is usually our procedure. Everything looked, appeared to be good ... and then one of the repairs we made last night, something came down on it again and damaged it, so we had to fix that," he added. "Once I deemed everything was good, we went and closed fuses to test, and it held, so now we're coming back through."

Miller has worked a lot of storm seasons, and he anticipated that this one may be among the hardest. Drought-weakened trees cannot withstand the weight from tremendous amounts of snow.

"If we continue to have storms like this, we're looking at something like 2017, where we put [the poles and lines] up, then it comes back down, and we put stuff up, and it comes back down," he remarked. "I don't think it's quite on par with '17 yet, but it looks like it's getting there."

Indeed, December snow levels surpassed the month record from 1970, and were on par with 2017 in some areas of PG&E service territory, but January turned out to be much more mild than expected.



Miller and his crew were highly aware of the potential hazards all around, especially on the roads, many of which were not yet plowed. He recalled a fatality vehicle accident that he and his caravan had passed as they proceeded very carefully up the mountain.

The conditions were limiting what he and his crew could do in the moment. He noted a center phase down across



Highway 80 that the crew couldn't yet get to, due to the road conditions.

"The shoulders aren't plowed, and CalTrans has given some resistance on closing the entire freeway down for a long period of time. So, we decided we're going to have to do it at a later date when

CalTrans can get the shoulders cleared enough where it's safe for us to actually work and prep," Miller said. "Then, we can possibly do a rolling shutdown, which will be a lot shorter, and they'd be more apt to accommodate us with that."

The work is challenging and the stakes

are high, but Miller is assured by the fact that he has the IBEW in his corner.

"I think the union's great. They take care of us," he told the *Utility Reporter*. "I'm thankful to have a job with representation and a good contract, good

continued on page 20

January – March 2022

Storms Slam California and Nevada



Foreman Jason Miller



Lineman Brad Cullati



Lineman Tyden Wing



Lineman Ryan Gorman

Utility Reporter



Lineman Jon McSlane



Lineman Brad Cullati

Winter Storms *continued from page 18*

people that I can call if I need to. I couldn't be happier. I have no complaints whatsoever."



Seventeen-year IBEW 1245 member Gregg Smith has worked a lot of storms, but this winter's severe weather caused some of the most damage to trees and infrastructure that he has seen in his career. The *Utility Reporter* spoke with Smith in Humboldt County, California on a cloudy day in early January with several inches of snow on the ground.

"There's a ton of trees down everywhere, a lot of small things down, and a lot of wire down from this storm. I see a lot of broken poles too. I'd say it's probably one of the worst storms I've seen up here," said Smith, a transmission electric crew foreman out of Lakeville. "The amount of tree-fall throughout this storm has been excessive compared to previous years."

On this day in Willow Creek, Smith's crew was working to repair an 800-foot span of line taken down by a falling tree. To complicate the situation, on top of heavy snowfall, the line had fallen into a canyon. To complete the repair, the crew would need to get the wire back up to a three-pole structure on the other side of the steep terrain.

As Smith explained, "The hazards of this particular job are access and the terrain; getting down into the canyon where all the wire fell into means crossing steep, snow-covered hills. And the wire is heavy, heavier than a lot of the normal distribution."

It takes time and careful planning and execution to get crew members into deep and distant places safely. A crew member needed to safely navigate to the distant three-pole structure to splice on new conductors in order to pull the span back up. And the variable weather continued to present all sorts of challenges.

"For the last three days, it's been raining the whole time, rainy and cold," said Smith. "But when we were in Garberville, it was snowing the whole time, white-out conditions."

The damage brought on by winter weather and storms had Smith and his team working all over the area in Humboldt, as well as Lake and Mendocino counties. The jobs ranged from dealing with down wires, to changing out poles, to a full patrol of the line.

"Near the Maple Creek substation, we had a set of broken arms that we replaced, and then had a couple spans of wire down, all inaccessible," Smith recalled. "There was two feet of snow for all of that."

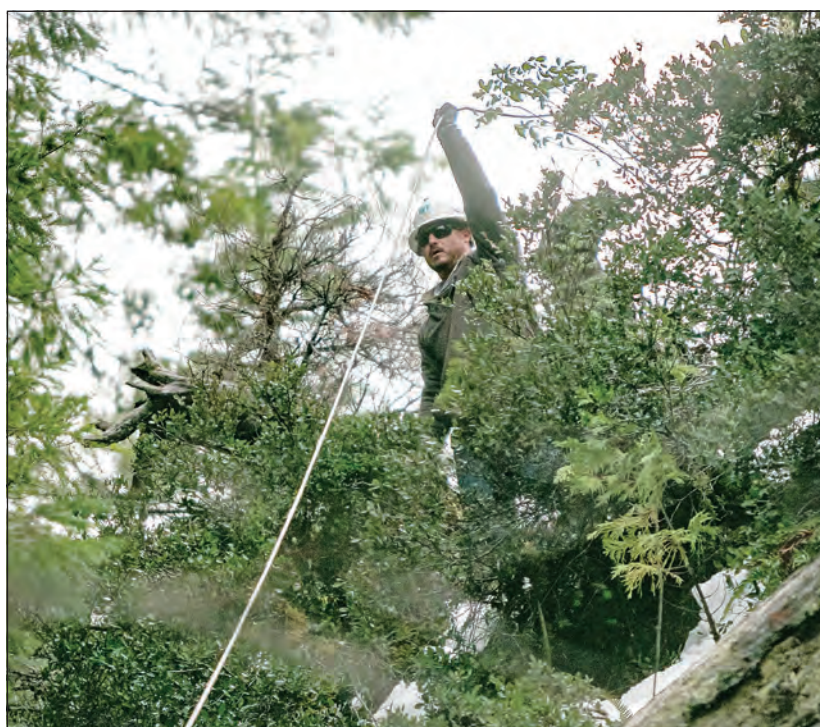
His work may change from day to day, but if there's one thing Smith can count on, it's IBEW 1245.

"They negotiate for our wages and take care of our benefits," he said. "They have our backs for everything."

Photos by John Storey



Apprentice Lineman Glen Chapa



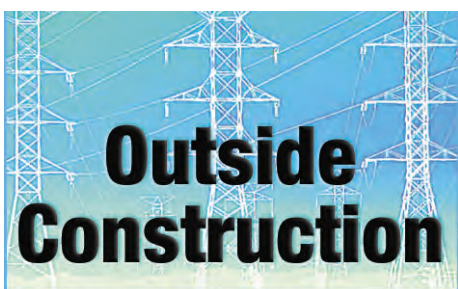
Lineman Kevin Davis



Electric Crew Foreman Gregg Smith



Left to Right: Lineman Travis Doyle, Lineman Jeremy Pitkin, Lineman Kevin Davis, Lineman Andrew Murphy, Apprentice Glen Chapa, Foreman Gregg Smith and Apprentice Lineman Chase Coetzee



California

Work outlook remains strong throughout Local 1245's jurisdiction, and we expect this trend to continue for many years to come. In December of 2021, winter storms hit California hard, resulting in a significant amount of damage to the power system, and crews came in from all over to assist. Many worked through the holidays, with a lot of the additional resources arriving when they became available. PG&E requested contractor crews from out of the area to assist local contractor crews and PG&E crews



Ralph Armstrong

to restore power. PG&E also requested mutual aid from other utilities. More than 75 contractor crews came into 1245's jurisdiction utilizing the IBEW International Storm Agreement. These additional crews vastly decreased the time people were out of power.

We've reported on this before, but it bears repeating — there is an ongoing need for good, qualified journeyman linemen to help with the momentous tasks ahead. One of the steps we are taking to address this issue is trying to increase the number of apprentices, and we are in discussions about a requirement to have an apprentice (if available) on every crew, to help us build for the future on the line side. We are also putting together a sub-committee to discuss and find ways to address the operator and a qualified underground workforce, in response to PG&E's commitment to underground 10,000 miles of powerlines located within the High Fire Threat Districts.

In addition to the wide spectrum of work that is planned, there are additional opportunities for 1245 contractors to bid temporary generation work which will be utilized during Public Power Safety Shutoff (PSPS) events. There is also a large cathodic protection program being launched that will impact thousands of transmission towers over the next several years. Tower painting will also return in full swing in 2022 with at least one new contractor, Tower Power, in the fold for this work. The future looks bright and prosperous in California, and it is ours to lose.

Due to fire liability here in California, we are seeing several contractors beginning to shift to limited liability entities, breaking away from the main corporations. We are having to work with the contractors to get all their dispatched employees transferred from the parent company to the new one.

The last three unit meetings of the year were well attended due to the many questions surrounding COVID-19 and possible vaccine mandates. Dispatch closed the year strong with 6,759 total

calls, including 3,465 Journeyman Lineman calls. I want to give a big thanks to our four Dispatchers — Scott, Shawn, Ashley, and Julia — who worked very hard all year long to keep dispatch running smoothly. Without them, this Local wouldn't be what it is today.

Nevada

Work at NV Energy has been slow, aside from some substation work being done across the system. Wasatch and Cache Valley have been doing most of this work. There have been a few conversions that Titan has completed during the last quarter of the year. Titan was awarded some transmission work in the Ely area, replacing three pole angles on the 120KV line, but that work is shut down as of this writing (some funding was pulled on that project). Titan was also awarded a decent size transmission job for 2022 which should keep them busy on NVE property until mid-summer. Wasatch continues to have all the dock work and the dock crew work on property. Sturgeon still has one crew working out in the eastern part of the state.

Liberty Utilities was very busy during the last quarter of the year, with numerous contractors (H&M, PAR, Summit, TW, Wasatch, and Basin) working on different projects, mostly to do with fire hardening. The workload is expected to double on Liberty property in 2022. During the last two weeks of the year, OLC helped with restoration efforts all around Lake Tahoe and continue to support Liberty as they are still understaffed. Liberty has gone to some contract inspecting, with PRO-E providing contract inspectors for the contract crews.

Safety

Towards the end of 2021, there was a slight downtick in the number of accidents occurring in 1245's jurisdiction. However, during the latest storm event, we had three accidents that could have ended in fatalities. The first involved an apprentice that drilled through his rope skid, falling some 30 feet to the ground and landing on his back. The second was a pole that broke at ground level with a journeyman and an apprentice at the top of the pole, falling 32 feet. And the third was a squirt boom that rolled over down an embankment into a body of water. If it hadn't landed on its wheels, it would have possibly trapped the two occupants under water.

Red Books / Contracts

- All the OSL Business Reps continue to pass Red Books and Contracts to each member they visit, which have amounted to several thousand books distributed across the jurisdiction.
- There's been a significant increase in discussion around different Red Book rules. By all of us questioning and clarifying, we will continue to get better together.
- A large portion of our contractors have been on storm off and on for the entire fourth quarter. There have been many questions around inclement weather and rain gear requirements.

Accidents / Focus Items

- Driving incidents continue to be our largest short-coming. If unsure of HOW to drive in a particular situation, stop and reach out for assistance.
- Recently, we had a member fall from a pole. Luckily, he has no significant injuries.
- Please visit Red Book Article 2.10 Working in Elevated Positions, (b), (4)
- Safety belts/body belts used as part of a positioning device system shall be rigged such that an employee cannot free fall more than 2 feet. Transfer lanyard shall not be used as a primary working belt.

All the OSL Business Reps have been involved in Serious Incidents Fatality (SIF) investigations, require hundreds of hours to be devoted per accident. Many of the accidents and incidents we have mentioned here are what have led to these investigations, resulting in less time in the field for our business reps to conduct job site visits.

Shop Steward Update

As of this writing, we have 26 Construction Stewards for the OSL group. We are currently planning for an Outside Construction Steward training, more details to come. 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

IBEW Local 1245 has a LaborPower app that can be downloaded from your App Store to your mobile device. You can use the app to check position on the books, update contact info, pay dues, and more.

Examining Committee

The Local 1245 examining committee continues to be extremely busy dealing with matters relating to safety and other issues 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 celebrated its grand opening with an

Open House in December. Read more and view photos on page 14.

The next 10-day apprentice application period is coming up. Anyone interested in becoming an apprentice will need to keep watching for the announcement which we will share once the date is finalized. Applications can only be submitted on-line during the 10-day window. If you or someone you know is interested, please review the minimum requirements to apply and start gathering the required documents needed (which can be found at calnevjatc.org) so you are prepared.

Current apprentices report as of Jan. 4, 2022

- 708 outside line apprentices registered in our JATC program
- 7 traveling apprentices in Cal Nev's jurisdiction
- 204 Apprentices working out of Local 1245
- 443 working out of Local 47 and 18 working out of Local 396
- 21 unemployed, 14 not available to work for various reasons, and 8 on a leave
- 83 apprentices graduated to Journeyman Lineman in 2021
- 252 new apprentices indentured as outside line apprentices in 2021

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

Injured Workers Fund (IWF)

You can now obtain a 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:

Outside Line Construction Agreement:

- 4G Excavation
- Alvah Contracting, LLC

Construction Coordinator/Inspector Agreement:

- Ubertech Professional Services, LLC



Apprentices practice climbing at the JATC in Riverside.

Photo by John Storey



Positive Changes in Vegetation Management

2021 ended with storms that produced near-record rain and snow falls, damaging many parts of the electrical system in IBEW 1245's jurisdiction. Our LCTT members and new Vegetation Management Inspectors (VMI) members — along with many other sectors of IBEW 1245's membership — worked long hours over the holidays to clean up the storm damage and restore power, with several crews ringing in the New Year on the job. Many thanks to all the members in California and Nevada who dedicated their time and effort to this important work. We appreciate what you do and the way you represent IBEW 1245 in the work you have performed, and will continue to perform. There is still a lot of work to do through 2022 and beyond.

There have been a number of changes in the vegetation management space in California, all of them positive. Local 1245 has made tremendous strides in getting this work, and our members, the recognition they have deserved for decades. Gone are the days where the critical work our members perform day in and day out is overlooked by the industry. For many years, we have endeavored to get where we are today, and Senate Bill 247 has served as a major kick-start in this process. The future looks bright for 1245 members working Vegetation Management, and the rest of the country is watching what we are doing out here in California.

LCTT Contract Negotiations Update

Both the tree agreement and the agreement that contains the electrical line workers' wages expire at the same time, which is May 31, 2022. Under SB 247, a Journeyman LCTT cannot make less than first-step apprentice electrical line worker's total compensation package, as determined by the California Department of Industrial Relations

(DIR). As such, the electrical line worker agreement must be bargained and ratified first, to establish what those increase minimums are, before bargaining and ratifying the LCTT agreements. Beginning tree negotiations first would be counter-productive and could be less lucrative, and we do not want to settle on anything less than what is bargained in the other agreement.

We had a few issues with the management on the electric line management side when it comes to scheduling the negotiations, but we are expecting to complete bargaining this spring, at which point we can start the process with tree companies. We will do what we can to keep the members informed throughout the process, and we encourage participation from the membership at our unit meetings.

Vegetation Management Inspectors (VMI)

In mid-2021, Local 1245 and PG&E came to a landmark agreement that changed the way critical vegetation management inspection work will be paid now and in the future. Beginning January 1, 2022, contractors that perform this work on PG&E property are subject to a mandatory unionization requirement.

With the new union requirement, the wages are doubled, and overtime is now paid at the double time rate. The roughly 1,500 new VMI members also get daily subsistence and enhanced union protections, working rules and conditions. Previously, this workgroup experienced high turnover due to low compensation, but with the new union wages and benefits, we expect to see improved retention as well.

We began the process of signing new VMI contractors on October 1, 2021 and continue to sign new contractors into January of 2022. The new members, many of whom had little knowledge or

experience with unions before, have been enthusiastic about the changes. We are working diligently to communicate in an open and timely fashion with these new members, beginning with a welcome package — which includes a letter from Business Manager Bob Dean as well as information about the union and some IBEW 1245 stickers — that is mailed out to all VMIs once their paperwork is submitted. During the membership sign-up process, there is a brief period between when the member's paperwork is submitted to the IBEW International office and when the IBEW membership number is officially entered into our system. Once that is completed, all new VMI members receive personal phone calls from IBEW 1245 organizing stewards who truly understand what it is to be a part of this great organization. The call is to welcome their fellow members to the IBEW and answer any union questions (aside from those that are directly related to the agreement). They will also provide contact information for their business representatives, verify the member's contact information, and provide guidance on where to find pertinent information as well as future communications.

Once all new VMI member information is in the system, Business Manager Bob Dean will be hosting a Tele-Town Hall meeting in the spring for the new VMI members, where they can learn more about the union and ask questions. If you are part of this work group, please make sure all personal information (personal cell phone and e-mail address) on file with the union is accurate, to ensure you receive notifications and information about this meeting.

In the interim, if you have any questions or issues, please reach out to one of the 1245 Business Representatives assigned to this agreement (see VMI FAQ on page 27). You can find their contact informa-

tion at <https://ibew1245.com/ask-your-rep/>.

- Ray Banfill, Northern Area
- Junior Ornelas, Central West/Bay Area
- Francisco Ferreyra, Central East/Sierras
- Abel Sanchez, Southern Area

The IBEW 1245 website also has a new VMI section at ibew1245.com/vmi, where members can find a copy of the agreement they are working under, as well as answers to frequently asked questions. Please visit our website for this information as well as a wealth of other information about Local 1245, including an introduction of our newest Business Rep, Francisco Ferreyra (see page 3), and information about member Miguel Flores, who tragically lost his life in a vehicle accident (see page 25).

Keep the Clearance Peer-to-Peer Safety Program

Safety has and will continue to be a focus here at Local 1245. With the increased attention this industry has been receiving, we must all instill a sense of pride in the work we perform, and that begins with safety! The work we perform every day is consistently ranked at the top of the most dangerous jobs in the United States, but that is no excuse for anyone to take unnecessary risks that could injure anyone while doing this work. Everyone deserves to go home every day the same way they went to work.

We all need to do better in ensuring that we cut down on accidents and injuries, which is why Local 1245 has been increasing membership in all of its Peer-to-Peer safety programs. If you are interested in being involved in this member-to-member engagement program to stop unsafe work practices, and have the leadership ability to step up and call out safety issues, please reach out to your representative for more information. An injury to one is an injury to all, and we all must take an active roll in safety, which is critical to all the gains we have made and will continue to strive for with this workgroup.

Organizing

The following employers became signatory to IBEW 1245 this quarter:

Line Clearance Tree Trimming Agreement

- All Phase Land Clearing, LLC
- ClearWay Industries, LLC
- M. Rose International, LLC

Vegetation Management Inspector Agreement

- ACRT Pacific LLC
- AERI American Tree Medics, Inc
- APEX Enterprises, Inc.
- Arbormetrics Solutions, LLC
- ArborWorks, Inc.
- CN Utility Consulting, Inc
- Coleman Environmental Engineering, Inc.
- Core Tree Care
- DRG Pacific Services, LLC
- Endeavor Tree LLC
- Family Tree Service, Inc
- Foresters Co-Op

Vegetation Management Highlights From the Past Three Years

- In 2019, we successfully advocated for the passage of SB 247, which changed the way LCTTs are paid, increasing the total compensation packages by up to 80% for some classifications as well as adding language about minimum training requirements. The new agreements for the LCTT contracts went into effect on January 1, 2020.
- In 2021, we began the process of creating a standardized training program managed by the Cal-Nev JATC, the same labor-management organization that has overseen the Journeyman Lineman apprenticeship training program in California and Nevada for several decades.
- We worked with the state of California and its workforce development group to secure \$4.2 million in grant funding to develop and build this standardized training program for LCTT workers.
- The Cal-Nev JATC built and opened a brand-new state of the art training center in Woodland, California. This facility had a soft opening in spring of 2021, with a grand

opening celebration in December (see page 14). This new facility is where the new standardized LCTT certification operations will be based. We are in the process of building this program for the future in a way that will be sustainable for many years to come.

- We have hired an Assistant Director, Dan Kallai, who has put together the curriculum and program outline. Kallai is hiring several instructors throughout our service area, and continues to build in the south as well through Locals 47 and 465. All three locals are actively enrolling trainees as well as Journeyman LCTT into the program, and many members are excited about receiving this certification.

The future of this work has changed for the better and will continue to change for years to come. We will continue to keep the pedal to the metal in improving the livelihoods for our current and future members.

— Ralph Armstrong,

IBEW 1245 Senior Assistant Business Manager

Cambios positivos en el manejo de la vegetación

El año 2021 finalizó con tormentas que generaron lluvias y nieve a niveles casi sin precedente, causando daños a muchas de las partes del sistema eléctrico en varias zonas de la jurisdicción del IBEW 1245. Nuestros miembros podadores de árboles para el despeje de líneas (LCTT) y los nuevos miembros Inspectores de Manejo de Vegetación (VMI), junto con muchos otros sectores de miembros de IBEW 1245, trabajaron muchas horas durante las festividades para limpiar los escombros resultantes de las tormentas, y restablecer la energía eléctrica. Incluso, varias cuadrillas recibieron el Año Nuevo trabajando. Muchas gracias a todos los miembros en California y Nevada que dedicaron su tiempo y esfuerzo a esta importante tarea. Valóramos lo que hacen y el modo en que representan a IBEW 1245 a través del trabajo que han realizado, y que continuarán realizando. Aún queda mucho trabajo por delante en 2022 y en el futuro.

Ha habido varios cambios en California en cuanto al manejo de la vegetación, todos han sido cambios positivos. El Local 1245 ha logrado grandes avances para obtener este trabajo, y que nuestros miembros reciban el reconocimiento que han merecido durante varias décadas. Hemos dejado atrás la época cuando la industria pasaba por alto el fundamental trabajo que nuestros miembros realizan día tras

día. Durante muchos años, nos hemos esforzado por llegar a donde estamos hoy, y el Proyecto de Ley 247 del Senado ha servido de impulso en este proceso. El futuro luce prometedor para los miembros del 1245 que trabajan en Manejo de Vegetación, y el resto del país está a la expectativa de lo que hacemos aquí, en California.

Actualización de las negociaciones del contrato de los podadores de árboles para el despeje de líneas (LCTT)

Tanto el acuerdo de los podadores de árboles como el acuerdo que contiene los salarios de los trabajadores de líneas eléctricas tienen la misma fecha de vencimiento, el 31 de mayo de 2022. De conformidad con el Proyecto de Ley 247 del Senado, un jornalero LCTT no puede ganar menos que el paquete de compensación total de un aprendiz de trabajador de líneas eléctricas de primera etapa, según lo estipulado por el Departamento de Relaciones Industriales de California (DIR). Por lo tanto, primero se debe negociar y ratificar el acuerdo de los trabajadores de líneas eléctricas, para determinar cuáles son los aumentos mínimos, antes de negociar y ratificar los acuerdos de LCTT. Sería contraproducente iniciar las negociaciones con las compañías de árboles primero, y además sería menos lucra-

tivo, y no queremos aceptar menos de lo que se negocie en el otro acuerdo.

Hemos tenido algunos problemas con la gerencia del sector de líneas eléctricas en cuanto a la programación de las negociaciones, pero estamos trabajando para establecer y luego completar ese proceso, para después comenzar el proceso con las tres compañías de árboles. Haremos lo posible por mantener informados a los miembros durante el proceso, e invitamos a los miembros a que participen en nuestras reuniones de la unidad.

Inspectores de Manejo de Vegetación (VMI)

A mediados de 2021, el Local 1245 y PG&E llegaron a un acuerdo histórico que cambió la manera como se remunera ahora y en el futuro el crítico trabajo de inspección de manejo de vegetación. A partir del 1o de enero de 2022, los contratistas que realizan este trabajo en las instalaciones de PG&E deben cumplir con el requisito obligatorio de sindicalización.

Con este nuevo requisito de sindicalización, los salarios se duplicaron, y las horas extra ahora se pagan al doble de la tarifa horaria. Los aproximadamente 1500 nuevos miembros VMI también reciben manutención diaria y mejor protección del sindicato, y mejores normas y condiciones de trabajo. Anteriormente, este grupo presentaba mucha rotación debido a los bajos niveles de remuneración, pero con los nuevos salarios y beneficios del sindicato, esperamos que mejoren también los niveles de retención.

El 1o de octubre de 2021 comenzamos el proceso de inscribir a los nuevos contratistas de VMI, y hemos continuado haciéndolo en enero de 2022. Los nuevos miembros, muchos de los cuales previamente tenían poco conocimiento o experiencia con los sindicatos, se han mostrado entusiasmados con los cambios. Estamos trabajando diligentemente para comunicarnos de una manera abierta y oportuna con estos nuevos miembros, desde un paquete de bienvenida, que incluye una carta del Gerente de Negocios Bob Dean, así como información sobre el sindicato y unas calcomanías del IBEW 1245, que se le envía a todos los VMI al enviar su solicitud de inscripción. Durante el proceso de inscripción de los miembros, hay un lapso de tiempo entre el momento en que se entregan los documentos a la oficina Internacional del IBEW hasta el momento en que se ingresa oficialmente el número de IBEW del miembro en nuestro sistema. Al completar este proceso, todos los nuevos miembros VMI recibirán una llamada personal de los delegados organizadores del IBEW 1245 que realmente entienden lo que significa ser parte de esta gran organización. La llamada es para darles la bienvenida al IBEW a sus compañeros miembros y contestar cualquier pregunta sobre el sindicato (excepto las que se refieren específicamente al acuerdo). También entregarán

la información de contacto de sus representantes de negocios, verificarán la información de contacto del miembro, y orientarán a los miembros para que pueden tener acceso a la información relevante y las comunicaciones futuras.

Una vez que toda la información de los nuevos miembros VMI esté en el sistema, el Gerente de Negocios Bob Dean realizará una reunión a distancia en la primavera para los nuevos miembros VMI, donde recibirán más información sobre el sindicato y podrán hacer preguntas. Si formas parte de este grupo de trabajo, asegúrate de que toda tu información personal (teléfono celular y dirección de correo electrónico personales) que están en tu expediente del sindicato sea correcta, para garantizar que recibas los avisos y la información sobre esta reunión.

Mientras tanto, si tienes preguntas o problemas, comunícate con uno de los Representantes de Negocios del 1245 asignado a este acuerdo (a continuación está la información de asignación por zonas pero cualquiera de ellos puede ayudar). Su información de contacto está disponible en <https://ibew1245.com/ask-your-rep/>.

- Ray Banfill, Zona Norte
- Junior Ornelas, Zona Central Oeste/Bay Area
- Francisco Ferreyra, Zona Central Este/Sierras
- Abel Sanchez, Zona Sur

El sitio web del IBEW 1245 también tiene una nueva sección de VMI en ibew1245.com/vmi, donde los miembros pueden encontrar una copia del acuerdo bajo el cual están trabajando, y respuestas a las preguntas más frecuentes. Vista nuestro sitio web para acceder a esta información, así como también a más información sobre el Local 1245, que incluye la presentación de nuestro Representante de Negocios más reciente, Francisco Ferreyra (ver pág. 3), e información sobre el miembro Miguel Flores, quien perdió la vida trágicamente en un accidente de vehículos (ver pág. 25).

Programa de seguridad entre compañeros “Mantenga la Distancia”

La seguridad ha sido y seguirá siendo un enfoque principal aquí en el Local 1245. Esta industria ha estado recibiendo una mayor atención, y todos debemos sentirnos orgullosos del trabajo que realizamos, ¡y eso comienza con la seguridad! El trabajo que realizamos cada día ha sido clasificado constantemente entre los trabajos más peligrosos en los Estados Unidos, pero eso no es una excusa para correr riesgos innecesarios que podrían lesionar a alguien durante el trabajo. Todos y cada uno merecen regresar a casa en las mismas condiciones como salieron al trabajo.

Todos debemos ser mejores y asegurarnos de reducir accidentes y lesiones, por lo que el Local 1245 ha estado aumentando la cantidad de miembros

continúa en la página 25

Aspectos destacados del Manejo de la Vegetación de los últimos tres años

- En 2019, abogamos con éxito por la aprobación del Proyecto de Ley SB 247, que cambió la forma en que se remunera a los LCTT, incrementando los paquetes de compensación total hasta en un 80% para algunas clasificaciones, así como agregando requisitos mínimos de capacitación. Los nuevos acuerdos para los contratos de los LCTT entraron en vigor el 1o de enero de 2020.
- En 2021, comenzamos el proceso de crear un programa de capacitación estandarizado administrado por Cal-NEV JATC, la misma organización de sindicato y empresas que ha supervisado el programa de capacitación de aprendices linieros jornaleros en California y Nevada durante varias décadas.
- Trabajamos con el estado de California y su grupo de desarrollo de la fuerza laboral para obtener una subvención de \$4.2 millones para desarrollar y ejecutar este programa de capacitación estandarizado para los trabajadores de LCTT.
- Cal-NEV JATC construyó y comenzó a operar un nuevo centro de capacitación de vanguardia

en Woodland, California. Esta instalación tuvo una apertura preliminar en la primavera de 2021, con una gran celebración de apertura en diciembre (ver página 14). Esta nueva instalación es donde se realizarán las nuevas operaciones de certificación estandarizada de LCTT. Estamos en proceso de desarrollar este programa para el futuro de manera que sea sostenible durante muchos años.

- Hemos contratado como Director Asistente a Dan Kallai, quien preparó el plan de estudios y el esquema del programa. Kallai está contratando varios instructores en la zona donde operamos, y continúa desarrollando el programa en el sur, así como a través de los locales 47 y 465. Los tres locales están inscribiendo activamente en el programa a aprendices y jornaleros LCTT, y muchos miembros están entusiasmados por recibir esta certificación.

El futuro de este trabajo ha mejorado y seguirá cambiando en los próximos años. Seguiremos pisando el acelerador a fondo para mejorar las condiciones de vida de nuestros miembros actuales y futuros.

— *Ralph Armstrong, IBEW 1245 Gerente Asistente de Negocios Senior*

Trees, from page 22

- Gold Coast Utility Specialists
- Hotshot Arbor Care (Sierra Logistics Co., LLC)
- International Tree Management
- Jefferson Resource Company, Inc
- KDF Forestry, Inc.
- KLE Field Services, Inc.
- Moreno Consulting Group
- Mountain G. Engineering
- Nate's Tree Service, Inc
- Orient Consulting, LLC
- Orion Managed Services, LLC
- P31 Enterprises, Inc
- Plank Road Forestry, Inc.
- The Original Mowbray's
- Wright Tree Service of the West, Inc.

Northern Area

This past quarter has been very busy in the northern area. We had approximately 70 Asplundh crews from all over the country here to help catch up on all the enhanced vegetation management (EVM) work that had to be completed by the end of the year. It was a big push to get them all signed up with us and get their paperwork submitted. They were very happy with the wages and all the double time that they were making while they were here, and a few commented that they wanted to move out here full-time to make a better living. They did a lot of work and had very few accidents. We appreciate the help.

We have seen a slight increase in accidents, which is concerning, but all the extra members and manhours performed may have played a role. We talk a lot about safety on the yard and field visits as well as the unit meetings, and we remind everyone to stay focused on their job so that they can go home safely to see their families.

Unit meeting attendance has been very low these past few months; with most crews working six 10-hour days, everyone is exhausted at the end of the day and just want to go home and relax. I have made it known that we are always available by phone if any questions need to be answered.

We had some major storms come in right around the holidays that required a lot of mandatory overtime from PG&E. This has initiated a lot of questions from the field about working so many hours. There was also confusion on how the payrate is calculated when working on a holiday, especially since Christmas and New Years both fell on Saturdays. This required many phone calls with each company's HR departments to make sure everyone was paid correctly.

We finally have nearly all the VMI inspectors signed up with the union. This is something that we have been working on for quite some time, and now they can enjoy a significant pay increase and a job that they can make into a career. For most, this is the first time that they have ever belonged to a

union, and they have lots of questions (which means our phones have been ringing nonstop). This new membership push has been the major discussion point at unit meetings.

There was some confusion with the members on the Line Clearance Tree Trimming side about the wages the VMI are making compared to what the LCTTs are making. We clarified by explaining the "Total Package" price per hour between the two contracts as well as requirements to perform the VMI work. We are still trying to meet with as many as possible out in the field to introduce ourselves to these new members and welcome them to the union.

Grievances are still fairly low as we work very hard to settle most problems before we have to go to the next level. We still have one open grievance concerning a member that was terminated for failure to get the COVID-19 vaccine. This will hopefully get resolved very soon.

We are looking forward to another very busy year. Northern California is getting some storms and much needed rain, but with it comes a lot of storm damage and overtime work. We encourage everyone to take their time and work safely out there.

— Ray Banfill, IBEW 1245 Business Rep

Central West Area

Asplundh Tree Experts (NV Energy) Reno, Eastern Nevada & outside South Lake Tahoe: Work has mainly been centrally located within Reno and Carson City areas, with the company adding additional crews from outside the area (Illinois and Texas) to support the work in the area. The crews from Illinois are still working on PG&E property, while the Texas crew returned home in mid-November. During this period, the company was able to ramp up to 17 crews working 10-hour shifts, five days a week. The company has agreed in a recent Labor Management meeting to pay all costs in acquiring CDL. We had an incident where a section of communication line was damaged by a company vehicle, and we are fortunate that no one was injured. We all need to stay alert when we're moving from one location to another. Safety must always be everyone's focus.

Mario's Tree Service — Solano / Yolo Counties: The winter months provided plenty of work and opportunities for overtime. The company had crews performing work in San Joaquin Division for overtime. Work had been steady with everyone on 10-hour shifts. We have an open grievance to discuss with the company. We are sad to report that, after working in the Eureka area, member Miguel Flores (30) was heading home on Highway 37 when a Big Rig crossed the medium and struck his Company rented pick-up truck. He tragically died

from injuries (more on page 25).

Mowbray's — PG&E & SMUD: Plenty of work on PG&E property with an abundance of overtime. Most crews are working in the East Bay and the Peninsula. All crews have been working 10-hour shifts, six days a week. We had several pay issues to bring to the company's attention, and we continue to work with the company's Human Resources department to resolve these matters. The majority of these pay issues were addressed in our last Labor Management meeting. The company, like many others, has been in a hiring mode!

On SMUD property, work has been steady although Covid-19 cases continue to hit hard, and this has been a concern for all members. We have been trying to secure a Grievance Review Committee (GRC) meeting with the company to review a termination case as well as other open issues.

Mountain F. Enterprise — PG&E & Liberty Utilities in El Dorado & Placer County: Work was full bore, pedal to the metal all the way to the end of the year. Outside crews have also come in and participated with all the projects PG&E has put out. The company is discussing possible changes for the coming year in looking at scheduled shifts. There's discussion of a pilot program to make an eight-hour set schedule shift in El Dorado County. There will need to be further discussion if the company moves in that direction to see how that would fit in with the current CBA. We had a Labor Management meeting with MGE regarding the new VMI contract; the company has expressed the desire to have and maintain a good working relationship with the union.

The one issue that continues to come up is vacation time off, and this has been a constant complaint from many of our members. Members must give as much notice as possible to take time off, and need to follow the Union Agreement. Unit attendance in Placerville has been well attended. We recently started meetings in Auburn, CA.

Davey Tree Surgery — De Anza & Diablo Division: The company changed its payroll and made all pay stubs electronic, prompting confusion among the members as local management didn't explain the change. We know some employees are still having issues with their pay and their per-diem. This problem is not only on PG&E property, but also affecting members working at the City of Palo Alto, and the City of Santa Clara, CA. We have several issues for the Grievance Review Committee meeting. All crews had been working 10-hour days, with some crews performing EVM work, six days a week, in Humboldt and Los Padres Division. Crews have been doing CEMA work in the East Bay with crews from LA and San Diego. Meeting attendance has been good.

Rapid Response — San Jose Division: All crews have been working 10-hour shifts for a while. We had to explain how the 10-hour shifts are to be paid, as HR had it incorrect! We resolved several pay and holiday pay issues with the company. There's been a concern of not utilizing qualified personnel in the field,

as well as replenishing PPE.

Wright Tree Service — SMUD & East Bay: Work at SMUD has expanded to 10-hour shifts, five days a week. Members have been attending their unit meeting. East Bay has continued to do work in the Peninsula and Mission Division. Overtime has hit the transmission crews as well. The membership is happy to be working!

— Junior Ornelas,
IBEW 1245 Business Rep

Central East Area

During my first few weeks as the new Business Rep for this area, I rode along with Abel and Junior to meet each owner/manager and discuss the transition of Business Rep assignments. I also got to meet some of the GFs and members, and had a few sit-downs with some of the leads of the companies. I got familiarized with each area as well as discussed pending issues.

In less than a month in this new assignment I have dealt with multiple issues of employee time off; the ramp-up by PG&E and storm work put a strain on getting time off for employees. We're also seeing employers changing the work schedule without proper notice, which resulted in confusion around the holidays, and changing work schedules midweek around the holiday week, which was corrected.

A new VMI contractor has created issues with its list of headquarters. The contractor has developed a main headquarters which has multiple satellite headquarter locations spread about near the main headquarters that is geographically within reason of main headquarter. The satellite headquarters are based on circuit work and employee's residence.

Mario's Tree Service had a high-risk finding which was elevated to a life threat. This elevation caused PG&E to stand down the six employees involved in the incident. One of the employees reached out for help on returning to work. I communicated with the Mario's team and assisted on the return of the employees to work. The crew was released back to work the following day.

Arbor Metrics and ACRT reached out with interest on setting up local stewards for each division. Employees from Arbor Metrics were stood down due to them not meeting the requirements for VMI positions.

MGE had an employee who was stood down for not meeting the minimum requirements. It seems that PG&E did plenty of reviewing of applications after the unionization.

— Francisco Ferreyra,
IBEW 1245 Business Rep

Southern Area

A very busy last quarter with lots of things happening. We've been receiving many calls from the new VMI members and companies about their agreements, and I am doing my best to answer their many questions.

The Cal-Nev JATC had their open house, and they are starting to roll out and sign up as many members as possi-

continued on page 25

January – March 2022

Get the latest news at:

www.ibew1245.com

Árboles, from page 23

que participan en todos sus programas de seguridad entre compañeros. Si estás interesado en involucrarte en este programa entre miembros para detener las prácticas de trabajo inseguras, y tienes la capacidad de liderazgo de dar un paso adelante y denunciar problemas de seguridad, por favor contacta a tu representante para recibir más información. Si se lesiona una persona, nos lesionamos todos, y todos debemos tener un papel activo en la seguridad, que es fundamental para todo lo que hemos logrado obtener y continuaremos logrando obtener para este grupo laboral.

Organización

Las siguientes compañías se convirtieron en signatarios del IBEW 1245 este trimestre.

Acuerdo de los podadores de árboles para el despeje de líneas

- All Phase Land Clearing, LLC
- ClearWay Industries, LLC
- M. Rose International, LLC
- Acuerdo de inspección del manejo de la vegetación
- ACRT Pacific LLC
- AERI American Tree Medics, Inc
- APEX Enterprises, Inc.

- Arbormetrics Solutions, LLC
- ArborWorks, Inc.
- CN Utility Consulting, Inc
- Coleman Environmental Engineering, Inc.
- Core Tree Care
- DRG Pacific Services, LLC
- Endeavor Tree LLC
- Family Tree Service, Inc
- Foresters Co-Op
- Gold Coast Utility Specialists
- Hotshot Arbor Care (Sierra Logistics Co., LLC)
- International Tree Management
- Jefferson Resource Company, Inc
- KDF Forestry, Inc.
- KLE Field Services, Inc.
- Moreno Consulting Group
- Mountain G. Engineering
- Nate's Tree Service, Inc
- Orient Consulting, LLC
- Orion Managed Services, LLC
- P31 Enterprises, Inc
- Plank Road Forestry, Inc.
- The Original Mowbray's
- Wright Tree Service of the West, Inc.

Zona norte

Este último trimestre hemos estado muy ocupados en la zona norte. Aproximadamente 70 cuadrillas de Asplundh de todo el país estuvieron aquí para ayudar a

ponerse al día con los trabajos de gestión mejorada de la vegetación (EVM) que debían completarse antes de fin de año. Fue un gran esfuerzo lograr que todos se inscribieran en el sindicato y enviar su documentación. Estaban muy contentos con los salarios y todo el pago doble por horas extra que recibieron mientras estaban aquí, y algunos comentaron que querían mudarse aquí y trabajar a tiempo completo para ganar más. Hicieron muchos trabajos y hubo muy pocos accidentes. Agradecemos la ayuda.

Hemos visto un ligero aumento en accidentes, lo que es preocupante, pero es posible que esto se haya debido a todos los miembros adicionales y la cantidad de horas de trabajo. En las visitas a los patios y en el campo, y en las reuniones de la unidad, hablamos mucho sobre la seguridad y les recordamos a todos que permanezcan centrados en su trabajo para que puedan regresar sanos y salvos a sus casas para ver a sus familias.

La asistencia a las reuniones de la unidad ha sido muy baja en estos últimos meses; la mayoría de las cuadrillas trabajan seis días de 10 horas, así que todos están agotados al final del día y solo quieren volver a casa y relajarse. Les he informado que siempre estamos

disponibles por teléfono si tienen preguntas.

Alrededor de las festividades tuvimos varias fuertes tormentas por lo que PG&E exigió horas extra obligatorias. Esto hizo que surgieran muchas preguntas desde el campo sobre por qué se estaba trabajando tantas horas. También hubo confusión sobre cómo se calcula el salario por hora cuando se trabaja durante las festividades, especialmente porque tanto Navidad como Año Nuevo cayeron en día sábado. Tuvimos que hacer muchas llamadas telefónicas a los departamentos de Recursos Humanos de cada compañía para asegurar que todos recibieran el pago correcto.

Finalmente, casi todos los inspectores de VMI ya están inscritos en el sindicato. Hemos estado trabajando en esto por bastante tiempo y ahora ellos pueden disfrutar de un significativo aumento salarial y un trabajo que pueden convertir en una carrera profesional. Para la mayoría, esta es la primera vez que pertenecen a un sindicato, y tienen muchas preguntas (lo que significa que nuestros teléfonos han estado sonando sin parar). Este nuevo impulso a la membresía ha sido el principal tópico de discusión en las reuniones de la unidad.

Hay cierta confusión entre los miembros podadores de árboles para el despeje de líneas acerca de los salarios que ganan los VMI comparados con los salarios que ganan los LCTT. Lo aclaramos explicando el valor del "Paquete Total" por hora de los dos contratos y los requisitos necesarios para ejecutar el trabajo de VMI. Todavía estamos intentando reunirnos con la mayor cantidad posible de nuevos miembros en el campo para presentarnos y darles la bienvenida al sindicato.

El nivel de quejas sigue siendo bastante bajo ya que trabajamos arduamente para resolver los problemas antes de tener que pasar al próximo nivel. Todavía tenemos una queja abierta con respecto a un miembro que fue despedido por no recibir la vacuna COVID-19. Esperamos que esto se resuelva muy pronto.

Esperamos que este sea otro año muy ocupado. El norte de California está recibiendo algunas tormentas y lluvia muy necesaria, pero esto también trae muchos daños y trabajo extra. Recomendamos a los miembros que se tomen su tiempo y trabajen con seguridad.

— Ray Banfill, IBEW 1245 Representante de Negocios

Trees, from page 24

ble for the new certification program. I am working with Michael Copp who is one of the trainers covering the southern areas (Kern Division and Los Padres Division), in getting this information out to the field and the companies.

We are building our KTC safety stewards back up again with Business Rep Fred Aboud at the helm. It's looking good and growing with good things to come. The committee is planning our Safety Summit and presentations for 2022.

Arbor Works — Crews have been working five days a week, 10 hours a day and voluntary Saturdays, lots of overtime available. I have met with HR and managers for labor-management meetings three times during the last quarter to discuss and resolve several issues. They are proactive and are trying to resolve these issues before it becomes a grievance. We've had many employees off for COVID 19 symptoms.

National Waste Management — Crews are doing EVM work in the Fresno Division. Working six 10-hour days, and have reached out to me for help as they need to hire qualified tree trimmers. These members are starting to come to my Fresno Unit meeting. COVID issues continue.

Mario's Tree Service — Working 10-hour days Monday thru Friday, voluntary Saturdays. I met with the area manager to discuss progressions and back pay issues, and they have been good at fixing the issues. They have been hiring lots of new employees, seeing lots of new faces. They have had a couple of outages this quarter.

Nates Tree Service — Working 10-hour days Monday thru Friday, voluntary Saturdays. They had a severe accident in October, when an employee fell

about 20 feet and broke his back and was rushed to Modesto Hospital where he underwent two surgeries. He had no feeling to his legs and was later sent to a rehab hospital where he has been doing extensive rehab therapy. Glad to say I talked to him right before Christmas and he told me that he was moving his feet and getting feeling back in his legs. Michelle Gray, the owner of Nates Tree, has reached out to me about doing a peer-to-peer safety presentation in the Sonora yard. Fred Aboud is talking with her to schedule.

Davey Tree — Working six 10-hour days, lots of overtime this quarter. The company was sending crews to Sierra Division to do EVM work, and was

falling behind on their routine work, so they are hiring lots of new employees. They have reached out to me in the Los Padres Division for qualified tree trimmers that aren't working. Davey is having problems with their new payroll system; some weeks they miss some employee's subsistence pay, so we have been working with them and the members to fix these issues when they come up. Davey had a big outage in Los Padres on Black Friday when an employee drove out of the yard with the upper boom straight up in the air and took out a 21 KV line and pole with two transformers.

— Abel Sanchez, IBEW 1245 Business Rep

Vehicle Accident Claims
Life of IBEW 1245 Member
Miguel Flores

We are deeply saddened to report that two-year IBEW 1245 member Miguel Flores sustained fatal injuries while driving from Eureka to Fresno on Dec. 30. Brother Flores worked as a line clearance tree trimmer for Mario's Tree Service, and had just turned 30 years old earlier that month.

Flores was travelling alone east bound on Highway 37 in Vallejo on the bridge by Mare Island. A semi travelling westbound hit the concrete center divider and also jumped the divide wall. The semi hit the truck that Flores was driving, resulting in the loss of his life. Flores and the rest of his crew were on their way home to spend time their families for New Year's when this tragedy happened. The news report is here <https://www.timesheraldonline.com/2021/12/30/crash-on-highway-37-leaves-one-dead/>.

Flores leaves behind one child, approximately two years old. Please keep Brother Flores' young family in your thoughts and prayers.

Please give what you can to support the family using this GoFundMe address. <https://www.gofundme.com/f/in-memory-of-miguel-flores/>



Zona Central Oeste

Asplundh Tree Experts (NV Energy) Reno, el este de Nevada y las afueras de South Lake Tahoe: El trabajo ha estado ubicado principalmente en el centro dentro de las zonas de Reno y Carson City, y la compañía ha agregado cuadrillas adicionales de otras áreas (Illinois y Texas) para apoyar el trabajo en la zona. Las cuadrillas de Illinois todavía están trabajando en las instalaciones de PG&E, mientras que la cuadrilla de Texas regresó a casa a mediados de noviembre. Durante este período, la compañía pudo aumentar su

continúa en la página 26

fuerza laboral hasta 17 cuadrillas que trabajaban turnos de 10 horas, cinco días a la semana. La compañía ha acordado en una reunión reciente del sindicato y la gerencia pagar todos los costos para obtener la licencia de conducir comercial. Tuvimos un incidente en el que un vehículo de la compañía dañó una sección de las líneas de comunicación, y tuvimos suerte de que nadie resultó herido. Todos debemos estar alerta cuando nos trasladamos de un lugar a otro. La seguridad siempre debe ser el centro de atención de todos.

Mario's Tree Service — Condados de Solano / Yolo: Los meses de invierno brindaron mucho trabajo y oportunidades para trabajar horas extra. La compañía tenía cuadrillas realizando trabajos de horas extra en la División San Joaquin. El trabajo había sido constante y todos han estado trabajando en turnos de 10 horas. Tenemos algunas quejas pendientes por discutir con la compañía. Lamentamos informar que, después de haber estado trabajando en la zona de Eureka, el miembro Miguel Flores (30) se dirigía a casa en Highway 37 cuando un camión de arrastre cruzó la división y golpeó su camioneta alquilada por la Compañía. Falleció trágicamente a consecuencia de sus heridas (más información en la página 25).

Mowbray's — PG&E y SMUD: Hay mucho trabajo en las instalaciones de PG&E y abundantes horas extras. La mayoría de las cuadrillas están trabajando en East Bay y Península. Todas las cuadrillas han estado trabajando turnos de 10 horas, seis días a la semana. Tuvimos varios problemas de pago que presentar ante la Compañía, y continuamos trabajando con el departamento de Recursos Humanos de la compañía para resolver estos asuntos. La mayoría de estos problemas salariales se abordaron en nuestra última reunión del sindicato y la gerencia. ¡La compañía, como muchas otras, ha estado contratando!

El trabajo en las instalaciones de SMUD ha sido constante aunque los casos de Covid-19 siguen afectando seriamente a los trabajadores, y esto ha sido una preocupación para todos los miembros. Hemos estado intentando programar una reunión del Comité de Resolución de Quejas (GRC) con la compañía para revisar un caso de despido así como otros asuntos pendientes.

Mountain F. Enterprise — PG&E y Liberty Utilities en los Condados El Dorado y Placer: El trabajo hasta fin de año ha sido a paso completo, pisando el acelerador a fondo. También han llegado cuadrillas de otras zonas y participado en todos los proyectos propuestos por PG&E. La Compañía está discutiendo posibles cambios para el próximo año en cuanto a los turnos programados. Se está discutiendo un programa piloto para hacer un cambio de horario de ocho horas en el Condado El Dorado. Si la compañía avanza en esa dirección será necesario seguir discutiendo el asunto para ver cómo se aplicaría con la CBA actual. Tuvimos una reunión del sindicato y la gerencia con MGE con respecto al nuevo con-

trato de VMI; la compañía ha expresado el deseo de tener y mantener buenas relaciones de trabajo con el sindicato.

El tema que continúa apareciendo es el de las vacaciones, y esta ha sido una queja constante de muchos de nuestros miembros. Los miembros deben avisar con la mayor anticipación posible si desean tomar tiempo libre, y deben cumplir el Acuerdo del sindicato. La participación de la unidad en Placerville ha sido buena. Recientemente comenzamos a tener reuniones en Auburn, CA.

Davey Tree Surgery — Divisiones De Anza y Diablo: La compañía cambió su nómina y todos los talones de pago son electrónicos, lo que provocó confusión entre los miembros, ya que la administración local no explicó el cambio. Sabemos que algunos empleados siguen teniendo problemas con su salario y su viático diario. Este problema no es solo en las instalaciones de PG&E, sino que también afecta a los miembros que trabajan en la Ciudad de Palo Alto y la Ciudad de Santa Clara, CA. Tenemos varios asuntos que discutir en la reunión del Comité de Resolución de Quejas. Todas las cuadrillas han estado trabajando 10 horas al día y algunas cuadrillas han estado ejecutando trabajos de EVM, seis días a la semana en las Divisiones Humboldt y Los Padres. Las cuadrillas han estado haciendo trabajo de CEMA en East Bay con cuadrillas de LA y San Diego. La asistencia a las reuniones ha sido buena.

Rapid Response — División San Jose: Todas las cuadrillas han estado trabajando turnos de 10 horas desde hace algún tiempo. Tuvimos que explicar cómo se van a pagar los turnos de 10 horas, ya que Recursos Humanos tenía la información incorrecta. Resolvimos varios problemas de pagos y de vacaciones con la compañía. Ha habido preocupación de no utilizar personal calificado en el campo, así como de reponer el equipo de protección personal (PPE).

Wright Tree Service — SMUD y East Bay: El trabajo en SMUD se ha ampliado a turnos de 10 horas, cinco días a la semana. Los miembros han estado asistiendo a la reunión de su unidad. East Bay ha seguido trabajando en las Divisiones Península y Mission. Las cuadrillas de las líneas de transmisión también han estado trabajando horas extra. ¡Los miembros están felices de estar trabajando!

— Junior Ornelas,

IBEW 1245 Representante de Negocios

Zona Central Este

Durante mis primeras semanas como el nuevo representante de negocios para esta zona, fui con Abel y Junior a conocer a cada propietario/gerente y discutir la transición de las tareas del Representante de Negocios. También conocí a algunos de los miembros y capataces generales, y tuve conversaciones con algunos de los líderes de las compañías. Me familiaricé con cada zona y también discutimos asuntos pendientes.

En menos de un mes en esta nueva asignación he manejado varios problemas de tiempo libre de los empleados; el incremento de trabajo de PG&E y el tra-

bajo por las tormentas han puesto presión para lograr la aprobación de tiempo libre para los empleados. También observamos que los empleadores cambiaron el horario de trabajo sin previo aviso, lo que dio lugar a confusión en torno a las vacaciones, y cambiaron los horarios de trabajo entre semana cerca de las festividades, lo cual fue corregido.

Un nuevo contratista de VMI ha creado problemas con su lista de sedes. El contratista ha desarrollado una sede principal que tiene varias sedes satélites cerca de la sede principal que se encuentra geográficamente cerca de la sede principal. Las sedes satélite se designan en función del trabajo del circuito y la residencia del empleado.

Mario's Tree Service encontró una situación de alto riesgo que se elevó a una situación de peligro de muerte. Esto hizo que PG&E aplicara una parada de concientización de seguridad a los seis empleados involucrados en el incidente. Uno de los empleados solicitó ayuda para regresar al trabajo. Me comuniqué con el equipo de Mario's y ayudé a que los empleados regresaran al trabajo. La cuadrilla pudo regresar al trabajo al día siguiente.

Arbor Metrics y ACRT se han puesto en contacto porque están interesados en establecer delegados locales en cada división. Los empleados de Arbor Metrics estuvieron sujetos a una parada de concientización de seguridad por no cumplir los requisitos de las posiciones de VMI.

Un empleado de MGE estuvo sujeto a una parada de concientización de seguridad por no cumplir los requisitos mínimos. Parece que PG&E revisó bastantes solicitudes después de la sindicalización.

Con el repunte de COVID, muchos empleados han llamado sobre el pago por ausencia debido a COVID, les expliqué que el requisito según la ley de California venció el 30 de septiembre de 2021.

— Francisco Ferreyra, IBEW 1245
Representante de Negocios

Zona Sur

El trimestre pasado fue un trimestre muy activo. Hemos recibido muchas llamadas de los nuevos miembros y compañías de VMI sobre sus acuerdos, y estoy haciendo todo lo posible para responder a todas sus preguntas.

Cal-NEV JATC tuvo su casa abierta, y están comenzando a desplegar e inscribir la mayor cantidad de miembros posible en el nuevo programa de certificación. Estoy trabajando con Michael Copp, uno de los capacitadores que cubren las zonas del sur (División Kern y División Los Padres), para transmitir esta información en el campo y a las empresas.

Estamos aumentando el número de delegados de seguridad de KTC nuevamente, y el representante de negocios Fred Aboud está al frente de este esfuerzo. Esto se ve bien y está creciendo, hay cosas buenas por venir. El comité está planeando nuestra Cumbre de Seguridad y presentaciones para 2022.

Arbor Works — Las cuadrillas han estado trabajando cinco días a la sem-

ana, 10 horas al día y sábados voluntarios, hay muchas horas extras disponibles. Durante el último trimestre me reuní tres veces con Recursos Humanos y los gerentes en reuniones del sindicato y la gerencia para discutir y resolver varios problemas. Son proactivos y están intentando resolver estos problemas antes de que se conviertan en quejas. Muchos empleados han estado ausentes por síntomas de COVID 19.

National Waste Management — Las cuadrillas están realizando trabajos de EVM en la División Fresno. Están trabajando seis días de 10 horas, y han solicitado mi ayuda ya que necesitan contratar a podadores de árboles calificados. Estos miembros están comenzando a asistir a mi reunión de la Unidad de Fresno. Los problemas de COVID continúan.

Mario's Tree Service — Están trabajando 10 horas de lunes a viernes, sábados voluntarios. Me reuní con el gerente de área para discutir los ascensos de clasificación y problemas de pagos, y han sido buenos en arreglar los problemas. Han estado contratando a muchos empleados nuevos, estamos viendo muchas caras nuevas. Tuvieron un par de interrupciones de suministro eléctrico este trimestre.

Nates Tree Service — Están trabajando 10 horas de lunes a viernes, sábados voluntarios. Tuvieron un accidente grave en octubre, cuando un empleado cayó de unos 20 pies de altura y se fracturó la espalda y fue llevado de urgencia a Modesto Hospital, donde tuvo dos cirugías. No tenía sensación en las piernas y fue enviado más tarde a un hospital de rehabilitación donde ha estado haciendo extensa terapia de rehabilitación. Me alegra informar que hablé con él justo antes de Navidad y me dijo que estaba moviendo los pies y sintiendo de nuevo las piernas. Michelle Gray, la propietaria de Nates Tree, se ha puesto en contacto conmigo para hacer una presentación de seguridad entre compañeros en el patio de Sonora. Fred Aboud está hablando con ella para programar esto.

Davey Tree — Están trabajando seis días de 10 horas, muchas horas extras este trimestre. La compañía estaba enviando cuadrillas a la División Sierra para realizar trabajos de EVM, y se estaba retrasando en su trabajo rutinario, por lo que están contratando a muchos empleados nuevos. Se comunicaron conmigo en la División Los Padres porque están buscando podadores de árboles calificados que no estén trabajando. Davey está teniendo problemas con su nuevo sistema de nómina; algunas semanas no hacen el pago de subsistencia de algunos empleados, por lo que hemos estado trabajando con ellos y los miembros para solucionar estos problemas a medida que surgen. Davey tuvo una gran interrupción de suministro eléctrico en Los Padres el Viernes Negro cuando un empleado salió del patio con la pluma del camión alzada y se llevó por delante una línea de 21 KV y un poste con dos transformadores.

— Abel Sanchez,
IBEW 1245 Representante de Negocios

Vegetation Management Inspector FAQs

We are pleased to welcome our new Vegetation Management Inspector members to IBEW 1245! Below, we answer your most frequently asked questions. If you can't find the answer to your question below, please email RMA1@ibew1245.com.

Question:

Where can I find my agreement?

Answer:

The agreements are located on the IBEW 1245 website in their generic form, meaning the only thing different on the agreement your employer signed is the effective dates and the Name of your employer on the agreement.

Links to the agreements can be found at <http://bit.ly/vmiagreements>.

It is important to point out that there are two different agreements each contractor had to choose between. 1) with Benefits or 2) with In Lieu of Benefits (ILB). The agreement with benefits requires that every employee covered under the agreement must take the prescribed benefits and are unable to opt out. The agreement with the ILB adds the cost of the benefits (25% of the hourly wage) to the wages.

Many of the larger contractors opted in to the ILB agreements because taking a large number of employees out of their current plans would increase the cost of their current plan for all other employees, whereas many (not all) of the smaller have opted for the benefits plan, as it allows them to provide these benefits to their employees of which they may not have been able to offer before.

The Direct Labor costs between both plans are identical, in that the cost of the benefits is equal to the ILB. Both are based on 25% of the wage in the classification. Knowing which agreement your employer signed will help you find the right agreement, especially if you are wanting to understand the benefits a little better.

Question:

If my employer chose the agreement with benefits, what are those benefits that will be provided?

Answer:

The benefits agreement includes Lineco insurance, which has full medical, dental, vision, short term disability and a death benefit for the member and their eligible family members regardless the number. It also includes a defined benefit retirement plan (NEBF) which means that, upon retirement, the member receives a defined amount for each year of contributions. Example: Current service year amount is \$32 a year, so with 10 years of service at the current rate a member would receive \$320 a month upon retirement for the remainder of their lives. Finally, there is also the NEAP contribution, which is an annuity plan similar to a 401k plan or cash balance type plan where the allotted negotiated contribution amounts are invested on behalf of the member. Both pension

plans listed here, NEBF and NEAP, are very successful plans and are utilized by IBEW members throughout the country.

Question:

If my employer chose the In Lieu of Benefits (ILB) option, will I still be able to get medical insurance from my employer?

Answer:

Unlike the agreement with the IBEW benefits, the ILB option is more flexible to the workers. Under this option, the ILB amount is the same as the actual benefits amount – however, it is converted to dollars vs the actual benefits. If the employer has more than 50 full-time employees, they are required under the Affordable Care Act to offer health care to their employees, which you can opt in or opt out of. If you opt into it, under the ILB agreement, it will come at an hourly cost to the employee to be deducted from the ILB amount. The employer should provide you a breakdown of the coverage and what that hourly contribution amount is, and you will have to approve the purchase and terms of the employer's plan. Whatever unused portion of the ILB amount not used to purchase the employer's plan will be due on the paycheck. The flexibility here is if a member is already covered under another health care plan — for example through a spouse or parents — they can opt out of the employer's coverage and receive the full amount as identified in the agreement.

The same goes for any employer 401K plans that may be offered; acceptance of the terms of the plan are at the discretion of the member if they choose to participate. The ILB is what is negotiated in the agreement and belongs to the member, what they choose to use it for is up to their discretion.

Question:

What is the difference between being a union member and an agency fee payer?

Answer:

As a union member, you have all the privileges and perks afforded to all IBEW 1245 members, including having a voice and vote on your contract, the ability to participate in local union leadership elections, and coverage under an AD&D insurance policy that Local 1245 carries on all its members. Fee payers are not entitled to the membership perks. Everything else in the contracts — such as wages, benefits and working conditions — are the same and afforded to the member or the agency fee payer. From a cost standpoint, dues are the same for members and agency fee payers.

Question:

What are my union dues, how much?

Answer:

Under the VMI agreement each member is considered a “BA” member, as are our Line Clearance Tree Trimmers and most of the utility employees. The dues

for this type of membership are 1.5% of the straight time hourly rate, plus \$20 a month for per capita.

Example: If the hourly rate of your classification is \$35.16 an hour, the way it is calculated is \$35.16 times the straight time hours in a work week (40), times the number of weeks worked in the month (4). So, for \$35.16 an hour it would be \$35.16/hr x 40 hours in a week x 4 weeks in a month x 1.5% dues + \$20 a month. In this scenario it equates to \$104.38 a month, or \$26.10 a week. This is the same amount paid by members and agency fee payers.

The basic dues are what fund IBEW Local 1245 for your representation and servicing the agreement and the per capita mentioned above is what goes to the IBEW International Office for your membership in the IBEW.

Question:

Who is my union representative, and can I contact them at any time?

Answer:

IBEW Local Union 1245 has four business representatives dedicated solely to Vegetation Management (including the the VMI agreements as well as the Line Clearance Tree Trimming and Pole Test and Treat Agreements). Their areas of service are broken down by geography. Although we prefer that you contact the representative in your geographical area, any one of them can take your call and assist if you need assistance. They all work closely together. The Representatives and the areas they cover are broken down as such:

Ray Banfill, Northern Area

(Lake County North)

RGB2@ibew1245.com

Cell: (707) 471-8259

Junior Ornelas, Central East

(Bay Area / Sacramento)

JXOJ@ibew1245.com

Cell: (707) 372-4305

Francisco Ferreyra, Central West

FJF2@ibew1245.com

Cell: (209) 519-3620

Abel Sanchez, Southern Area

AMS5@ibew1245.com

Cell: (707) 471-8454

All this information can also be found on the IBEW 1245 website under Quick Links>Find Your Rep. The representatives above will have the Line Clearance Tree Trimming, Pole Test and Treat and VMI designation behind their names.

Question:

Do I have any paid sick leave?

Answer:

The 2015 state of California Sick leave law stated that three days per year of paid sick leave be paid “unless explicitly written out of a Collective Bargaining Agreement.” We did not write out any sick leave requirement, so each employer is required by law to provide three days of paid sick leave. Some cities have more stringent requirements that include more days. Some employers have

added the five-day sick leave or PTO to meet those laws, but many haven't, so it will be important for each worker to understand where they are working and what the requirements are. This is not addressed in the agreement so the law is applicable, and the employer should have this addressed in the company policy handbook.

Question:

Are there any paid holidays or vacation?

Answer:

The answer is no, which is consistent with other contractor agreements, and here is why. There are a few factors we must consider when we weigh in on these types of benefits, 1) Getting the most money in the hands of the workers as possible, and 2) maintaining the direct labor costs (actual cost of the worker) for all employers so that one doesn't gain a financial advantage on another by manipulating pay to the workers.

There is a direct labor cost to this agreement, and that is fixed. That cost is wages + 25% in either benefits or ILB + daily subsistence.

That cost is fixed as mentioned. If we were to include a paid time off (PTO) benefit, the cost would need to come from somewhere. Below is an example:

At \$35 an hour, 10 days of paid holidays costs \$1,400 (\$35 X 80 hours). A standard year (2,080 hours) divided by the cost of those 10 holiday days (\$1,400) equates to \$1.48 an hour. This is the amount that would need to be deducted from the hourly wage of \$35 to pay for the holidays, making the new hourly wage of \$33.52 an hour.

Here lies the problem.

With overtime, which is paid at the doubletime of your hourly wage, reducing the actual hourly wage will also reduce the overtime pay, as OT is calculated on the straight time rate.

Another issue with paid time off is if you leave the company for any reason, you don't get that money back. This benefit is basically having the employer create an account for the workers and will make more off of them than the member will, by reducing the hourly rate to cover the cost.

It typically works better if the member creates an account and diverts a small percentage to it and manages it themselves. For example, if an employee took their \$50 a day per diem and saved that themselves in a separate account for PTO loss — based on a 5-day workweek minus 11 unpaid holidays — that equates to \$12,500 a year. That's a minimum and doesn't count weekends worked. This not only would cover the cost of wages for holidays and vacation for the year, it may even fund the whole trip (or close to it). Basically, it gives the member the power to control their own funds, and more money goes to the workers' pockets. This is the model for most of our construction agreements and tree agreements and there are no stranded costs or liabilities.



SERVICE AWARDS

Redding January 14, 2022



40 Years From left: (Dean) and Victor Casteneda



35 Years From left: (Dean) and Ron Soulliere

Photos by John Storey

Congratulations on your service!



20 Years Front row, from left: Rex Woodward Jr., Dean Krueger and Rowdy Shaw. Back row, from left: Michael Burnham, Joe Doolittle and John Moore



15 Years
From left: Brad Solso and Christopher Bryant



55 Years From left: Business Manager Bob Dean and Arthur Cruickshank



30 Years From left: Theresa O'Haire and Troy Frisbie



25 Years From left: Steve Reginato, Josef Link and James Howdan

HONOREES

55 years

Cruickshank, Arthur
Olson, Mary

40 years

Castaneda, Victor
Rhodes, Karen

35 years

Soulliere, Ron

30 years

Bodner, Robert
Conner, Mike
Frisbie, Troy
Noack, Tim
O'Haire, Theresa

25 years

Berry, Robert Jr.
Blanchard, David
Brunk, Jesse
Colgate, Calem
Howden, James
Huskey, Brad
Jones, Ron
Link, Josef
Reginato, Steve
Rucklos, Andrew
Tucker, Alan

20 years

Brenner, Ted
Burnham, Michael
Camera, Stephen
Cappello, Dave
Cerro, Richard
Clark, Dale
Doolittle, Joe
Dungan, Joseph
Harris, Luke
Haskins, Chet
Hayes, Jeremy
Hendrix, Brett
Ingram, Jeff
Knaup, George
Krueger, Dean
Laughlin, Ronald
Mattingly, William
Moore, John
Negethon, Christopher
Powers, Lance
Shaw, Rowdy
Somerville, Fred
Woodward, Rex Jr.

15 years

Begley, Matthew
Bennett, Ernest
Bryant, Christopher
Chew, Kevin
Clare, Don
Derner, Jacob

Hawes, Keith

Hunt, William
Jacques, Eugene
Lambert, Timothy
Maxey, Neil
McCurtain, Dominic
Morrow, Gregg
Peterson, Matthew
Pine, Glen
Ray, Theresa
Reid, Sean
Rickerson, Shane
Roark, Aaron
Savercool, Tyler
Sharp, Dean
Solso, Brad
Todd, Grant
Vanpal, David
Wess, Travis
Wilson, Roger
Wishard, Jason

10 years

Baer, Brett
Barone, Shannon
Beardsley, Richard
Behnke, Mark
Branton, Brian
Bunting, Mattie
Carrier, Jess
Cendejas, Michael
Davies, William
Davis, Eric
Funk, Casey
Geraci, Jeff
Gregory, Jarrod
Huff, Brandon
Jackson, Eric
Johnson, Gabe
Johnson, James
Kingsbury, Charles
Landa, Andre
Lane, Daniel
Lindell, Ashley
Markword, William
Matthews, Joel
McCoshum, Carrie
Myers, Richard
Neithercutt, Tru
Parker, Joshua
Pearce, Clancy
Pearson, Charles
Price, Clifford
Revhelm, Erik
Ross, Keith
Sawyer, Eric
Scholl, Michael
Silva, Garon
Stromberg, Ty
Tantardino, Joe
Vandyke, Jess
Warner, Bryce
Williams, David

5 years

Andersen, Erik
Anderson, Justin
Antonowich, David
Bailey, Kenneth
Barentine, James
Beeson, Chad
Bishop, Adam Sr.
Butler, Skyler
Cairo, Richard
Chandler, Kenneth
Clarke, Oliver
Cole, Damon
Davis, Austin
Delfer, Ashton
Early, Nicholas
Emigh, Nicholas
Evers, Steven
Felter, Scott
Gerstner, Antoinette
Graham, Aaron
Grossen, Roderick
Hamilton, Shilo
Harless, Daryl
Hayes, Brian
Heyne, Marshall
Howard, Chaston
Hudson, Darrell
Jarrett, Daniel
Kingston, Matthew
Kliever, Kyle
Lake, Wind-Wolf
Loewen, Kaylee
Lyford, Joshua
McCollum, Thomas
Mifsud, Joseph
Mikkelsen, Terry
Morales, David
Morganstern, Brody
Neathamer, Lee
Nelson, John
Olivares, German
Parra Olivera, Ramon
Pebbley, Jason
Pellegrino, Vince
Peters, Nicholas
Rosa, Carlos
Scates, Steven
Silva, John
Skelton, Matthew
Spracklin, Dezy
Stratton, Mark
Tausch, Wyatt
Thomas, Christopher
Vega Sanchez, Shaun
Villarreal, Anthony
Ward, Tyler
Waterman, Robert
Wilcox, Freddy
Wilson, Jonathan
Yingling, Daniel

10 Years

Front row, from left: Brandon Huff, Carrie McCoshum. Back row, from left: Charles Pearson, William Markword and Shannon Barone



5 Years

Front row, from left: Steven Evers and Nicholas Emigh. Back row, from left: Joseph Mifsud, Jason Pedley and Lee Neathamer





Chico Marysville

January 14, 2022



30 Years
From left: IBEW
1245 Executive
Board member
Steve Lange and
Ron Knepper

Photos by
John Storey



15 Years
From left: Todd
Chandler and
(Lange)



10 Years
Front row, from
left: Anna
Rodriguez and
Wyatt
Erishman. Back
row, from left:
Shannon Mears,
Mathew Rau
and Jeremy Berg



5 Years
Front row, from
left: Gary Taylor
Jr. and Robert
Coon Jr. Back
row, from left:
Robert
Tennigkeit,
Corey Parks and
Justin Anderson



35 Years
From left: Bruce
Harbert, Greg
Wagner and
Stephen Medlin



25 Years
From left: John
Ricker, William
Hetzell, and
Scott Dawson



20 Years
From left:
Robert Beaver,
Gabe
Lerossignol, and
Kyle Whitman

Congratulations on your service!

HONOREES

50 years

Iwasaki, Arthur

45 years

Malacky, William

40 years

Evans, Dean

35 years

Bowling, Gilbert

Branch, Scott

Gerlach, David

Kemp, Gary

Medlin, Stephen

Sobrero, Brad

Wagner, Greg

30 years

Dockter, Rueben

Knepper, Ron

Montoya, Anthony

Nielsen, Mike

Romero, Jose

Snyder, David

25 years

Banchio, Tony

Beeckman, Kenneth

Burke, James

Burton, Paul

Campbell, Scott

Daniels, Terry II

Dawson, Scott

Diefenderfer, Michael

Free, Austin

Gandolfi, Gino

Henderson, Jamie

Hetzell, William

Hickman, Benjamin

Hurte, Joseph

Laffond, Daniel

Lee, Robert

Malloy, Mark

Pendo, Ned

Pettit, Zachary

Ricker, John

Roland, Lesa

Rutherford, Brian

Sanchez, Tammy

Velasco, Jorge

Walkup, Nathan

Woodmansee, Matthew

20 years

Beaver, Robert

Caswell, Kelli

Cordeiro, Steven

De Hoff, Scott

Devlin, Buck

Draper, Virginia

Harris, Gregory

Kelly, Shawn

Kirin, Brian

Landingham, April

Lerossignol, Gabe

Luiz, Patrick

Marino, Tony

Mays, Sean

McDonald, Allen

Mills, Dustin

Palade, Wesley III

Parks, James

Rafanan, Anthony II

Robertson, Chad

Rodriguez, Carlos

Scherer, Mark

Scritchfield, Frank

Sedar, Mark

Shaver, Jeffrey

Sherrad, Larry

Shirley, Karl

Thorne, Allan III

Thornton, Christopher

Whitman, Kyle

15 years

Acain, Gage

Aceves, Ricardo

Aebly, Lawrence Jr.

Arambula, Javier

Ballou, Ashley

Bandy, Glen

Barrick, Kenneth

Bejerano, Eduardo

Berry, Scott

Bolden, Lonnie

Burr, Kenneth

Carrell, Robert

Chandler, Todd

Clark, Dennis

Crisman, Tim

Delima, Arnold

Fernandes, Greg

Freeman, Linda

Gibbs, Larry

Gleed, Scott

10 years

Hamel, Vincent

Highley, Jake

Jolley, Jay

Knox, Kenneth

Long, Anita

Lowman, Christopher

Magenheimer, Christopher

Martin, Guy

Medina, Lauryn

Medrano, Ernestina

Myers, Arleen

Navarete, Enrique

Parish, Terrence

Ramos, Gerardo

Robinson, David

Rodriguez, Felipe

Ruiz, Maria

Stone, Dwayne

Stone, John

Velasquez, Leonardo

Vieira, Chad

10 years

Adema, Matthew

Ames, Michael

Auer, Sheldon

Baldwin, Shad

Begley, Bruce

Bell, Ethan

Berg, Jeremy

Branch, Caroline

Bryant, Dave

Buck, Diallo

Cano, John

Chavez-Supnet, Jessica

Contreras, Anna

Dealba, Cody

Embrey, John

Erismann, Wyatt

Forbes, David

Givens, Colby

Gordon, Allen

Harbert, James

Harmon, William

Hersh, Courtney

Howell, Joshua

Hughes, Ryan

Hutcheson, Tim

Jauregui, Robert

Jones, Phillip

Karnegas, Aris
Kingdon, Colton
Laffond, Dusten
Laursen, Tim
Lewis, Timothy
Litchfield, Jacob
Mailloux, Tanner
McClure, Jacob
McDonald, Kirk
McLellan, Michael
Jr.

McMains, Christopher
McReynolds, Tiffany
Mears, Shannon
Meinberg, Bradley
Mendoza, Kerina
Miller, Jessica
Odle, Donovan
Oliver, Marina
Partlow, Andrew
Paustian, Michael
Peters, Michael
Platt, Joshua
Powell, Edward
Rau, Matthew
Roach, Austin
Rodriguez, Jose

Rodriguez, Joseph
Sheldon, Derek
Shrider, Brenda
Snipes, Steven
Starzer, Nick
Tharp, Marcus
Thigpen, Junaluska
Vaught, Darren
Warta, Timothy
Webber, Cody
Webber-Smith, Michael

Whiseant, Scott
Worden, Steven
Wright, Ashley
Wroten, Walter

5 years
Aceves, Ricardo Jr.
Avila, Jose
Boyer, Lloyd
Bugarin, Damon
Callaway, Nathaniel
Callison, Gregory
Carter, Christian
Cervantes, Devon
Coon, Robert Jr.
Craddick, Thomas

Duckworth, Jacob
Farquhar, Mark
Fernandez, Gregorio
Ferrer, Andrew
Foster, Westin
Garcia, Lisa
Haury, Jacob
Hayden, Todd
Hostetler, Lee
Jeffery, Craig
Keen, Jason
Lamkin, Timothy
Lightle, Nicholas
Lucero, Justin
Marceleno Perez, Gustavo Sr.
Marshall, Jacquelyn
Melani, Bryce
Montano, Octaviano
Moore, Bryan
Morales, Esteven
Navarro, Jose
Orozco, Manuel
Ortiz, Jeremy
Palade, Tristan
Parker, James
Parks, Corey
Plata Melo, Francisco
Reyes, Daniel
Rocha, David Jr.
Rodriguez Ortega, Anthony
Rogers, Patrick
Rolon, Ivan
Rubio, Juan
Sanchez, Presley
Santos, Stephen Jr.
Schweikhart, Joshua
Smith, Brent
Sprain, Nolan
Taylor, Gary Jr.
Tennigkeit, Robert
Torres, Gerardo
Trask, Tanner
Valencia Guzman, Jose
Wiedenbeck, Shelby
Williamson, Brian
Young, Emery Jr.

IN MEMORIAM

Alyssa Fernandez

It is with great sadness that we share the sudden death of IBEW 1245 member Alyssa Fernandez.

Early on in her career, Alyssa emerged as a compelling young union leader who was widely respected by her peers. In 2017 she was appointed as an IBEW 1245 Organizing Steward. Alyssa was a standout Customer Service Representative at PG&E San Jose Call Center. After a short hiatus away from PG&E, she returned to PG&E and most recently served as a Routine Field Clerk supporting Fleet. She was 29 years old at the time of her death.



Organizing Steward Alyssa Fernandez in 2018

Alyssa participated in multiple organizing campaigns, including IBEW Local 465's drive to organize the clerical division at San Diego Power and Gas, putting in twelve-to-fifteen-hour days. She eagerly participated in organizing trainings, coming in early to the Hall to set up, leading break-out sessions, and staying late to clean up. She represented IBEW 1245 at various conferences, including the annual RENEW and EWMC conferences. She was typically the first to volunteer to pack a hearing hall and to mobilize her peers to help.

In 2018, Alyssa was appointed as a Lead Organizing Steward in recognition of her dedication and leadership qualities.

"Her enthusiasm was contagious. Her generous spirit encouraged others to participate in building our union. She defended the rights of workers and stood in solidarity with others, always with a smile. She will be sorely missed," said long time co-worker, friend and 1245 staffer Rene Cruz Martinez.

IBEW 1245 Business Manager Bob Dean said, "The IBEW 1245 family has lost a sister and a dedicated union activist. We extend our profound sympathy to Alyssa's family and friends. As we grieve her passing, we give thanks for her many contributions to the union movement and for her precious time on this earth."

A GoFundMe account has been set up to help defray funeral costs. You can contribute by going to the following link: <https://gofund.me/25a8a720>

PG&E has also initiated a vacation sale to help the family. Instructions of how to support the vacation sale are here <https://bit.ly/3nBCcnC>



IN MEMORIAM

Cory Winters

Twelve-year IBEW 1245 member and PG&E Fremont Materials Handler Cory Winters was diagnosed with leukemia late last year and immediately began aggressive treatments. After getting word that his leukemia was in remission and he wouldn't need a bone marrow transplant, Brother Winters passed away in his sleep.

"Cory leaves behind a loving wife and two boys who he valiantly fought for, as well as friends and loved ones who he always kept close," said Paul Dhesi from PG&E. "Your thoughts and love did not go unnoticed. He was greatly surprised by the amount of you who reached out to him and showed your support in all the different ways you did."

You can use <https://www.gofundme.com/f/help-support-cory-winters-and-family> to send donations and condolences. Additionally, a vacation sale has been set up by the company, and PG&E employees can contribute by following the instructions at this link: <https://bit.ly/3nBCcnC>



IN MEMORIAM

Andrew Darby

It is with an extremely heavy heart that we announce the passing of 19-year IBEW 1245 member Andrew Darby, who lost his life to COVID-19 complications.

Brother Darby, who worked for PG&E as a Distribution Gas System Operator in San Ramon, was extremely well-liked and respected by his co-workers.

"We're all in shock. It's just so sad. Andrew was a really good guy, always going out of his way to help people out," said co-worker Carl Olguin. "He knew the job really well. I used to joke with my supervisor that I would trade the whole team for two Drews."

"His wife Leanne recently told me how much he loved his job at PG&E, and how much we all meant to him — and I myself had a hard time holding back tears," Darby's supervisor, Eric Perez, wrote in an email. "Trust me when I say this, he loved being a part of what we do."

Brother Darby's knowledge and passion for his work was evident in all that he did, and he loved everything about his job, especially the flexibility that his position afforded him. As a DSO, Darby was able to arrange his schedule in a way that allowed him to be at home with his family more, and he was even able to assist with his kids' homeschooling. Darby was extremely proud of his four children, who range in age from 18 to a newly adopted one-year-old, and he was always bragging about them and showing off family photos at work. He was also a dedicated Spurs, A's and 49ers fan, and known around the yard for his love of old school rap music, Star Wars, and all things Marvel.

"He was truly like a brother to me. I didn't just lose a friend, I lost a brother," said Apprentice System Operator Reza Farhang, who worked with Darby for many years in materials and gas system ops, and the two remained close even after Farhang moved over to a different department. "Andrew was a real positive guy, no drama, a great family



man and husband, but also a big kid at heart. He was very humble, very sweet, and even though we were on different sides politically, it never got in between us. He was like a bridge. Didn't matter who you were, he would always give you that smile, that respect, that love."

"He was the most loving person I've ever known. He had a huge heart," echoed Lead Driver Ural Thomas, who had been friends with Darby since high school. "He was the one who got me into PG&E, he was always extending those opportunities to me to see if PG&E was a place that I'd want to work. I didn't even really know what PG&E was at the time, but he stayed asking me [until I got a job]... When I speak of him, I'll always think about his persistence, how it helped change my life, provided me with some structure. I'm forever in debt to him."

Brother Darby contracted COVID-19 and was in the hospital fighting the virus for two weeks before his passing. His wife of 19 years, Leanne, as well as his children, Luke, Paige, Brooke and Jade, are still reeling from the loss. A GoFundMe has been established to assist the family with medical, funeral and other costs — please use <https://www.gofundme.com/f/supporting-the-darby-family> to contribute. A vacation sale has been established by the company, and directions can be found at <https://bit.ly/3nBCcnC>



Support for Pregnant IBEW 1245 Member Who Lost Husband to COVID

Eleven-year IBEW 1245 member Nilda Garcia Holguin tragically lost her husband Carlos to COVID-19 complications, just a few short weeks after their wedding. Sister Holguin, who works for PG&E as a traffic control utility worker, is currently pregnant with the couple's first child, and her family could use our support during this difficult time.



Donations and condolences can be sent using <https://www.gofundme.com/f/funeral-costs-for-our-beloved-carlos>



IN MEMORIAM

Benito Mendoza

It is with great sadness that we announce the passing of 25-year IBEW 1245 member Benito Mendoza, who lost his life to COVID-19 complications on Jan. 29.

Brother Mendoza was initiated into IBEW 1245 in 1997. He worked for Davey Tree for 25 years, primarily in Diablo division as a crew foreman.

"My father was a very honest and a very hard-working man. He loved his wife, children and grandchildren very much, we were his pride and joy. He left us with much pain in our hearts," his daughter, Carolina, wrote upon his passing. "There is not a single time that I had ever seen him mad, stressed, or sad. Instead he always seen the positive side of things and had the most genuine smile that made you feel like home. He loved to help anyone who was in need and was very dedicated to his job at Davey Tree."

Brother Mendoza was the sole provider for his family, and they could use our support as they deal with this difficult loss, along with the costs of his hospitalization and memorial. Please donate what you can using link <https://www.gofundme.com/f/benito-mendoza>.



IN MEMORIAM

Christopher Landi

It is with a heavy heart that we announce the passing of six-year IBEW 1245 member Christopher Landi. Brother Landi worked for PG&E as a GC Gas Utility Construction Inspector in the East Bay, and unfortunately lost his life to COVID-19 complications.

His ex-wife Cheryl provided the following words: "It is with great sadness that I'm sharing with all of you the passing of our coworker and friend Christopher Anthony Landi."

He died peacefully at Sutter Roseville on November 26, 2021 at the age of 46 after fighting so hard for over a month of being sick. He was a loving father to Luke (age 16), Travis (age 7), and Hailey (age 6).

It was always his dream to follow in his grandpa's footsteps and work for PG&E. He was able to live that dream as an inspector for PG&E since 2015. Prior to working at PG&E, he worked for Kinder Morgan. He made so many close friends at work that he considered to be family.

Chris was loved by so many. He had a heart of gold and would do anything at any moment without hesitation for the people he loved. He will be missed. May he Rest in Peace."

IN MEMORIAM

Darrel Mitchell

We recently learned that former IBEW 1245 staffer Darrel Mitchell died on November 15. He gave as much to Local 1245 as anyone, and his contributions will benefit our members for years.

Darrel was a Gas Service Representative for PG&E in Richmond. He came on staff at IBEW 1245 as a Business Representative in 1973. He was one of the last staff who worked under Business Managers Ron Weakley and L.L. "Mitch" Mitchell. He worked in East Bay, the North Coast, and Nevada (the non-Sierra Pacific assignment). When Jack McNally won his reelection in 1983, he needed a Senior Assistant as Larry Foss was unable to continue in that job. There were several logical candidates among the administrative staff, but a few of us urged Jack to consider Darrel. Jack picked him, and Darrel did that job for 18 years.



He took his work seriously. He studied writing and was good at it. For several years after he retired, he sent out a newsletter to friends, very much in the style of Herb Caen — well written, ironic, and funny.

He studied the contracts and was good at administering them. He was a big fan of technology. He started with 1245 in an era of rotary phones and messages written on slips of paper. He embraced computers and later mobile phones. He hired Bob Martin as our first technology specialist, and those first steps into the digital world were important and ahead of the curve.

He had many relationships with stewards and PG&E representatives alike. While it would be fair to characterize some of his relationships with company representatives as friendships, he never forgot that we and they are on different sides. The friendships might inform how we work problems out, but never got in the way of having differences. By definition, a Business Representative resists authority and rules, making the job of supervising them a serious challenge. Darrel knew this dynamic, and when he had to reign a rep in, he never forgot how he had been as a rep.

Darrel wasn't always easy to work with, but he didn't see his job as being everyone's friend. He had extremely high expectations of himself and he held staff to those same standards. He may have annoyed us with some of what we considered micro-managing, but when it came to big, important issues, he had our backs — you couldn't ask for a better boss to back you up. He was unflinchingly loyal to his boss, Jack McNally.

If there is one trait that I admired the most, it was his willingness to admit a mistake. In the mid 1990's, he made a mistake of judgment in dealing with PG&E's displacement and layoff procedure. Joe Valentino and Sam Tamimi showed him his mistake. He considered what they said and agreed that he had made a mistake, not an easy thing to do. That said, he was not willing to repudiate the agreement that he made with the Company. He believed that our word was our most important asset and that it should not be placed in doubt.

I think that Darrel had a great after-1245 life in Idaho, where the focus of his life was his younger son Terry.

I haven't seen Darrel since just before he retired in 2001. Very few of our staff and stewards today knew and remember Darrel. I knew him. I remember him. And I know how much better off our members are all for his 28 years of work for Local 1245.

— Tom Dalzell, former IBEW 1245 Business Manager

Darrel worked for me and with me for 18 years. I gave him full authority to do what he thought was needed to make Local 1245 better and advance to a new level. He was instrumental in all negotiations, on all committees including subcommittees. He had a handle on the staff, and me.

Darrel did a lot of work needed to make Local 1245 one of the best locals and to provide the best representation of its members. He retired when I left office and shortly thereafter, he and his wife moved to Idaho.

He was quick with his dry humor, was well organized and was a fan of sports — high school, college and the pros. We went to a number of Raider and 49er games, with him cooking the food.

Darrel made the ultimate and good sacrifice to take on the nuts and bolts of Local 1245 and did a magnificent job in doing just that. I will miss him. Darrel, wherever you are, I wish you the best!

— Jack McNally, former IBEW 1245 Business Manager

Workers at California Independent System Operator (CAISO) Vote to Join IBEW 1245

In a landslide election victory, workers at the California Independent System Operator (CAISO) have voted 46–11 to join IBEW Local 1245.

The 80.7% Yes vote was confirmed by the National Labor Relations Board Region 20, who conducted a three-week mail ballot election followed by a Nov. 5 tallying of ballots. This election establishes a bargaining unit for CAISO's real-time employees, which includes generation and transmission dispatchers, reliability coordinators, market operators, transmission security, and lead positions for those classifications. This unmistakable result affirms a desire for change among CAISO workers that has been growing for years.

Based in control rooms located in Folsom and Lincoln, these workers are the nerve center of the power grid serving 80% of California and portions of Nevada, which comprises one-third of the Western Interconnection. According to its website, the ISO facilitates over 28,000 market transactions every day to ensure enough power is on hand to meet demand.

CAISO is a nonprofit public benefit corporation, and is one of ten independent system operators in North America. In response to recommendation by the Federal Energy Regulatory Commission (FERC), the California Legislature created the ISO in 1998 to ensure safe and reliable flow of electricity across the power grid. CAISO also includes RC West, which is the reliability coordinator for 42 balancing authorities and transmission operators in the Western Interconnection. RC West is the successor of Peak Reliability, which ceased operation in late 2019.

The First Campaign

In August of 2020, a worker from CAISO reached out to Local 1245 to learn how to organize a union at his workplace. Employee dissatisfaction was high. The most significant reason for this unhappiness was a lack of wage parity, both internally and with workers doing similar jobs at other employers. Workers were beginning to leave for better opportunities elsewhere — often, at IBEW-represented employers. The conversation about organizing had begun, and Local 1245 seemed to be the natural choice.

Though the effort got off to a strong start (union Zoom meetings were well attended and authorization card signing was moving briskly) management learned about the organizing effort too early. At the beginning of September,

supervision confronted the primary employee organizer and he confirmed that yes, he and his coworkers were talking union but hadn't made a decision. In response, he was told that, if he decided to organize, there would be a "black mark" on him at CAISO; any step out of line would result in termination. Not only that, but he would get a bad reference to any future job. Days later, management held their first anti-union captive audience meeting, and despite a brave effort from pro-union employees to control the conversation, many workers were shaken by the threats to their jobs and bonuses if they organized.

Those threats were accompanied by promises. Promises that management would do better, that they would resolve the pay issues, and give employees a greater say in the process. And it worked. By early October, 2020, the organizing effort had stalled. Verbal support for organizing was at 58% of the unit, and only 46% had signed authorization cards. The overwhelming sentiment was fear that management would retaliate against pro-union employees. Most workers wanted to give management a second chance to make things right. With no organizing committee, no ability to hold meetings in person due to the pandemic, and no new cards signed in weeks, the campaign went dormant having never reached an election.

"After Everything That Was Said to Me: I'm Still Around."

Seemingly out of nowhere, in mid-July of this year a wave of calls from ISO workers began coming in. The igniting spark was that, finally, after about a year without much in the way of those promised improvements, management presented a salary study. In it, ISO classifications were compared to workers with fewer responsibilities, in places with lower costs of living like Chattanooga, Little Rock, and Albany. Conspicuously absent were salaries from Pacific Gas & Electric, San Diego Gas & Electric, SoCal Edison, and Sacramento Municipal Utility District, which incidentally are all IBEW-represented employers. To say the least, the group found the results underwhelming and insulting. Workers wanted to know how they could get authorization cards and revive the organizing campaign.

"We're not part of the conversation," said one worker during a union Zoom meeting in August. A lack of training was brought up — one employee expressed that he had six months of training in his

new position, but that he felt he should have had more. Another employee cited the watering down of salaries as a result of increased responsibilities. But more alarmingly, a major concern was the bleeding of long-term employees from the company, leading to a less and less experienced control room. Even employees who had been opposed to organizing in 2020 spoke up, saying that they had given management a chance in good faith to make things right. Now it was time to do something different.

The organizing effort was reinvigorated and emboldened. Workers knew better what to expect, having been exposed to management's anti-union tactics the previous year. ISO employees spoke with one another by phone to build support. They put together essential information for the IBEW, like accurate employee lists and contact information. In a very active email chain, workers shared their perspectives and encouraged each other to sign new authorization cards. Poignantly, the employee organizer who led the first organizing drive urged forward his peers again:

"Last time, the fear mongering threats of getting fired or tagged as a union supporter proved very effective in silencing the support for organizing and most were unwilling to take a stand, which is understandable with so much on the line. But I would like to point out, after everything that was said to me: I'm still around."

The Election

Momentum grew. Authorization cards came back steadily. Workplace leaders built impressive employee support, in strong enough numbers to withstand the inevitable "flips" that occur during an anti-union campaign. Despite bracing for a fight to reach an election, the election petition was processed without trouble. IBEW and CAISO stipulated to a mail ballot election beginning Oct. 12.

Management's anti-union effort finally began, but ISO employees found it surprisingly mild compared to 2020's. An Oct. 1 email went out to workers from the CEO, inviting them to two voluntary meetings to discuss the union. In the first meeting, when asked for questions and comments, the workers kept uniformly quiet and let management present their side. Afterward, workers debriefed one another in email and texts:

"Management literally said nothing...very awkward meeting."

"Well, I'm not sure how all of you who attended today's meeting felt. I however felt it was jaw dropping how there was zero response."

"I couldn't agree more. They are trying to take the stance to convince us the union will make communication more difficult and will potentially let us down by not getting us what we want but we have been all ears... for a year now and they have come to the table with very little."

"These meetings are stall tactics and are designed to disseminate a false message that management is working hard to resolve [employee grievances]. Last year this tactic worked very well. I strongly suggest that all operators boycott any further meetings regarding unionization."

Getting Out the Vote

Once the NLRB had mailed ballots to the unit, Local 1245 organizing stewards Charlotte Stevens and Alvin Dayoan joined the ISO worker organizers and got to work on the "Get Out the Vote" strategy: ensuring that all authorization card signers received and returned their ballots by the Nov. 2 deadline.

Tracking results in a shared spreadsheet, the GOTV team called and texted eligible voters, ensured that they had filled out ballots correctly. They also helped get replacement ballots as needed. By the time Nov. 2 rolled around, the team had impressively ensured all of the expected Yes votes had returned ballots.

Due to the pandemic, the vote count took place over Zoom. For an hour, an NLRB board agent conducted the vote count in view of representatives from the company and a large number of employees. Once the magic number of 29 Yes votes had been reached, establishing a simple majority, celebratory text messages began flying among the employees.

Now comes the hard work: preparing for bargaining and getting to a first contract. But workers at CAISO are ready to tackle this next challenge. Following the election, a lead transmission dispatcher shared:

"During these trying times, we want to make this contract the gold standard to push all IBEW locals into a brighter future."

— Rick Thompson,
IBEW International Lead Organizer

Connect with us
on the web
on Facebook
on Instagram
on YouTube



ibew1245.com



IBEWLocal1245



@ibew_1245



IBEW1245

Panoche Water District Workers Join IBEW 1245

Headquartered in the rural town of Firebaugh, CA, the Panoche Water District (PWD) delivers water to agricultural customers on 38,000 acres of central valley farmland. But for the last several years, PWD has faced a series of scandals, and by 2019, PWD employees were understandably feeling beleaguered by the upheaval of their work lives. With a new general manager recently installed and so many issues still unresolved, a group of workers sought out IBEW 1245 in the hopes of tapping into the empowerment and stability that comes from union representation. Now, after a nearly two-year journey, these workers have finally crossed the finish line: in the last quarter of 2021, the district recognized IBEW Local 1245 as the exclusive representative of this wall-to-wall bargaining unit.

When I first met the group of workers who would become the VOC (Volunteer Organizing Committee), they explained that it was the bargaining successes of workers at other agencies like Merced Irrigation District that led them to Local

1245. However, what indicated to me that this was a successful organizing campaign in the making was that the majority of their workplace issues were not just related to wages and benefits. The core issues of respect, professionalism, safety, and fairness were at the heart of every matter that they wanted to address. These workplace leaders and I strategized a path to union representation; in early 2020 they set to work, having peer-to-peer conversations with their coworkers about the union difference.

After weeks of this worker-led effort, the VOC had built an unquestionable majority of employee support for unionization. Once authorization cards had been distributed and collected, I began preparing to petition the district for recognition. In the public sector in California, public agencies like Panoche Water District are permitted to have their own local rules for the union certification process, typically outlined in an ordinance passed by their board of directors. Since PWD did not have such an ordinance, our first step was to file a petition

with the Public Employment Relations Board, or PERB. This process looked like a straightforward one, as the unit was entitled to “card check” recognition. In California law, public sector workers are afforded in most circumstances the right to forego a union election if there is proof of majority support (i.e. authorization cards).

In the weeks after filing our petition, difficulties began to appear, coinciding with the emergence of the COVID-19 pandemic. Eventually, the district announced that, while they respected the rights of their employees to organize, they would be objecting to the wall-to-wall bargaining unit proposed by the union. These objections from the district led to months of back and forth with a PERB mediator and legal counsel for both parties, exacerbated by case backlogs and procedural upheaval due to the pandemic.

A year went by after the filing of the petition without resolution. Local 1245 continued to press PERB and the district for action. In the meantime, not only was

the pandemic raging on, but so was California’s historic drought. According to the district, a zero water allocation year would require layoffs. Layoffs came. The PWD workers grew frustrated, but stayed strong and kept to their convictions.

It didn’t feel real to me when finally, in the last quarter of 2021, our local was formally recognized as the bargaining representative for this unit. The endurance and vision of this group of workers has been inspiring. I am pleased to report that they have already begun the first steps of bargaining. Senior Assistant Business Manager Al Fortier and Business Representative Jaime Tinoco are serving as the unit’s negotiating team, working with a bargaining committee of PWD employees to draft a first offer to the district. I am proud to welcome the Panoche Water District employees to Local 1245, and I know that with what they’ve been through over the last few years, they will be strong union brothers and sisters.

— Rick Thompson,
IBEW International Lead Organizer



Units lend a helping hand

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

Fresno Clerical Unit #1110 donated \$500 to the EWMC-Solano County Chapter, to support schools, International Day of Service and Thanksgiving/Christmas events.

Buellton Unit #1221 donated \$500 to the Arroyo Grande Water Polo Club.

Richmond Unit #2318 donated \$250 to Eura-Dell’s Court #44 Oratorical Essay and Spelling contest.

San Rafael Unit #3711 donated \$500 to the Vivalon Meals on Wheels program in San Rafael (2020 funds) and \$500 to the Marin Foster Care Association (2021 funds).

Grass Valley Unit #3513 donated \$500 to the Chavez Family Tuition at Forest Lake Christian School in Auburn, CA.

Yerington Retirees donated \$350 in matching funds to the Mason Valley/Yerington Fire Rescue EMS.

Richmond Unit #2318 donated \$250 to We the People, an organization in Oakland that distributes books, shoes, and toys to children and day care centers.

Modesto ID Unit #2518 donated \$500 to Aspiranet Modesto (2020 funds) and \$500 to the Stealth Boys Baseball league (2021 funds).

Eureka Unit #3111 donated \$500 to the Humboldt Spay and Neuter Network.

Mt Wheeler Power Unit #3315 donated \$250 to Santa’s Elves in Ely and \$250 to the Lion’s Club of Eureka, NV.

Merced Unit #1123 donated \$500 to the Atwater High School boys’ varsity soccer team.

San Jose Unit #1511 donated \$500.00 to Shop with a Cop.

Stockton Unit #2511 donated \$250 to the Women’s Center of San Joaquin County; \$250 to St. Mary’s Dining Hall; \$250 to Stockton Emergency Food Bank; and \$250 to Stockton Little League (2020 and 2021 funds).

Burney Unit #3213 donated \$500 to the Burney Food Co-Op.

Santa Rosa Unit #3712 donated \$250 to the Redwood Gospel Mission’s Food Bank.

Lakeport Unit #3715 donated \$500 to the Middletown Central Park Association, for Middletown Days in June of 2022.

Community Fund Update from Frontier/Palo Cedro Unit #4011

Back in 2018, the IBEW 1245 **Frontier/Palo Cedro Unit #4011** voted to donate \$500 from the union’s Community Fund to Boy Scout Troop 125 in Palo Cedro. The funding was intended to support Matthew Zaech’s Eagle Scout Project — a new electronic school sign to replace the outdated sign in front of North Cow Creek School.

Three years later, Zaech’s vision has

finally become a reality, and IBEW 1245 is noted with special thanks on the sign’s dedication plaque.



USBR Unit Sponsors Redding Youth Soccer Team

In March of 2020, **USBR/Keswick Unit #3218** donated \$200 from the IBEW 1245 Community Fund to sponsor the Redding Youth Soccer League. The union recently received these photos as an expression of appreciation from the league.

“Camaraderie, Solidarity and Purpose”

Fred Ross Jr. Retires From IBEW 1245

After 13 years on staff as an IBEW 1245 organizer, Fred Ross Jr. retired from his position with the union this winter.

Ross has organizing in his blood. His father, Fred Ross Sr., worked closely with Cesar Chavez at the dawn of the farm worker organizing movement, and is widely recognized as one of the key players in the development of the United Farm Workers union. Ross himself also worked for the farmworkers, as well as several other unions, before joining the IBEW 1245 staff in 2009.

At that time, then-Business Manager Tom Dalzell hired Ross to help fight back against company attacks on NV Energy retirees. That campaign ended up a rousing success, and proved to be a turning point in IBEW 1245's history. From that campaign, Ross and fellow organizer Eileen Purcell developed, launched and grew a landmark member engagement and power-building strategy that eventually blossomed into 1245's landmark organizing steward program.

Under Ross' tutelage, the 1245 organizing stewards have propelled IBEW 1245 into the forefront of union organizing, and other unions all across the country are now striving to emulate the organizing steward program in their own locals.

“The organizing stewards have been a real joy to work with, alongside of our amazing organizing team. They have been the lifeblood of our union's leadership development and member engagement program,” said Ross. “I'll miss that feeling of camaraderie and solidarity and purpose, that focus on building a stronger labor movement, and a stronger IBEW 1245.”

Although he has reached the end of his union career, the legacy that Ross has built at 1245 will live on for generations to come. His message to current and future organizers? Never forget the passion that drives you.

“As organizers, we must always remember why we do this, why it's important, and we need to communicate that with our coworkers and people we're trying to motivate and recruit to join the cause,” he said. “Because when it comes from the heart, it's the most effective.”

In his retirement, Ross is looking forward to spending more time with his family, and is also working on a new documentary about how his father inspired generations of organizers to make change.

Parting Words in Honor of Fred Ross' Retirement

IBEW 1245 Business Manager Bob Dean: Fred's innate ability to bring people together over a shared goal has been pivotal in transforming 1245 into one of

the preeminent organizing locals in the United States. His knowledge, enthusiasm and “learning by doing” approach has given us unparalleled power wherever decisions are being made that impact our members. Despite being arrested dozens of times while fighting for workers, Fred's drive for change has never faltered, and we are grateful and fortunate for everything he has done for our union, and especially our dynamic army of organizing stewards.

IBEW 1245 Senior Advisor (and longtime organizer) Eileen Purcell: When we launched IBEW 1245's Organizing Program 13 years ago we didn't know that it would become a nationally recognized, intergenerational, hands-on, leadership development initiative. From leading the member-driven fight in Nevada to protect 1245 retirees to building IBEW 1245's Organizing Steward program, Fred has made 1245 a formidable force to be reckoned with. He has used his organizing savvy and expansive sets of relationships across labor, political, academic, and faith-based communities to build solidarity that has translated into key victories for our members and all working families. IBEW 1245's reputation as one of the best unions when it comes to representation has now been expanded to be one of the most effective unions when it comes to organizing because of Fred's work. The key? Relationships. Not just organizing relationships, but friendships. The Brotherhood and Sisterhood. Congratulations on your retirement Fred! Thank you for all the work and for the friendship! May the next chapter be as rewarding!

1245 Organizing Steward Brandon Fosselman: Working with Fred has been a blessing. He is IBEW 1245's version of Good Trouble. The lessons I learned from him will impact not only myself but my children as well. I am thankful for every minute he spent teaching me how to be a better organizer.

1245 Organizing Steward Arnaldo Lizarraga: There are people that you meet and work with that catapult you to the next level. They inspire you to act for change for the good. To step up! To defy the odds! Fred Ross Jr. is one of them. I am grateful to have met Fred Ross Jr. Thank for your service brother!

1245 Organizing Steward Alvin Dayoan: I would like to give many thanks to Fred Ross Jr. for being the fire starter in my organizing career. His passion and perseverance for organizing and people power inspired me to do whatever it takes to contribute to IBEW and the labor movement. He made me realize the importance of making a change in the community. I

am inspired by Fred for contributing to our Organizing Steward program as a teacher, leader, and forever mentor.

1245 Organizing Steward Laquania “Q” Thompson: It has been an honor and a privilege to be mentored by Fred Ross Jr. I want to thank him for introducing me to my love for organizing. I am and forever will be “Fired Up and Ready to Go”!

1245 Organizing Steward Kevin Krummes: It was no coincidence that my “late in life” union activism coincided with the tenure of our innovative Business Manager, Tom Dalzell, who, in a fit of visionary genius, brought Fred Ross Jr. to 1245. These two men, though only slightly my senior, soon became (unknown to them) my mentors and my heroes. The lessons they taught us and ideals they have set forth will forever live on in each of us.

1245 Staff Organizer Charlotte Stevens: Fred, I learned so much from you. You are an inspiration and example of how passion and power can effect change. Your leadership and dedication will be the fuel that encourages me to never fear getting into Good Trouble! Thank you for paving the way!

1245 Organizing Steward Valarie Moralez: Thank you Fred for all that you have done and will continue to do for all. Enjoy your retirement and keep your phone close by because I will absolutely be calling you to help us out!

1245 Organizing Steward Brittany Santana: Thank you for the amazing leadership Fred! You will be missed around 1245, but I wish you the best on your well-deserved retirement.

1245 Organizing Steward Foster Goree: Every time I go out with that blue IBEW 1245 organizing steward shirt, the first thing people ask is, “Do you know Fred Ross?” Followed by some cool story about them and Fred going to jail or an amazing fight they had for the labor movement. Love you Fred, congratulations on your retirement!

1245 Organizing Steward Danielle Bonds: When I think of the name of Fred Ross, I think of family. He will always be

a part of my union journey because of his passion and joyful spirit.

1245 Organizing Steward Rita Weishaar: Fred, you changed our lives by showing us what we can accomplish when we turn our beliefs into action, and the power we have when we work together to make a better world — not only for ourselves, but for everyone.

IBEW International Director of Professional & Industrial Organizing Jammi Ouellette: Fred always took time to empower me through the art of encouragement. He is a master at pointing out the bright side especially when things aren't going according to plan. I wish him many well deserved happy and prosperous years of retirement.

1245 Assistant Business Manager Rene Cruz Martinez: Fred came into this local to mobilize and motivate young workers to continue to great work of organizing. He taught me the importance of follow-up and face to face interactions to recruit and mobilize our peers to get engaged. Wishing you all of the best in your new endeavors Fred and hoping we can continue to work together in the future.

1245's former Business Manager Tom Dalzell: I've known Fred since 1972 when we were both working for Cesar Chavez and the United Farm Workers — he as an organizer, me in the legal department. When I hired Fred at IBEW 1245, I knew what he could do, but didn't have a clear vision of what he could do specifically for Local 1245. Fred figured it out quickly, building the organizing steward program from the ground up, and our political power grew exponentially. We had something that few other unions could offer — trained, hard-working ground troops. Our almost unbelievable successes in Sacramento and Nevada and with PG&E during the bankruptcy are the direct result of the political power that Fred, Eileen, Rene, and the organizing stewards built for us. Fred leaves Local 1245 a better organization than it was when he came. He built power and changed hundreds of lives of members who have been involved as organizing stewards. I thank him.



Fred Ross





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	Harris, Vera 35 years Sacramento, CA	Page, David 37 years Bellvue, CO	Webb, Daniel 37 years Redding, CA
Applebaum, Linda 20 years San Jose, CA	Hess, William 43 years Tracy, CA	Palladino, Mike 34 years Brentwood, CA	Weber, Walter 21 years Carmichael, CA
Barstad, Daniel 25 years Auburn, CA	Iaconis, Timothy 41 years Bakersfield, CA	Van Meter, Dennis 44 years Santa Maria, CA	Wiley, Jerry 36 years Paoli, OK
Bloomquist, Christine 36 years Bakersfield, CA	Jackson, Rodney 26 years Sutter Creek, CA	Vance, Laureen 42 years Humble, TX	Wilhelm, Jon 37 years Bakersfield, CA
Broderius, Timothy 2 years San Bruno, CA	Johnson, Jimmy 40 years Surprise, AZ	Vezaldenos, Gus 42 years Manteca, CA	Wilson, Jeffrey 42 years Willows, CA
Chapman, Kathleen 30 years Atascadero, CA	Kim, Tae-ik 2 years San Jose, CA	Vitorelo, Joseph 43 years Guerneville, CA	Yegge, Kristin 34 years Avila Beach, CA
Clifton, Jerome 42 years Oakland, CA	Kizer, Ann 21 years Fresno, CA	Vogel, Jay 29 years Paso Robles, CA	Yiannakopoulos, Vasiliki 12 years Brentwood, CA
DeZordo, Victoria 16 years Vallejo, CA	Levernier, David 41 years Inverness, CA	<div>Congratulations Retirees! We want you to STAY CONNECTED  to IBEW 1245.</div>	
Dialogo, Sandy 44 years Vallejo, CA	McKell, James 37 years Templeton, CA		
Fischer, Donald 54 years Castro Valley, CA	Oliva, Mary 20 years Stockton, CA		
Flores, Lynn 43 years Antioch, CA	Ortiz, Eugene 32 years Santa Maria, CA		

Enrich Your Retirement With a Hobby

The measure of our life can be summed up by the richness of our retirement years. In our youth, many of us struggled for self-sufficiency. Our goal back then was to find a job, buy a home, raise our children and improve our job skills. Most of us did not have the time nor the money to have a fling at a personal hobby. We simply wanted to succeed in life.

But our lives have changed, perhaps for the better. We are retired. The financial security earned allows us to follow our aspirations. We now have the luxury to pursue a goal for personal enjoyment. Our future endeavors involve striving for whatever we might like to do. We can chase any dream. It could be an idea from many years ago, something inspired by our grandkids, or volunteering to help others. Today, we can leisurely explore any interest or idea because we are at the pinnacle of our life.

Hobby choices are an expression of our personal interests. The options are immense and limited only by our imagination. So where is the starting point? First, a hobby has to be something that piques our interest and never bores us. Second, it is important, at our age, to take into consideration our physical limitations — not that our limitations would prevent us from any specific activity, but that we approach any hobby with these limitations in mind. I include a third category which ties in with the first. Is our hobby preference an activity that makes a difference in the lives of people and provides us a sense of purpose? Or is the preference a desire to create something physically tangible?

Because the essence of a hobby is deeply personal, it can offer benefits far beyond the end result of the activity. The labor of love brought to the hobby, can be a major factor in maintaining our mental and physical well-being. With each new undertaking, the mental invigoration is immeasurable.

While hobbies can result in different outcomes, the personal beneficial attributes can be similar. For this reason, I am going to discuss how gardening can enrich our lives.

The qualities of gardening can be extremely gratifying. With California's easy-going climate, developing a garden is relatively easy and can provide an incredible sense of accomplishment, watching plants grow, flower and fruit. We interact with nature in a constant process of creation and nurturing. With our care, we develop new plants from seed and ensure each reaches maturity. Eating a freshly pulled carrot is a taste experience we would not want to miss. Our first ripened tomato is the most anticipated moment of each new gardening season. Of course, the birds attracted to the bugs becomes a mutual benefit to us, the garden and the birds.

In addition to attracting beautiful birds to our yard and providing us with delicious food, gardening has an endless array of other benefits. Working in the garden provides physical activity, helps us to stay fit, strengthens our muscles and provides essential vitamin D. As we cultivate the garden, the stress of daily life seems to vanish. The relaxing effect we get connecting with nature becomes a necessary daily occurrence. During these times of isolation, connecting with an online garden group can make a tremendous difference in our mental health.

I hope these words have conveyed a better understanding of the richness hobbies can add to your life. Now is the time to ask yourself, "What have I always wanted to do?" and in the words of Star Trek's legendary Captain Jean Luc Picard, "Make it so."

— Bill Wallace, IBEW 1245 Retirees Club

Retiree Perspective



Bill Wallace

SMUD Retiree, Family Members Pass Away in Plane Crash

It is with great sadness that we share the passing of a retired long-time SMUD employee. David Chelini, who recently passed away along with three other members of their family in a tragic plane crash. The other family members were Karen Baker and Donna Chelini, and cousin Stephen Chelini, all who leave behind loving families.

David Chelini began his career at SMUD in 1969 washing cars for the garage and retired as an Electrical Technician in May 2000 after 31 years of service at SMUD.

"I am humbled by the outpouring of support to our family during this difficult time. Dad loved his family. He taught us that 'family' doesn't stop with our name, it's a way of life. It's a culture of love, respect and an opportunity to share it with our community. I know this to be true from the overwhelming response of love and prayers coming from you, our extended family. Dad would be proud. Thank you all from the bottom of our hearts and God bless." said Chelini's son, Kevin who also works at SMUD.

To support the Chelini family, visit <https://www.gofundme.com/f/chelini-family-memorial-fund>





Edwin Morataya's winning photo

Edwin Morataya Wins Quarterly Photo Contest

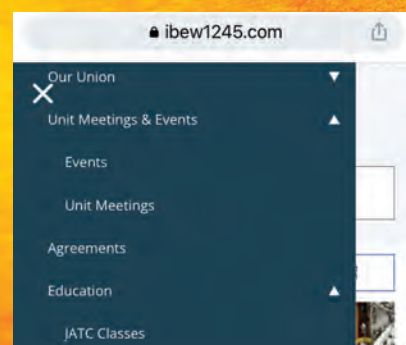
Congrats to 13-year IBEW 1245 member Edwin Morataya, who is the winner of the IBEW 1245 quarterly photo contest! Brother Morataya works as a division gas fitter arc for PG&E out of Antioch. Due to a family obligation, he was unable to attend the January Advisory Council meeting, so his \$500 prize was 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.

The IBEW 1245 website is now more mobile-friendly!

Our site menus and navigation functions have been updated to make it easier to use on smartphones and tablets.

Tap the three horizontal bars (the "burger menu") in the upper left corner to open the navigation menu. Then tap the triangles to show more.



Or use the Search bar.

If you can't find what you're looking for, email us at info@ibew1245.com.

