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Utility Reporter



Volume 74 No.1 • Jan – Mar 2025

UNITY IS STRENGTH

For up-to-the-minute news, see our website: www.ibew1245.com

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IBEW 1245 members on the ground responding to devastating LA fires. See mutual aid stories on page 12 and 22. Photo courtesy of IBEW members providing mutual aid, and the SIPT's Central Division (Sonora, Angels Camp & Jackson)

“The job is protecting poles, protecting any infrastructure that LADWP owns...so that it takes away fuel for the fire...”

IBEW 1245 Member Rosie Smith, SIP Technician out of PG&E's Angels Camp



Bob Dean
Business Manager

An Engaged and Informed Membership is our Greatest Asset

2025 has begun with a vengeance. The wildfires sweeping Los Angeles are a stark reminder of the threats and challenges we face from extreme weather events. We have seen these events devastate the lives of our brothers and sisters at 1245 in the past. Now again, neighborhoods have been leveled. Families have lost their homes, their schools, churches and businesses. The costs are staggering. They are also confirmation of the preciousness of life, of home and hearth and the importance of solidarity.

More than 250 IBEW 1245 members have joined our brothers and sisters in Los Angeles to help save lives and restore power. They are assisting our brothers and sisters at IBEW Locals 47, 18 and 11. Additional crews from across the USA, Mexico and Canada have joined the effort. Together, the union makes us strong and resilient.

Here at home, IBEW 1245 has hit the ground running as we prepare for internal Union Elections in June, and more than 20 sets of negotiations in 2025, including at two of our largest employers, PG&E and SMUD.

Nearly half of our 28,000 members work at PG&E. And many of our other properties, Outside Line, Vegetation

Management and Line Clearance Tree Trimming are directly or indirectly impacted by the standards embedded in the PG&E contract.

Though we always hope for the best, we are more prepared than ever for contentious and challenging negotiations.

We are heading to the negotiating Tables armed with years of bargaining experience and the formidable foundation of some of the strongest contracts built over generations in our industries. We are doing deep dives into the numbers, the comps, and the politics that will drive these negotiations. We are building strong bargaining committees ready to represent their co-workers, looking out for the interests of their work groups as well as the bargaining unit as a whole. They are led by our staff, which remains the gold standard in the labor movement.

IBEW 1245 is recognized as having some of the best negotiators, Business Reps, and Organizers in the country. Our shop stewards, organizing stewards, and safety stewards are the envy of the world! We have built powerful alliances across labor, among political leaders and with community organizations.

But our greatest asset of all is YOU, our membership.

Your participation in the life of IBEW 1245 is the source of our power at the bargaining Table and the strength and health of our Union. From our Executive Board and Advisory Council to our stewards and our rank and file, your active participation makes all the difference.

An engaged and informed membership is our greatest asset. Our unity is our strength. Participation equals success. And together we will be successful.

I encourage you to get involved. Stay involved! Participate in the many ways that allow your voice to be heard at your Unit Meeting, on a committee, in the yard or bull room. Ask questions. Offer ideas. Submit proposals. And when the time comes, vote!

Jennifer Threlfall Joins IBEW 1245 Staff

Jennifer Threlfall has joined the IBEW 1245 staff as a Business Representative after serving as a temporary staff on and off over a two year period. Threlfall will be working with IBEW 1245 members at PG&E's North Coast, taking over for former Business Representative Sean Marsh. Threlfall brings more than 12 years' experience as a Hiring Hall Operator and then as a Field Clerk with GC Transmission. She has been an active Union member, serving as a Shop Steward, Safety Steward and an Advisory

Council member. She is also on IBEW 1245's Wind Generation Committee in Eureka, CA.

Assistant Business Manager Mike Adayan says, "Jen has shown dedication and commitment through all her work. She's taken her job seriously, and we wish her good luck in the North Coast."

"I am very appreciative and grateful for the opportunity to help all our PG&E members," said Threlfall.

Jen is happily married, has an adult daughter, and is a proud "dog" mom!

Welcome aboard, Jen!



With 20 separate sets of contract negotiations, we've put together a Glossary!

Here's a preview:

Glossary of Common Terms in Union Negotiations

Collective Bargaining: The process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

Bargaining Unit: The group of employees within a workplace who share similar job duties and interests, and are represented by a single labor union when negotiating with management regarding working conditions, wages, and benefits through collective bargaining.

For more, visit

ibew1245.com/2025/01/16/2025-pge-negotiations/



2025 PG&E Negotiations will begin later this year. For regular updates, FAQs, how to submit proposals, visit the dedicated corner of the website at <https://ibew1245.com/2025/01/16/2025-pge-negotiations/>

Find Your Unit Meeting

Visit ibew1245.com/unit-meetings/ to find the most up-to-date information for your unit. You can also enter your zip code to find the meeting closest to you. Please note: All Local 1245 unit meetings are open to all Local 1245 members regardless of employer.

Utility Reporter

January – March 2025
Volume 74 No. 1
Circulation: 28,000



Publisher: Bob Dean

Communications Liaison/Managing Editors: Eileen Purcell and Bergen Kenny (BrightLine)

Design and Lay Out: Kathy Kifer (Kifer Graphics)

President Cecelia De La Torre

Vice President William Garris

Recording Secretary Rachel Segale

Treasurer Tom Cornell

Executive Board

- **Northern Area** Steve Segale
- **Northeastern Area** Ryan Morris
- **Central Area** Gary Maschio
- **Southern Area** Jeremy Winn
- **Line Clearance Tree Trimmers and Outside Construction** Scott Hudelson
- **At-Large PG&E General Construction** Steve Ramirez

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.

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

Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 2547, Vacaville, CA 95696.

Our phone number is (707) 452-2700.

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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 2025 for Officers, Executive Board, Advisory Council and Examining Board for new three year terms, and Delegates to the 41st IBEW Convention. Balloting will begin in June of 2025.

Complete information on nominations, elections, duties, and qualifications of officers, the Executive Board, Advisory Council, Examining Board and International Convention Delegates are found in the Local Union Bylaws and the International Union Constitution. 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)). To qualify as a candidate for Delegate to the 41st International Convention a member must have two years continuous good standing in the Local Union immediately prior to nomination (IBEW Constitution Article II Sec. 10). Candidates for Executive Board and Advisory Council must be employed under the designated organizational 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 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, Examining Board and International Convention Delegates must be made at any regular General Membership Meeting / Unit Meeting in March 2025. If a unit does not have a regular General Membership Meeting / Unit Meeting scheduled in March 2025, 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 Segale at IBEW 1245, P.O. Box 2547, Vacaville, CA 95687 on or before Monday, March 3rd, 2025, 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 2025. 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 2025 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 2025.

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 19, 2025. To be eligible to vote, you must have paid your dues for March 2025 on or before May 31, 2025, 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 25 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 can be accessed at <https://www.dol.gov/agencies/olms/compliance-assistance#electpub>.

ELECTED LEADERSHIP POSITIONS

OFFICERS AND EXECUTIVE BOARD

The following officers shall be elected in accordance with Article XVI of the IBEW Constitution and Article III of the Local Union Bylaws.

President
Vice President
Recording Secretary
Treasurer
Business Manager/Financial Secretary
and six Executive Board members shall be elected as follows:

- 1 – from the Southern Area
- 2 – from the Central Area
- 3 – from the Northern Area
- 4 – from the Northeastern Area
- 5 – at large from the group composed of the members from the General Construction Department of the Pacific Gas and Electric Company
- 6 – from outside construction and tree trimming companies

For the purpose of the selection of the Executive Board members, the composition of the above areas and groups shall be defined as follows based on the member's organizational workgroup (please note changes from the previous member-approved bylaws amendments).

SOUTHERN AREA

PG&E (Clerical)-Fresno/Yosemite Divisions
PG&E (Physical)-Fresno/Yosemite Divisions
Merced Irrigation District
Turlock Irrigation District
Lindmore Irrigation District
PG&E (Clerical)-Los Padres Division
PG&E (Physical)-Los Padres Division
City of Lompoc
PG&E (Physical)-Pipeline Ops
City of Santa Clara
PG&E (Clerical)-San Jose/Central Coast Divisions
PG&E (Physical)-San Jose/Central Coast Divisions

South San Joaquin Irrigation District
Vistra Energy
Frontier/Citizens-Needles
Amentum
Beyond New Horizons, LLC
Lockheed Martin Space Systems
Northrop Grumman Corporation
PG&E Diablo Canyon Outage Workers

CENTRAL AREA

Port of Oakland
AC Transit
PG&E (Clerical)-East Bay/Diablo/Mission Divisions
PG&E (Physical)-East Bay/Diablo/Mission Divisions
Marathon Petroleum
PG&E (Clerical)-San Francisco Division
PG&E (Physical)-San Francisco Division
PG&E (Clerical)-Payment Processing
PG&E (Physical)-Payment Processing
PG&E (Clerical)-Stockton Division
PG&E (Physical)-Stockton Division
Modesto Irrigation District
Tri-Dam Project
Alameda Municipal Power
City of Berkeley
City of Lodi
City of Oakland
Pittsburg Power Co.-Island Energy
Advance Carbon Products Inc.
Delta Star, Inc.
Trayer Engineering
City of Lodi/Hiring Hall
PG&E (Physical)-Hiring Hall

NORTHERN AREA

City of Vallejo
Greater Vallejo Recreation District
Sacramento Regional Transit
PG&E (Clerical)-North Coast Division
PG&E (Physical)-North Coast Division
PG&E (Clerical)-North Valley Division
PG&E (Physical)-North Valley Division
Bella Vista Waster District
City of Redding
City of Shasta
Resort Improvement Dist #1
Paradise Irrigation District
PG&E (Clerical)-Sierra Division
PG&E (Physical)-Sierra Division
City of Roseville
South Feather Power & Water
Yuba Water Agency
City of Gridley
PG&E (Clerical)-North Bay Division
PG&E (Physical)-North Bay Division
City of Healdsburg
City of Willits
City of Ukiah
PG&E (Clerical)-Sacramento Division
PG&E (Physical)-Sacramento Division
Sacramento Municipal Utility District
USBR (United States Bureau of Reclamation)
WAPA (Western Area Power Administration)
Energy Choice California
CAISO (CA Independent System Operators)
Frontier/Shingletown-Colusa
NCPA GEO-Thermal
City Light & Power, Inc.
SMUD Hiring Hall
PG&E (Clerical)-Hiring Hall
NORTHEASTERN AREA
Lassen Municipal Utility District
NV Energy
Truckee Donner Public Utility District
Truckee Meadows Water Authority
Mt. Wheeler Power, Inc.

Wells Rural Electric, Co.
Plumas Sierra
City of Fernley
Nevada State Democratic Party
Nevada Democratic Victory
Frontier/Citizens-Elk Grove
Frontier/Citizens-Elko
Liberty Utilities
NV Energy Hiring Hall

ADVISORY COUNCIL

The following Advisory Council seats shall be elected in accordance Articles III, XII and XIII of the Local Union Bylaws. For the purpose of the selection of the Advisory Council members, the composition of the areas and groups shall be defined as follows based on the member's organizational workgroup as listed above (please note changes from the previous member-approved bylaws amendments).

1. San Joaquin Division of PG&E – Physical
2. Coast Valleys Division of PG&E – Physical
3. Diablo Canyon Nuclear Generating Station
4. GPO&M-T&D and Gas Distribution and Control Center
5. City of Santa Clara and San Jose Division of PG&E – Physical
6. Alameda/Contra Costa Transit District and East Bay Municipalities
7. East Bay Division of PG&E – Physical
8. San Francisco Division of PG&E – Physical
9. Stockton Division of PG&E – Physical
10. Sacramento Regional Transit District
11. Humboldt Division of PG&E – Physical and Resort Improvement District #1.
12. Shasta Division of PG&E – Physical, City of Redding, City of Shasta Lake, and Bella Vista Water District
13. NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt. Wheeler Power, Inc., Lassen Municipal Utility District, Wells REC, Liberty Energy and Plumas Sierra REC

14. De Sabla Division of PG&E – Physical
15. Drum Division of PG&E – Physical, and City of Roseville
16. Colgate Division of PG&E – Physical, Yuba County Water Agency, and City of Gridley
17. North Bay Division of PG&E-Physical, City of Healdsburg, City of Ukiah
18. Sacramento Division of PG&E – Physical and City Light & Power
19. Sacramento Municipal Utility District and City of Lodi
20. USBR, Western Area Power Administration
21. Frontier Communications
22. General Construction of PG&E – At Large
23. General Construction of PG&E – At Large
24. General Construction of PG&E – At Large
25. Tree Trimmer Companies
26. Clerical PG&E – Northern Area
27. Clerical PG&E – Central Area
28. Clerical PG&E – Southern Area
29. Irrigation Districts (Merced ID, Turlock ID, Lindmore ID, Paradise ID, South Feather Power and Water Agency, Modesto ID and South San Joaquin ID)
30. Outside Construction
31. City of Lompoc
32. Manufacturing
33. Materials Distribution Dept. of PG&E
34. City of Vallejo and Greater Vallejo Recreation District

EXAMINING BOARD

The Examining Board shall consist of three journeyman members from the Construction Unit (Outside Line).

INTERNATIONAL CONVENTION DELEGATES

The Delegation shall consist of 15 members.

For more information and FAQs, visit www.ibew1245.com/union-election-faqs

PG&E Negotiations 2025

IBEW 1245's Bargaining Team for PG&E Negotiations Meets at the Hall

On January 7, 2025, the IBEW 1245 Bargaining Committee for 2025 negotiations with PG&E held its first meeting at the Union Hall in Vacaville.

Business Manager Bob Dean and IBEW 1245 senior staff will lead the negotiations, bringing years of experience to the negotiation process.

Many thanks to the 25 active IBEW 1245 members who have committed to represent our 14,000 active members and retirees on the Bargaining Committee

MEET YOUR PG&E BARGAINING COMMITTEE:

IBEW 1245 STAFF

- Bob Dean, Business Manager, Chief Negotiator
- Anthony Brown, Sr. Assistant Business Manager, Lead Negotiator
- Ralph Armstrong, Sr. Assistant Business Manager
- Bryan Carroll, Sr. Assistant Business Manager
- Bob Gerstle, Sr. Assistant Business Manager
- Doug Girouard, Sr. Assistant Business Manager
- Pat Duffy, Business Representative

IBEW 1245 MEMBERS

- Daniel Ahern, T-200, Telecommunications Crew Leader
- Kevin Basacker, GC, Cable Splicer
- Tiffany Bradley, Clerical, Service Representative
- Wendell Brown, T-200, Sr. Gas Compliance Representative
- Amber Cordeiro, Clerical, Operating Clerk
- Steve Dale, GC, Subforeman "A"
- Tim Dean, GC, Backhoe Operator
- Jason Duran, T-200, Electrician - Switching
- Jason Frink, T-200, Gas T&D Equipment Operator
- Cameron Graves, Clerical, Service Representative 1
- David Holtz, GC, Working Leader B - Gas T&D
- Victor Hughes, GC, Substation A - Station/Hydro
- Bill Hunt, Clerical, Dr. Operating Clerk I-II
- Albert Jimenez, T-200, Gas Service Representative
- Juan Montoya, Clerical, Sr. Service Representative 1
- Kevin Krummes, Retired
- Robert Mohler, T-200, Gas Service Representative
- Daniel Mora, GC, Welder
- Stephen Pettigrew, T-200, Hydro Roving Operator
- Christopher Risley, T-200 Generation, Traveling Chemical & Radiation Tech Diablo Canyon
- Mason Rogers, GC, Vegetation Management Inspector
- Dylan Rose, T-200, Troubleshooter
- Patrick Stark, T-200, Lead Troubleshooter
- Gerald Stinson, T-200, Working Lead
- Jacob Ward, T-200, System Operator



Get Ready to Submit your Proposals for PG&E Contract Negotiations Online!

While PG&E Contract Negotiations don't begin until next Fall, 2025, planning is underway to prepare.

Between March 1 and March 31, you can submit your proposals for consideration for PG&E Negotiations. We strongly encourage you to submit electronically once the submission window opens on March 1.

You will have through March 31, 2025, to submit. Hard copy forms will be available at your March Unit Meetings, through your Business Representative and online in early February.

On March 1, scan the QR below to complete your form(s)! Your bargaining committee will accept proposals throughout March, 2025. Thank you!

**Proposal submittal window:
March 1 - March 31**



**Submit your proposals online at:
pgeproposals.ibew1245apps.com**

Calendar (subject to change)

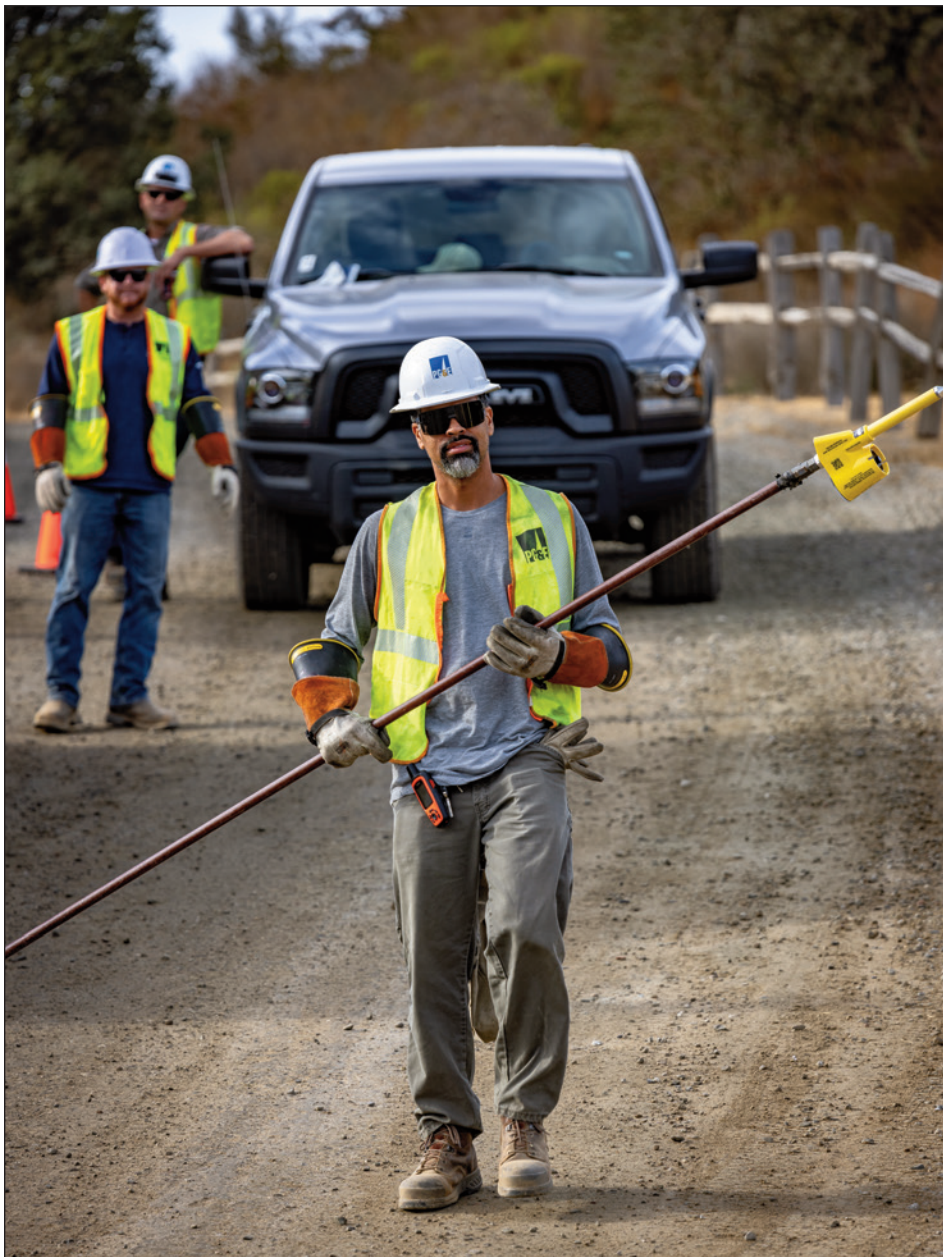
- January:** First meeting of the Bargaining Committee
- March:** The Bargaining Unit submits proposals.
- March & April:** The Bargaining Committee compiles and reviews proposals.
- Spring:** IBEW 1245 and PG&E exchange proposals.
- Summer:** IBEW 1245 & PG&E cost out the proposals
- Fall (after Labor Day):** Negotiations at the Table begin
- Winter or beyond:** A "Table Agreement," explanation sessions and ratification vote

Let your voice be heard!

Our strength as a union lies in your participation.

Submit your bargaining proposals and help maintain a safe and prosperous workplace.

Lone Worker Rescue Series and Emergency Preparedness Training



The linemen encounter a downed power line during the training.

Hollister, CA — On Wednesday, October 9, 2024, IBEW 1245-represented PG&E Compliance Inspectors participated in the first of its kind simulation training, designed and executed by IBEW 1245 members who are fellow Compliance Inspectors.

The “Lone Worker Rescue Series & Emergency Preparedness Training” took place at the Hollister OHV Park.

The hands-on training was the brainchild of a group of System Inspectors concerned about how to enhance the safety of lone workers who face an array of challenges in the field in the aftermath of the horrific accident of their co-

worker, Kyle Kane.

Kane, a 19-year IBEW 1245 member, was working alone as a Troublemaker for PG&E when he was pinned by his heavy truck and a gate for nearly five hours before being rescued by a security officer and transported by a medi-helicopter to a hospital. He defied the odds and survived with the support of caregivers, his wife, four children, extended family and union family, but he has a very long road to recovery ahead of him.

“After our fellow union brother Kyle was pinned for hours by a vehicle, we felt like bargaining unit input and action was overdue and necessary by our team

in the lone worker space,” shared Chad Oliver, a System Inspector out of Fresno and co-chair of the southern Grass Roots Team.

Oliver, a 22-year IBEW 1245 member and four other chairs of Grass Roots teams at PG&E developed the idea at one of their monthly meetings of the Grass Roots safety team. With the support of 1245 and Cynthia King-Felix, PG&E Director of Distribution Inspectors, and PG&E Vice President Jason Regan, they took it to local Grass Roots teams and developed the training.

“We were able to perfect it. The actors were fellow employees from the Grassroots Team. Our internal traffic department grassroots joined the effort and supported as well,” he said.

Situational awareness, timely usage of available technology, including the inspector app and the SOS app, and good communication skills were some of the many elements of the training.

“We’re out here in Hollister Hills, one four-wheel drive off road, lots of trails, winding dirt roads that split off in a bunch of different directions... You could get lost out here,” said Ken Rickner, a PG&E System Inspector out of the Stockton Division who helped design the training.

He told the participating inspectors, “Pretend it’s the real world, how would we get {downed lines} de-energized, who would you call, what steps would you go through to safely clear the hazards to continue on with the rescue.”

The simulation included downed wires, a thicket of twisting dirt roads, and a pair of belligerent customers waving guns and threatening to shoot the inspectors. And that was just the first part, before one crew arrived to find a downed co-worker suffering from dehydration.

“We have a lot of tools available that we don’t always use,” said Oliver.

Shawn Kelly, a System Compliance Inspector for Bakersfield System Inspections out of Kern, appreciated the simulation, saying “It was a good training, especially ... knowing your surround-

ings and having situational awareness.” He added, “A lot of us don’t think about safety precautions... We’re going to save someone but your situational awareness {is key.} You need to jump on that inspect app and plan your route before, look at your safety alerts to make sure you’re not going in behind a closed gate that you shouldn’t, because otherwise you could have two victims or three victims instead of one.”

Rickner noted, “A lot of the linemen come back with a smile on their face ... Surprised. They’re familiar with the wire down scenario, but the customer issues took them back ... a positive. We’re out there by ourselves a lot of times, and nobody knows where we’re at, so in the real world, this is a tool that’s going to help a lot.”

“This was an eye opener for many inspectors to be better prepared and more thoroughly utilize the tools we already have at our disposal for safer day-to-day tasks,” declared Oliver.

As for the IBEW 1245, Rickner summed it up by saying, “They protect our jobs, they fight for our jobs and our benefits, they’re here for us. I’ve been with the union for almost 19 years. So I’m happy to be part of it, happy to be employed here, and I like my job.”

Many thanks to the original group of five System Compliance Inspectors/Grass Roots Chairs who took the initiative to create the training: Chad Oliver, Greg Brown, Jim Lobo, Artie Lynch, and Ken Nickson and all who made it possible.

— Eileen Purcell,
IBEW 1245 Sr. Advisor



Shane Bradford, Shawn Kelly and Courtney Culpepper participate in the PG&E Lone Worker Rescue Training.



“Angry homeowners” confront the linemen during the training.



The linemen encounter a rattlesnake as one of the obstacles. (It wasn’t real; it just looked real!)



IBEW 1245 2025 Class of Organizing Stewards with Business Manager Bob Dean and the Organizing Staff

FROM CONTRACT NEGOTIATIONS & UNION ELECTIONS TO ORGANIZING STEWARDS' INDUCTION 2025 First Quarter IBEW 1245 Advisory Council Meets in Vacaville

ADVISORY COUNCIL

The 2025 First Quarter IBEW 1245 Advisory Council Meeting was held on Saturday, January 25, 2025 at the Sunrise Center in Vacaville.

IBEW 1245 President Cecelia de la Torre kicked off the meeting by swearing in the newest Advisory Council Members and honoring photo contest winner, Carlos Vasquez.

LA Fires

The catastrophic fires in Los Angeles have brought new attention to what's at stake, not just for Investor Owned Utilities (IOUs), but all entities that provide power and water in CA. The devastation wrought by the fires has changed the conversation in the State Legislature and the CA Public Utilities Commission (CPUC), shifting from a narrow focus on affordability to the urgency of making our power systems better. "We are going to see a new emphasis on undergrounding, tree trimming and hardening of the grid, all of which was in retreat because people were up in arms about bills. ... Now the conversation is *not* how to make it cheaper, but how to make it better, how do we stop this," said Business Manager Bob Dean. The ramifications are significant for upcoming negotiations.

2025 Negotiations

IBEW 1245 is slated to conduct contract negotiations at twenty properties, including at our two largest properties, PG&E and SMUD. Dean emphasized, "While the challenges are great, we are prepared." For PG&E negotiations a strong committee has been formed, and a dedicated page on the 1245 website has been established for regular updates, information on how to submit proposals electronically, and how to get questions answered. Dean stressed, "For all 20 of these negotiations, if we get to a Table Agreement and get to a Vote ... everyone must vote. If you love it, vote. If you hate it, vote. Vote and exercise your right. We have to participate to show our power. It's vital."

Union Elections

Maximizing member engagement and participation is also critical as we prepare for Union-wide elections for officers, the Advisory Council and delegates to the International Convention in 2026.

Senior Assistant Business Manager



Business Manager Bob Dean delivers the Business Manager Report.

Anthony Brown reported, "Nominations will take place between March 1 and March 31, 2025. Ballots will be sent out May 19th and counted June 25th at the Hall. Informational Flyers were dropped in the post office yesterday." He added, "If you don't get it in the next week, reach out to the Hall to make sure your mailing address is correct."

Brown also encouraged members to direct any and all questions about union elections to Election Judge Phil Whilton at electionjudge@ibew1245.com.

Organizing Stewards Inducted

One of the highlights of the meeting was the induction of this year's class of one hundred twenty three Organizing Stewards. Stewards hail from across IBEW 1245 including PG&E, the public and private sector, and manufacturing properties.

Formalized in 2014, the Organizing Steward program is an intergenerational, hands-on leadership development program that recruits, trains and dispatches stewards to participate in real fights. Stewards are instrumental in defending IBEW 1245's interests in state legislatures and before the CA Public Utilities Commission (PUC). They volunteer their time to support contract fights, most recently at the City of Vallejo and Sacramento Regional Transit. They volunteer for new organizing drives such as the current campaign at Siemens in Sacramento where 1,600 workers are attempting to form their union. They make welcome calls to new members. They represent IBEW 1245 at Central Labor Councils. But most importantly, they show up at work and build union pride, engaging their co-workers and inviting them to get involved. "Our Organizing Stewards are the pride of 1245 and the pride of the labor movement," said IBEW



Cecelia de la Torre pictured with new Advisory Council members Josh Garza, Victor Hughes, Tiffany Clemons, Aubrey Carr, and Business Manager Bob Dean

Photo Contest winner Carlos Vasquez stands with Business Representative Mark Goodwin, IBEW 1245 President Cecelia de la Torre and Business Manager Bob Dean (see photo on next page).



1245 President Cecelia de la Torre.

Kayela Jones, a Customer Service Representative (CSR) out of PG&E Sacramento and Lead Organizing Steward, was this year's spokesperson for the 2025 Class. Jones, who survived a traumatic childhood thanks to the intervention of her grandmother, described the power of the Union to change lives.

"I have seen first-hand how our union positively impacts lives in so many ways. ... Our union has given me strength I didn't know I had, has made me feel worthy and has given me a purpose in life," she said.

Jones emphasized, "When I put this {organizing steward} jacket on, I feel like I can do so many great things, not only for myself but for others as well." She added, "I can proudly say that my children will never have to experience any of the things I had to go through. Because of our union I have great wages, healthcare, job security, stability and, best of all, I have so many people I can count on, which is something I have never really had before. I only hope that one day my children may follow in my footsteps and become a part of this amazing brother and sisterhood."

Assistant Business Manager and Organizing Director Rene Cruz Martinez Today summed up the moment saying, "Today was inspirational. The love and dedication that our organizing stewards have for our union is beyond measure. It is days like these that give us the boost of energy to keep going and keep fighting the good fights to preserve and improve our collective bargaining agreements. We are a family and have each other's backs."

Stewards proudly raised their right hand and took the Organizing Steward oath, promising to promote "the cause of human justice, human rights, and human security."

Reports

Advisory Council Members provided reports from the field followed by opportunities to volunteer in communities at women's shelters in Fresno and Sacramento and food kitchens under "Good of the Union."

The next Advisory Council Meeting will take place on April 26, 2025 at the Union Hall.

— Eileen Purcell, Sr. Advisor
Photos by John Storey



Carlos Vasquez Wins Quarterly Photo Contest

Congratulations to our first quarter photo contest winner, Carlos Vasquez! Brother Vasquez is a PG&E Electric Crew Foreman out of Antioch, CA. He is a strong union advocate and has promoted the next generation of union members at job fairs in Antioch.

IBEW 1245 Veteran's Committee and Women's Committee Inducted at October Advisory Council

IBEW 1245 Veterans' Committee

On Saturday, October 26, the newly formed IBEW 1245 Veterans committee was sworn in at the quarterly Advisory Council Meeting. Assistant Business Manager and Committee Chair Mark Maumau stated, "One of the goals of the Veteran's Committee is to recognize and honor veterans at IBEW 1245. The second task, to identify veterans who would like to become part of the IBEW family," he said.

The committee was welcomed with a rousing ovation.

IBEW 1245 Women's Committee

Next up, the 14-member IBEW 1245 Women's Committee was sworn in. Union Sisters proudly raised their right hands and pledged to forward the mission of the committee. IBEW 1245 Business Representative and committee Chair, Nicole Brooks, shared the committee's mission which is "to provide a space for IBEW 1245 women to be seen, heard, supported and celebrated. It is also to grow our numbers, reaching out to girls and young women outside IBEW 1245 to lift up the possibilities."

IBEW 1245 Women's Video was unveiled, showcasing the stories of women from across IBEW 1245's territory and across classification. A Welder, Cable Locator,

continued on next page



Veterans' Committee: Dusty Hawkins, Steve Ramirez, Mark Maumau, Gabriel Nieto, Kaycee King, Charlotte Stevens, Mike Tilden, Jaime Tinoco, Mike Saner

IBEW 1245 Veteran's Committee

Mark Maumau - IBEW Staff - Chairperson
 Gabriel Nieto - PG&E - Co-Chairperson
 Dusty Hawkins - WAPA - Secretary-Treasurer
 Lou Mennel - IBEW Staff - Co-Secretary-Treasurer
 Michael Ruyle - SMUD - Co-Secretary-Treasurer

Rafael Burgos - SMUD - Sergeant at Arms
 Mike Saner - IBEW Staff - Sergeant at Arms
 Kaycee King - PG&E - Sergeant at Arms
 Jaime Tinoco - IBEW Staff - Sergeant at Arms
 Steve Ramirez - PG&E/1245 E-Board - Sergeant at Arms
 Charlotte Stevens - IBEW Staff - Sergeant at Arms
 Mike Tilden - IBEW Staff - Sergeant at Arms

2024 Election Results for 1245-Recommended Candidates

On Friday, December 13, 2024 and November 17, 2024 the California and Nevada Secretaries of State certified the 2024 elections.

82% of IBEW 1245 endorsed candidates won their races, an exceptional feat given the large number of open seats and highly competitive campaigns. The extraordinary success rate was due, in part, to the campaign work of 1245's Organizing Stewards in collaboration with eight Central Labor Councils across California and Nevada.

UNION ENDORSEMENTS

The Union only endorses candidates that clearly support the interests of IBEW 1245 members: their job security, safe working conditions, and high wages and benefits. 20% of the candidates 1245 helped elect are Republicans, giving the Union support from elected officials on both sides of the aisle.

NEVADA

Though the Union's endorsed candidate for president lost, 1245's endorsed candidates won nearly every other Federal and state race in Nevada, which will help us greatly in the fights we expect during the 2025 legislative session. Additionally, we defeated a key ballot question which would have required Nevada elections to be governed by ranked choice voting.

At the local level, IBEW 1245 helped elect four council members in Reno, two council members in Sparks, one Washoe county commissioner and one Fernley council member, giving the Union key allies for 1245 members at Truckee Meadows Water Authority and City of Fernley.

CALIFORNIA

In California, 1245 candidates won critical races up and down the ballot. The biggest win was electing Adam Gray to Congress from the Central Valley. We also won three open State Senate seats in the East Bay and San Joaquin County and seven open Assembly seats in the same area. In each case we beat back anti-1245 opponents, making both the Senate and Assembly friendlier places for our members.

At the local level, we elected 1245 friendly candidates to Mayor and City Council in Alameda, Vallejo, Roseville, Sacramento, West Sacramento, Lodi, SMUD Board and San Joaquin County. These candidates will help our members who work for PG&E, SMUD, SacRT, AMP, Roseville, Lodi Power and City of Vallejo.

Big results included open seat wins by 1245 endorsed candidates Patrick Ahrens (AD 26, San Jose/Campbell), Chris Rogers (AD 2, Sonoma/North Coast), Catherine Stephanie (AD 19, San Francisco) Dave Tangipa (AD 8/Calaveras/Tuolumne/Mariposa/Madera/part Fresno), and Alex Mercado (AD 33, Fresno/Tulare/ Cupertino) and Dawn Addis (SLO/Monterey/Santa Cruz). In each race our candidates defeated opponents who were decidedly opposed to the interests of 1245 members.

Despite all the success, we experienced a few very difficult losses. Nick Blom, a longtime friend of 1245 on the MID Board, was defeated. When first elected, Nick helped show MID members the value of winning elections by pushing over a long-stalled contract and firing the General Manager who was standing in our way. Evan Low lost a dif-

ficult race for Congress in the South Bay. But we live to fight another day.

Many thanks to the IBEW 1245 staff, Organizing Stewards, family and friends who dedicated time and energy to bring home these important election victories for our members and the labor movement.

— Hunter Stern, Assistant Business Manager

ORGANIZING STEWARDS - 2024 ELECTIONS

Nevada State Fed

Kendrick, Kimberley
Gonzalez, Julie
Thompson, Laquania
Harrold, Megan
Davis, Iyasha
Young, Tyler
Neal, Tim
Morris, Britney
Turner, Kurene "KT"

California

South Bay Central Labor Council

Balcazar, Brenda
Goree, Foster
Caratachea Echeverria, Maria G.

Napa/Solano Central Labor Council

Sosa, Josh
Young, Gordon
Vega, Luis
Davidson, Josh
Jones, Kayela
Goree, Foster

North Valley Labor Federation

Hoang, Joseph Loc
Thomas, Bridgette
Manipol, Jesse



Gianelli, Rocio
Gamez, Cassandra
Aileen Zuehlke
Rodriguez, Nicolas

Fresno Central Labor Council

Montoya, Juan
Moralez, Valarie
Martinez, Dionicio
Sanabria, Maria Luisa
Charlene Peele
Jenny Lemus

Sacramento Central Labor Council

Jones, Kayela
Davis, Iyasha
Garcia, Ramona
Ross, Steve
Davalos Cruz, Erica

Kern Central Labor Council

Thompson, Laquania "Q"
Beduryan, Hovik
Pagan, Miguel
Montoya, Juan
Tania Rios
Hugo Ramirez

Central Coast Labor Council

Hernandez, Andrew R.
Ponce, Rafael

Veteran's and Women's Committees

continued from previous page

Linemen, Clerks, Line Clearance Tree Trimmer, Traffic Controller, and Leak Surveyor describe their work, their passion, and their message for young women considering entering the trade.

IBEW 1245 Women's Committee Members:

Nicole Brooks, Chair, IBEW 1245 Business Representative
Julie Brousseau, Traffic Control Tech 1/Lead, Outside Line
Tiffany Clemons, Journeyman Tree Trimmer, Arborworks
Nicole Caldwell, Waste Water Treatment Plant Operator III, City of Willits
Iyasha Davis, Customer Service Representative, PG&E
Tierney Foster, Lineman, PG&E
Cassandra Gamez, Environmental Compliance Analyst, Modesto Irrigation District
Kaycee King, Gas Pipeline Inspector, PG&E
Sandra Martinez, Leak Survey, NV Energy
Karyn Newmark, Substation Electrician, SMUD
Juana Perez Ochoa, Welder 3, Trayer Engineering
Lauren Trout, GC App Electrician, PG&E
Jennifer Ybarra, Operating Clerk, PG&E

Advisor: Eileen Purcell, Sr. Advisor, IBEW 1245



Women's Committee Members: Nicole Brooks, Julie Brousseau, Tiffany Clemons, Nicole Caldwell, Iyasha Davis, Tierney Foster, Cassandra Gamaz, Kaycee King, Sandra Martinez, Karyn Newmark, Juana Ochoa Perez, Jennifer Ybarra-Boychuk, Eileen Purcell (Not pictured: Lauren Trout)

Sacramento Central Labor Council Salutes IBEW 1245 Women



Sacramento, CA — In a dazzling celebration at the Sacramento Memorial Auditorium, IBEW 1245 Women were celebrated for the unparalleled work by 1245 staff and Organizing Stewards to defend and grow the labor movement. The event marked the Sacramento Central Labor Council's (CLC) 24th annual *Salute to Labor*.

Women from across the labor movement were recognized for their work, including labor champion Assembly Member Liz Ortega (CA District 20), Union All Stars from a variety of Union locals, CLC Staff and Lorena Gonzalez, President of the California Labor Federation.

But IBEW 1245 women took center stage. Flanked by a dozen sisters, IBEW 1245 Organizer and CLC Executive Board Member Charlotte Stevens accepted the award on behalf of IBEW 1245 to a rousing ovation.

"Thank you, Sacramento Central Labor Council and Executive Board for this recognition. It belongs to each and every badass woman of IBEW 1245 who has contributed to our shared fight for fair wages, safer working conditions, and the respect that all workers deserve," she declared.

Since 2012, IBEW 1245 has dispatched teams of trained stewards to work with Central Labor Councils of the AFL-CIO across California and northern Nevada to advance labor's agenda. Hundreds of Organizing Stewards have dedicated their time and energy to rally at the State Capitol to support (and sometimes oppose) legislation with a laser beam focus on the wellbeing of working men and women.

Today, IBEW 1245 Organizing Stewards lead trainings, staff campaigns, and bring home victories for initiatives and candidates who support working families.

"Our Organizing Stewards are in the forefront of political fights locally and across the country. Our women stewards constantly manage their time with their families, their full-time jobs while also being activists in their communities to preserve labor rights, and collective bargaining agreements, because they see the value in being active and what they stand to lose," declared IBEW 1245 Assistant Business Manager and Organizing Director Rene Cruz Martinez.

In the most recent election cycle, IBEW 1245 stew-

ards led the charge to elect local leaders who directly impact 1245 members at eight Central Labor Councils across California and Nevada. They recruited, trained, and walked with hundreds of volunteers to door knock, phone bank, and turn out the vote for labor friendly candidates. Among the candidates they brought across the finish line are Sacramento Mayor Kevin McCarty, SMUD Board Member Rob Kerth, City of Roseville District 5 council member Karen Alvord, City of Sacramento Councilman Roger Dickenson and West Sacramento Mayor Martha Guerrero.

"Every one of these candidates impacts decisions that affect our memberships' Collective Bargaining Agreements (CBA)," said Cruz Martinez.

"We're here to make a difference," exclaimed Rocío Gianelli, a Customer Service Rep (CSR) from PG&E. "It's an overwhelming feeling. We're never gonna give up fighting for better working conditions, not just for ourselves, but for others who don't have a union," she added.

Latoya Carter, an Operating Clerk out of PG&E, exclaimed, "I'm still in awe. I'm lost for words; I am so appreciative and humbled by this recognition."

Kayela Jones, a CSR at PG&E, shared, "I feel like this night was so empowering for women. It made us feel included. Thank you, Bob Dean, for making it possible," a reference to IBEW 1245 Business Manager Bob Dean who has continued investing in the Organizing Program with the full support of the IBEW 1245 Executive Board.

Even as the labor movement braces for new challenges presented by the outcome of the presidential election, the overwhelming sentiment was one of marked determination and optimism.

Iysha Davis, a Customer Service Representative (CSR) out of Stockton declared, "We need to fight even harder and to celebrate the wins. I'm so proud to be 1245 and to be among so many of my sisters."

Stevens summed it up saying, "Tonight is important. They see us, and the hard work we do. Every victory, whether big or small, is a testament to the power of solidarity. We've faced challenges, we've fought hard, and we've encountered setbacks—but WE WILL NEVER GIVE UP. WE ARE NOT GOING BACK!!"

— Eileen Purcell, Sr. Advisor

A Night In The Life of a Gas Crew

On a wet night in a mid-January, my PG&E Concord Gas Crew addressed a Grade 1 Gas Leak in a residential neighborhood in Martinez, California. A customer had reported that they smelled gas around their driveway. A PG&E Gas Service Representative (GSR) determined there

was a Grade 1 leak requiring immediate action. When the gas crew arrived, they discovered an old steel service had cracked at one of the joints. A steel service is the section of the pipeline that runs from the main gas line to the customer's property.

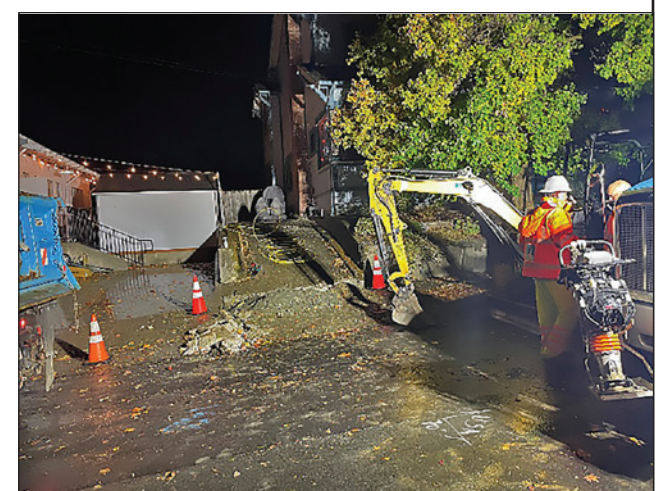
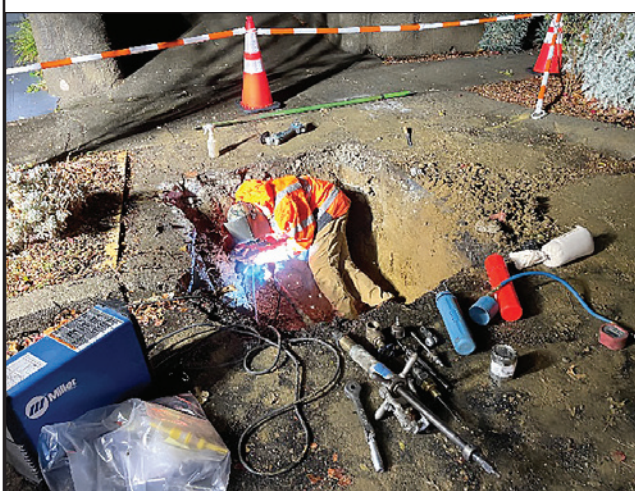
Installed in 1934, the 91-year-old pipe had cut through the street, sidewalk, and a concrete wall. After stopping the flow of gas, the crew replaced the compromised line by installing a new plastic service so that the customer's gas would be safely restored.

Kudos to the Crew:

- Von Trompas — Gas Crew Leader-Welding
- Steve Carpenter — Gas Crew Leader-ARC
- Matt Brady — Equipment Operator
- Matt Brady Jr. — Utility Worker
- Vince Ajlouny — Traffic Control

Our crew worked all through the night to ensure the customer would be able to have gas, to be able to cook, shower, and heat their home while at the same time keeping our communities safe and the power flowing.

— Mark Goodwin, Business Representative



MEMBER SPOTLIGHT:

SIPT Lead Robert McKenzie & Crew: Saving Lives, Infrastructure and Money

Round Mountain — As California confronts more severe storms and rising fire threats, IBEW 1245 union member and Safety Infrastructure Protection Team (SIPT) Lead Robert McKenzie and his SIP Technicians are on the front lines.

The SIP Team is part of a union-company initiative that created the new SIPT job classifications. The purpose: to enhance PG&E's arsenal for mitigating risk to life and property by taking proactive measures.

Background

In fall of 2018, then PG&E COO Michael Lewis contacted IBEW 1245's Bob Dean for some help. Having experienced catastrophic wildfires over the past 4 years, PG&E wanted to negotiate a new job classification that would address fire safety, both proactively and in the field at base camps during large emergency events. But the Union representing firefighters in California mistakenly viewed the creation of a new classification as a threat to their job security. Lewis wondered if IBEW 1245 could reach out and help ease the tensions.

"Shortly thereafter, the Bobs (Dean and Gerstle) sat down with Brian Rice, the president of the California Professional Firefighters Federation. Over a two-hour lunch we assured Rice that PG&E would in no way have this job classification fighting fires. The sole focus was about public and employee safety, nothing more," declared IBEW 1245 Sr. Assistant Manager Bob Gerstle. As a result, the SIPT classifications were born in 2019.

Robert McKenzie and Crew: Supporting Line Crews and Fire Fighters

Enter Robert McKenzie. A certified Emergency Medical Service provider and veteran fire fighter, McKenzie is the PG&E Crew Lead for the Safety Infrastructure Protection Team (SIPT) headquartered out of Redding, California.

"In the EMS emergency services, there's Basic Life Support (BLS) or Advanced Life Support. I can't give drugs or poke needles, but we have a full complement: we have backboards, we have oxygen, we have heart monitors... we have a burn kit, and a spinal kit," said McKenzie.

During the recent storms which battered northern California, McKenzie and his SIP Team were on standby, ready to provide Emergency Medical Services (EMS) on an as needed basis to crews working the storms. As line crews worked around the clock to clear downed wires, repair broken infrastructure, and restore power for countless families across northern California, McKenzie and his SIP partner provided an extra layer of protection.

"Our number one thing is, God forbid, if one of these guys would get hurt, we have a radio. So, say phones were down, we actually have a fire radio. We can make an emergency call and get someone out here," McKenzie said.

The work is especially vital in remote locations when crews work in life threatening situations such as storms and fires and far away from full-service hospitals. If a crew member suffers a medical event or serious injury, minutes can make the difference.

"We always say {there} is the golden hour for trauma. If someone gets hurt, you want to get 'em to from where they're hurt to a hospital within an hour," he said. "And a big part of that would be packaging that patient and getting them out where an ambulance can get them. We have all the equipment. We can actually have them packaged, loaded up in our truck, brought down here to the main road, meet an ambulance and just expedite that even more," McKenzie added.

When the standby team is not ministering to crews, they are helping clear vegetation, cut trees and create paths so crews can access trouble spots. For large parts of the year, they contribute to fire mitigation and grid hardening, as part of the Asset Risk Reduction Program.

The work is critical. "The main goal of the program is to minimize risk," said McKenzie.

During fire season, SIP Teams work as advance teams to fortify defense systems in the fire's path. "We'll go out ahead of the fire in an area. We go to that area, and we'll actually clear around the poles. Then our trucks come in equipped with a three-tank system that has water and retardant; we mix it, and can actually treat the poles with the type of retardant so when the fire front does come through there, the poles are protected from fire," McKenzie shared.

The effort saves lives, infrastructure and money. McKenzie brings extensive experience to the task. In addition to his twelve years as a captain in the volunteer fire department in Mendocino County, McKenzie has worked the Park Fire in Chico, the Basin Fire out of Fresno, the Lake Fire in Santa Maria and Dixie Fire near Canyon Dam. In each case, he prepared the terrain, protecting hydro facilities, substations, and in one case, an MC yard.

"We all have fire experience, so we know how to clear stuff away from the building, get it to where it'll either stand on its own or we can stay there with our water on and protect it when the fire comes," he said.

The Union Difference

Prior to joining the Union and pursuing his career at PG&E, McKenzie worked at a

construction company, running heavy equipment and driving trucks. He rose to the rank of Captain in the volunteer fire department.

Why the switch to PG&E?

"Honestly, it was the benefits...the pay and the career. I went from having a job to having a career. And I feel that PG&E is a career versus a job because the Union's there," said McKenzie. "They fight for us, make sure we have the best benefits, make sure we have the best pay, make sure all of our safety equipment's up to par."

McKenzie is an active IBEW 1245 union member and Shop Steward.

"{Once} my fire jacket was old and kind

of tattered. I made a phone call, and 10 minutes later {I received} an email: my new jacket was coming, being shipped to me. And so I think that's big. The union's big on keeping all of its members safe."

IBEW 1245 Business Representative Steve Lange lauded McKenzie, reinforcing his message on the Union's commitment to safety. "Our SIPT members are there to protect the company's assets," declared Lange, "and the most important asset the company has is our members."

— Eileen Purcell, Sr. Advisor, with contributions by Sr. Assistant Business Manager Bob Gerstle

Photographs by John Storey



Safety Infrastructure Team Crew Lead Robert McKenzie



Safety Infrastructure Team Crew Lead Robert McKenzie cuts a limb after a storm.

MEMBER SPOTLIGHT:

Vegetation Management Inspector Aubrey Carr — Keeping Us Safe

As extreme weather conditions and wildfires ravage the country, utilities are moving to mitigate the risks. Grid hardening, undergrounding, line clearance tree trimming and other preventative measures are among the strategies employed.

At PG&E in California, one of the key strategies employed is the use of certified Vegetation Management Inspectors (VMIs). These IBEW 1245 members are tasked with identifying trees that have the potential of striking energized lines, engaging customers who are at risk, and coordinating with line clearance tree trimmers (LCTT) and journeymen linemen to take needed action.

On any given day, they patrol miles of territory, conduct assessments and document trees within striking distance of all of PG&E's overhead assets with the Focus Tree Inspection (FTI).

Enter Aubrey Carr, a Vegetation Management Inspector (VMI) extraordinaire, and a proud IBEW 1245 member and shop steward who works out of Jackson, part of the PG&E Stockton Division.

On Thursday, November 14, 2024, Carr went to work in a backroad off Shake Ridge Road in the Martel Circuits, examining trees and power lines as part of PG&E's effort to mitigate fire risk.

"We hike to the power lines and look for needed prunes on vegetation and for vegetation that's going to break four foot compliance within a year. Or we assess the tree for health for any fall in hazards. A big part of the position is customer interaction and notifying them of the work on the property," she shared.

On this occasion, Carr came across an insulator that broke off the pole. "It's causing the line to sag a significant amount, and so it's very, very close to vegetation. One tree might have even touched it," she added. Abnormal field conditions such as these constitute an emergency. Following protocol, Carr reported her findings in real time and awaited a journeyman lineman to get to the site, rehang the line, and complete the assessment to determine if any further action was indicated.

"These hardworking members have spent many months on assignment, working mandatory extended hours to meet PG&E's goals," shared IBEW 1245 Business Representative Todd Kadota.

The work is a vital element of protecting customers and broad swaths of the landscape.

Challenges abound including safety hazards, poison oak, animals, and unhappy customers. Carr had to swerve around two deer who dashed across her path on route to the day's worksite. She also addresses concerns of homeowners bristling at delays, power outages, and sometimes, the need to trim trees.

"I appreciate all the work they have done

to assist in maintaining PG&E infrastructure by mitigating vegetation hazards to help protect the public as demonstrated today," declared Kadota.

For Carr, she loves the work, the customers and the Union.

"You can't beat looking at trees all day, but one of the best parts is talking to the homeowners. You meet a lot of different people around here and a lot of times they have similar interests and care about the plants too. So it's good talking to the community," she added.

Carr has been with the IBEW 1245 since she signed onto PG&E three years ago. What does she like about being Union? "My favorite part of the month

is going to the union meetings because when I leave the union meetings, I always feel empowered; where if I see a problem, I now know the routes I can take to be part of the solution, and I know someone's going to have my back," she declared.

Kadota adds, "I truly believe that Sister Carr and those like her are the true future of IBEW 1245 with their dedication to safety, professionalism, and sense of unity with all of her Union brother and sisters."

— Eileen Purcell, Sr. Advisor
with contributions by Business Representative Todd Kadota

Photo by John Storey



MEMBER SPOTLIGHT:

Celebrating Robert "Bobby" Rael's 40 Years of Service

IBEW 1245 celebrates Robert "Bobby" Rael who will retire from PG&E next year with over 40 yrs of service. Rael was hired at PG&E on 5/31/84 where he spent his entire career in General Construction and will retire as an Overhead Subforeman A.

Rael with IBEW 1245 Business Representative Jerry Camacho



Rael with his Los Padres GC Brothers



We Want To Hear From You!

Share your stories and ideas for **member profiles** with your Business Representative.

Join the **Photo Contest**. All IBEW 1245 members in good standing are eligible to enter up to five original, high-resolution, safety-compliant photos into the contest each quarter. Submissions should be sent to info@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.

IBEW 1245 Members Deliver in Midst of Catastrophic Fires



SCE Tailboard with Crew Foremen Working Eaton Fire, Santa Anita Ops Tent



Foreman Michael Lodien in Pacific Palisades, CA

Los Angeles — As the recent catastrophic Southern California wildfires are being contained, over 200 IBEW local 1245 members have been on site assisting with mutual aid. This includes members from Gas, Electric, System Infrastructure Protection (SIP) and Shared Services.

Working night and day, seven days a week, these men and women have been providing critical support on both Southern California Edison (SCE), and Los Angeles Department of Water & Power (LADWP) properties since the onset of the devastating fires on January 7, 2025.

SIP members were the first to arrive. Crews were comprised of 25 two-man engines that worked outside the fire



PG&E Kern GC crews do fire restoration in Pacific Palisades, Calif. on January 19, 2025.

lines to treat infrastructure for both utilities.

Rosie Smith, A SIP Technician out of PG&E's Angels Camp, stated, "The job is protecting poles, protecting any infrastructure that LADWP owns...so that it takes away from the fire....We've fought fires for many years where we're trained and prepared." She added, "For me, my biggest highlight is getting to actually work with everyone within the program, and the camaraderie."

Gas Service Representatives (GSR) and Fleet Mechanics from Shared Services were also on the ground. GSRs, helped ensure that infrastructure was safe to repressure, and then checked appliances before designating them operational. Mason Hamann, a GSR out of PG&E's Stock-

ton Yard reported, "We are just doing our best to hit every house and restore gas to as many customers as we can."

Two General Construction (GC) Line workgroups remain in So Cal to do some heavy lifting. Five crews from Los Padres are working on SCE property in support of the Eaton Fire in Altadena. The crews are replacing poles, reconductoring, and cutting over a circuit from 4KV to 16KV. They are working 16-hour days, yet their enthusiasm has not waned.

Apprentice Journeyman Lineman James Negranti hired onto PG&E in 2020 and brought extensive experience working in fire zones in Santa Cruz and Santa Rosa for a month at a time. "But it's been quite a while since an



Kern GC Crews doing fire restoration work in Pacific Palisades, CA



GSR Reggie Cabrerros checks gas meter in Pacific Palisades, CA.



Zach Avilla, SIP Lead from Central Division (Sonora, Angels Camp, Jackson) is part of 25 Safety Infrastructure Protection Teams (SIPT). Engines comprised of two-person crews from throughout the PG&E system have been on site in Southern California since January 9.



Apprentice Lineman James Negranti with the PG&E Los Padres GC crew is repairing damage from the Eaton fire and rebuilding an entire circuit, cutting it over from 4KV to 16KV.



Five Los Padres GC crews work alongside SCE in Altadena.

"This is my first fire large outage," declared Mason Hamann, a Gas Service Representative out of the PG&E Stockton Yard, noting "[It's] definitely real sad to see the homes destroyed, all the things destroyed, but definitely brings joy to me to be able to restore the customers that we can," he added.

As for the Union's role, "They support us a lot. They fight for us," added Hamann.

We at IBEW 1245 are proud of the safe work our members are exhibiting in So Ca, once again proving we represent some of the best in the trade.

— Bob Gerstle, Senior Assistant Business Manager
Photos by John Storey and crew members

event like this. I mean, this is kind of out of the ordinary. But definitely nice to come answer the call," he said.

The Bakersfield crews are working on LADWP property, supporting restoration efforts from the Palisades Fire. "I've been on many fires. This one...everything is destroyed," declared Kevin Lodien, a Journeyman Lineman and Foreman out of PG&E's Bakersfield GC yard.

One of their jobs is replacing 200 dual transmission circuit poles (with dual distribution circuits). Many poles are inaccessible to large trucks, and require helicopter sets.

Much like the other work groups, the camaraderie amongst the 15 members was impressive, especially con-

sidering the blend of linemen coming from outside line contractors or SCE, before being hired by PG&E.

When asked what some of the biggest challenges have been, several work groups answered, "The way the locals drive is insane. We aren't used to the impatience people have for our large vehicles."

Most importantly, there have been no safety incidents from this work group who have been in LA since the All Clear was given by LAFD.

Many of these crews include IBEW 1245 members who were recently in Georgia and Florida for mutual aid. They are proud of their trade, and equally proud of being IBEW1245 members.



Kern Crews do fire restoration in Pacific Palisades, CA.



SIPT from Central Division (Sonora, Angels Camp & Jackson)

Line Clearance, Vegetation Management, Pole/Test/Treat

Line Clearance Tree Trimming

2024 has been a challenging yet rewarding year! We have witnessed what passion coupled with resilience looks like, and we as staff are convinced that our members are the very best at what they do. As the year comes to an end, the only thing that has been consistent looking back is change. The number of Tree Workers has been up and down since the inception of Senate Bill 247 (SB247) and given routine budgetary changes. Fortunately, we have seen stabilization in Line Clearance and Vegetation Management, and the work has increased within the jurisdiction. Presently we are experiencing a period of growth and activity. Some contractors are working up to 60 hours a week, in stark contrast to the last two years. Members appreciate the opportunity to make a little extra money for the holiday season.

Our utility partners (PG&E, SMUD, etc.) have indicated their commitment to the continuation of tree work, which is vital to maintaining a healthy electrical grid. While budgets will continue to change, we are seeing an industry demand for more consistent safety protocols which align with updated industry training to match. On the one hand, there will be fewer contractors and personnel to perform the work safely. Another way to look at it is only those who comply with the demands of the industry will thrive. California will have a leaner and meaner tree workforce equipped with modern day tools, training methods and knowledge to perform the work more efficiently.

Outside Line

We are working through EPR reporting challenges with contractors to ensure the on-time payment of benefits. The Outside Line sector has been through this process and found solutions, and we're confident that we're closer to doing that in the tree sector as well. Members are encouraged to attend Local Unit meetings for updated communication, education and fellowship. The process of representation and grievance is a continuous one to protect our labor rights.

PG&E

The Assessment Center is continuing to perform assessments of Apprentices, Climbers and Foreman performing Line Clearance Tree Trimming work in Oroville. IBEW 1245, PG&E, Cal-Nev JATC and the Contractors are brainstorming ways to complete the compliance process. PG&E has implemented a "Span of Control" policy to allow the workers who fail the assessments to continue performing tree clearing tasks under a qualified observer or in a controlled environment. The timeline for getting employees to pass the assessment and the span of the control man-

date has been challenging. The compliance date is still January 01, 2025.

CAL-NEV JATC continues to offer fundamental skills courses at the Woodland Training Center in preparation for PG&E's Oroville assessments. Our members have reported a greater rate of success in passing after attending these courses. Participants must be enrolled with the JATC to have access to training benefits, including grant funds for members completing a Class "A or B" CDL certification course. Qualifying member participants will be reimbursed directly by the JATC with proof of course completion and receipt. More updates are posted on the JATC website.

Vegetation Management

The Vegetation Management Inspection and Clearance workgroup has seen a steady increase in work. They are an up-and-coming workforce necessary for the success of tree management and fire mitigation. We are exploring the possibility of holding their own Unit meetings quarterly given the differences in their contract versus the traditional tree clearance Collective Bargaining Agreements (CBAs), including In Lieu of Benefit. Looking ahead, we have met with many of the members and exchanged proposals for the next negotiation cycle. Members are encouraged to continue contributing their ideas to strengthen our CBA for the future.

SMUD

SMUD recently announced the loss of contracts with Wrights Tree Service and Mowbray's. The prime contracts have been awarded to Utility Tree Service and Mountain F. Enterprises. Transitions are rarely smooth and often create disruptions for both the utility and our members. For now, the Union is working with the members and contractors to ensure a seamless transition for all who are affected.

Pole Test

Pole Test and Treat work is experiencing a cooling in work, and members are having to travel outside of the 1245 jurisdiction. Osmose has given notice that cameras will be installed inside the cab of all the fleet vehicles, and has submitted their policy. The Company policy details how and why it will be utilized, and the Union is currently reviewing and discussing the impact on employees. More details to come as questions and concerns from members are still being processed. There have also been questions about the company's stance on discipline for lack of productivity without a policy to give proper notice and guidance.

Safety

Safety is our PRIME OBJECTIVE. It is

the whole reason to exist as a Union, as an Industry and as Professionals who have chosen Tree work as a profession. We are now in the winter months and conditions are colder, wetter and more challenging. A Reminder: we are only as strong as our weakest link. Proper planning can pre-

vent poor performance and results, and the number one cause of accidents/fatalities is Complacency. Please be aware of your surroundings and look out for each other to make sure we all go home.

— Mark Maumau,
Assistant Business Manager

Manejo de la Vegetación

Poda de Arboles para Despejar la Línea, Manejo de la Vegetación, "Pole, Test, Treat"

Poda de Arboles Para Despejar la Línea

¡2024 ha sido un año desafiante pero gratificante! Hemos sido testigos de lo que es la pasión junto con la resiliencia, y nosotros, como personal, estamos convencidos de que nuestros miembros son los mejores. A medida que el año llega a su fin, lo único que ha sido constante mirando hacia atrás es el cambio. El número de trabajadores de árboles ha tenido altibajos desde el inicio del Proyecto de Ley Senatorial 247 (SB247) y debido a los cambios presupuestarios de rutina. Afortunadamente, hemos visto una estabilización en el Desbroce de Líneas y el Manejo de la Vegetación, y el trabajo ha aumentado dentro de la jurisdicción. Actualmente estamos viviendo un período de crecimiento y actividad. Algunos contratistas están trabajando hasta 60 horas a la semana, en marcado contraste con los últimos dos años. Los miembros aprecian la oportunidad de ganar un poco de dinero extra para la temporada navideña.

Nuestros socios (PG&E, SMUD, etc.) han indicado su compromiso con la continuación del trabajo con los árboles, que es vital para mantener una red eléctrica saludable. Si bien los presupuestos continuarán cambiando, estamos viendo una demanda de la industria de protocolos de seguridad más consistentes que se alineen con la capacitación actualizada de la industria para que coincidan. Por un lado, habrá menos contratistas y personal para realizar el trabajo de manera segura. Otra forma de verlo es que solo aquellos que cumplan con las demandas de la industria prosperarán. California tendrá una fuerza laboral de árboles más delgada y más productiva, equipada con herramientas modernas, métodos de capacitación y conocimientos para realizar el trabajo de manera más eficiente.

Outside Line

Estamos trabajando con contratistas para superar los desafíos de la presentación de informes de EPR para garantizar el pago a tiempo de los beneficios. El sector de Outside Line ha pasado por este proceso y ha encontrado soluciones; estamos seguros de que estamos más cerca de hacerlo también en el sector de los árboles. Se anima a los miembros a asistir a las reuniones de la Unidad Local para

obtener información actualizada sobre la comunicación, la educación y el compañerismo. El proceso de representación y queja es continuo para proteger nuestros derechos laborales.

PG&E

El Centro de Evaluación continúa realizando evaluaciones de aprendices, escaladores y capataces que realizan trabajos de poda de árboles y de limpieza de líneas en Oroville. IBEW 1245, PG&E, Cal-Nev JATC y los contratistas están intercambiando ideas sobre formas de completar el proceso de cumplimiento. PG&E ha implementado una política de "Alcance de Control" para permitir que los trabajadores que no pasan las evaluaciones continúen realizando tareas de limpieza de árboles bajo un observador calificado o en un ambiente controlado. La línea de tiempo para lograr que los empleados aprueben la evaluación y el alcance del mandato de control ha sido un desafío. La fecha de cumplimiento sigue siendo el 01 de enero de 2025.

CAL-NV JATC continúa ofreciendo cursos de habilidades fundamentales en el Centro de Capacitación en Woodland en preparación para las evaluaciones de Oroville de PG&E. Nuestros miembros han reportado una mayor tasa de éxito en la aprobación después de asistir a estas clases. Los participantes deben estar inscritos en el JATC para tener acceso a los beneficios de capacitación, incluidos los fondos de subvención para los miembros que completan un curso de certificación CDL de Clase "A o B". Los miembros participantes que califiquen serán reembolsados directamente por el JATC con prueba de finalización y recepción de la clase. Se publican más actualizaciones en el sitio web de JATC.

Vegetación

El grupo de trabajo de Inspección y Limpieza de Manejo de la Vegetación ha experimentado un aumento constante en el trabajo. Son una fuerza laboral prometedora necesaria para el éxito de la gestión de árboles y la mitigación de incendios. Estamos explorando la posibilidad de establecer sus propias reuniones de unidad trimestralmente dadas las diferencias en su contrato frente a los Acuerdos de Negociación Colectiva (CBA) tradicionales de tala de árboles, incluido el Acuerdo en Lugar de

Beneficio. De cara al futuro, nos hemos reunido con muchos de los Miembros y hemos intercambiado propuestas para el próximo ciclo de negociaciones. Se alienta a los miembros a que continúen contribuyendo con sus ideas para fortalecer nuestro convenio colectivo para el futuro.

SMUD

SMUD anunció recientemente la pérdida de contratos con Wrights Tree Service y Mowbray's. Los contratos principales han sido adjudicados a Utility Tree Service y Mountain F. Enterprises. Las transiciones rara vez son flu-

idas y, a menudo, crean interrupciones tanto para la empresa como para nuestros miembros. Por ahora, el Sindicato está trabajando con los miembros y contratistas para garantizar una transición sin problemas para todos los afectados.

Pole Test

El trabajo de Pole Test and Treat está experimentando un enfriamiento en el trabajo, y los miembros tienen que viajar fuera de la jurisdicción 1245. Osmose ha notificado que se instalarán cámaras dentro de la cabina de todos los vehículos de la flota y ha presentado su política. La política de la Compañía

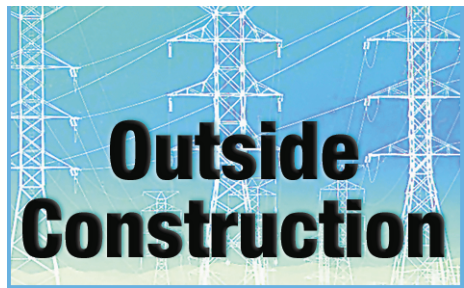
detalla cómo y por qué se utilizará, y el Sindicato actualmente está revisando y discutiendo el impacto en los empleados. Próximamente se darán más detalles, ya que aún se están procesando las preguntas y preocupaciones de los miembros. También ha habido preguntas sobre la postura de la empresa sobre la disciplina por falta de productividad sin una política para dar el aviso y la orientación adecuados.

Seguridad

La seguridad es nuestro OBJETIVO PRINCIPAL. Es toda la razón de existir como Sindicato, como Industria y como

Profesionales que han elegido el trabajo de los árboles como profesión. Ahora estamos en los meses de invierno y las condiciones son más frías, más húmedas y más desafiantes. Un recordatorio: somos tan fuertes como nuestro eslabón más débil. Una planificación adecuada puede evitar un rendimiento y unos resultados deficientes, y la causa número uno de accidentes/muertes es la complacencia. Por favor, estén atentos a su entorno y cúdense unos a otros para asegurarse de que todos regresamos a casa.

— Mark Maumau,
Assistant Business Manager



Here at the end of 2024 Outside Line has finished very strong. We had steady manpower requests all the way up to the holiday break. As a final push, PG&E requested 25 to 30 crews to start in December to help finish up new business projects. Outside Line was a large component to PG&E being able to meet its construction goals of 2024 with a completion of 258.4 miles of underground, and 107.8 miles of overhead hardening projects.

Currently in the Sierra Division, work is steady and looking to pick up in the next few months. H&M already has 12,000 tags and a fire hardening project starting in the Garden Valley and Cool area.

Alvah is wrapping up its underground project in the Foresthill area with about a month and a half worth of wreck-out left. Intren is staying busy with tag work and a small hardening project in the Placerville area and is awaiting PG&E to drop more work for them. Dars-Cox is working on 18 miles of underground in the Placerville area. They are also putting in a bids for an additional 40 miles of undergrounding.

Wilson will be continuing work on the Bell circuit fire hardening project and has also picked up work in Placerville, which includes both overhead and underground work. Wilson is staffing 4 crews, 3 in Willits and 1 in Eureka. EDP is staffing 2 crews in Willits. The bulk of the work in Humboldt is tag work and storm response. H&M is still staffed with 3 transmission crews in Eureka.

Edison Power will be starting facility inspections back up in Feb. It looks like initially they will bring on 35 transmission inspectors, and later with Substation Inspectors.

Outsource will be ramping up there Selma yard in 2025 and will be looking for a permanent yard in the San Jose area.

Michels will have 8 transmission crews working in the south doing tag work, 3-4 crews on the Birds Landing job until May. There's some talk about

Michels bringing on some distribution crews.

As we approach a busy new year for Outside Line work, safety is a top priority for members and contractors. One recurring issue has been motor-vehicle incidents enroute to, and while on, the job site. Accidents have resulted in serious injury to members, property loss to the public, reduction of safety ratings for our contractors, and an increase in video surveillance and monitoring for all. Let's collectively focus upon preventive measures, such as not driving while distracted, completing thorough vehicle walk-arounds, and increasing situational awareness. 2024 started off slow but finished strong and we hope to carry that momentum over to 2025.

The Fresno bi-monthly informational meetings continue to take place on the second Tuesday of every other month from 6pm to 8pm at Round Table Pizza at 5702 N. First St. The remaining meetings for this year will take place on Jan 14th, March 11th, May 13th, July 8th, Sept 9th and Nov 11. A mass text reminder will be sent out the Monday before each meeting. Please make time to attend the meeting if you're in the area.

Nevada

T&D Power at the Walker River project outside of Yerington NV is moving forward with pads, foundations and the dog houses on the 120 KV sub. The steel for the switchgear will be installed when the crews return from the holiday break. There are approximately 60 members on site at this point. R2 has been subcontracted to do some civil work on the project.

Wilson Construction has been awarded SWIP north project; still has no word on start date for this project.

Wasatch continues to support NVE and Liberty Utilities on numerous projects as well as supporting the utilities with supplemental dock work.

Sturgeon has completed the fuse tamer project that spanned across NVE property in the northern part of the state in this quarter.

Summit is still supporting the USA parkway project and the Switch Data Center project with Sub-Techs and Journeyman Lineman.

Mountain Engineering is working on NVE property in Virginia City in the process of doing a line rebuild and has

been doing numerous helicopter sets.

Accidents / Focus Items

As we wrap up the year, I hope all our members will take a moment to reflect. From personal achievements to career milestones, IBEW members were able to meet the moment head on. For every challenge and misstep along the way, you met the moment. Year after year, Local 1245 members raise the bar. And 2024 was no different.

We still have many challenges yet to overcome, driving being the most obvious. Taking a breath during the sometimes-crazy holiday traffic, could help prevent an incident rooted in emotion. And the simplest thing of staying off the phone while driving becomes so much harder as the holidays surround us. But we, and our families, depend on us taking these precautions.

Conflict throughout the world. Political changes at the local, state and national levels. Uncertainty surrounds us at every moment. But if anything has been made clear, it is the fact that IBEW members will meet this uncertainty for generations to come.

Safety First

The Fourth Quarter Red Book Meeting was held on December 3, 2024, at the Woodland JATC facility. Topics varied but centered around driving and PPE use.

Re-focusing our efforts on the basic tasks will help to keep us engaged on the job. Challenging our brothers and sisters on the job site will help with that as well. No crew member, regardless of classification or experience, should remain quiet when they are uncertain of a task or move.

Traffic Control

Wrapping up 2024, our Traffic Control group has increased workload in October and November, from the same time in 2023, with December hours not being reported until after publishing of the newspaper. This is a positive direction for this workgroup.

Coming into 2025, we should know more about who the preferred contractors will be, and in what areas they will be. Much anticipation surrounds IBEW contractors and their drive to grow their footprint. We will have a much better outlook in the next printing for 2025.

Dispatch

IBEW 1245 dispatch office hours are 7am to 4pm, and the last application will go out at 3:30pm. The dispatchers have returned to the dispatch office now that the remodel project is near completion. The improved dispatch lobby will aid in faster signing and processing of paperwork. A few additional items will be completed over the next couple of months. We will be adding monitors to show open calls and a kiosk to fill out applications. When arriving at the union hall to sign or re-sign the books, members will be prompted to fill out a half-sheet of paper that includes name, email address and phone number. Please write clearly, as that is the only way to get your application to you. Information that is incorrect or illegible will delay the process. When uploading documents, please make sure you are sending us the most current and valid information. Please do not re-enter Dispatch until you receive an email to do so. If you have any questions, please call our main office number 707-452-2700

4th Quarter Total Dispatch Numbers:

1747 Groundman calls
720 Line EQ Man calls
2168 Journeyman Lineman calls

Total year-to-date calls for 2024 = 5984

CPR & First Aid

CPR and First Aid classes are scheduled for the second Friday of every month at the Woodland and Riverside facilities. If you are interested and want to sign up for this class, visit www.calnevjadc.org. Click on the Web Services tab, then Class Schedule. If you do not already have a web account with the JATC, you will need to create one. Class availability is based on first-come, first-served basis. www.calnevjadc.org.

Injured Workers Fund

The balance of the Injured Workers Fund as of November 30, 2024 was \$783,060.55. Since October 1, 2024, the fund has paid out \$240,200 in disability and parental leave claims.

The Summary Plan Description (SPD) and Application can be found on the union's website at <https://ibew1245.com/outside-line-injured-workers-fund/>



IBEW 1245 WOMEN AT SMUD KEEPING THE LIGHTS ON

Karyn Newmark, a High Voltage Substation Electrician and Lead Journeyman at SMUD, serves on IBEW 1245's newly formed Women's Committee. One of six women in SMUD's Substation and Construction division with sixteen years in the trade, Newmark declared, "Women in the trades are important. We never knew this kind of job existed. By having more women out here and getting our faces out there, it helps promote these jobs for women."

IBEW 1245 Business Manager Bob Dean established the committee in September 2024.

According to the U.S. Bureau of Labor Statistics, in 2023, women made up 46.8% of the total workforce in the United States. But in the utility and transportation sector, women represent only 11%-24%. Though the trend line is inching upwards, there is much more work to be done.

Newmark was excited to profile these other exceptional women in her department at SMUD.

Heather Andersen is a Foreman Cable Splicer Electrician at SMUD with 13 years under her belt. She credits her parents for cultivating her belief that she could be anything she wanted to be as well as her strong work ethic. Andersen's father, a retired SMUD lineman,

played a significant role in inspiring her career choice with SMUD. "I have the best memories of time spent with him and his closest Lineman friends around the campfire joking, laughing, and going through all of the crazy stories of their time spent climbing poles and splicing cable. He was always happy to teach me how to use tools safely and how to use our imagination to build and fix anything."

When Andersen applied for the apprenticeship at SMUD, "I was told I was the only woman that had passed the cable splicer/electrician portion of the physical test, and I was offered an {apprenticeship}. It was one of the biggest decisions of my life."

Andersen's favorite part of the job is lead cable splicing. "No other job at SMUD rises to this level of specialty craftsmanship, and there is nothing like building something that will last 60-plus years. I love job planning and running a crew. My goal is to create an environment where everyone can learn safely, and have fun each and every day they come to work because it doesn't get better than that," she added.

Jackie Lawler is a High Voltage Substation Electrical Apprentice at SMUD. After working eight years as a welder, she joined SMUD's apprenticeship in search of something new and different.

"I enjoyed working a physical job with my hands in the tools, but I wanted a greater challenge." As an aspiring High Voltage Substation Electrical Apprentice, "I pull wires, strip cables, troubleshoot equipment, fabricate fixes for breakers, boxes, and switches," she said. "I get to make things! There's a lot of variety in what I do."

Lawler's last job as a welder was nonunion.

"It was like a sword hanging over your head; you could lose your job at any time. Here, I have stability, security and peace of mind. I have someone at the Table fighting for me."

Protection and equity are part of the union equation.

"At my last job I learned that I made \$5 less than my male-co-workers. Here, {because of the union} there's equity," she said.

Megan Kilgore is also a high voltage Substation Electrical Apprentice. She joined SMUD's program after a twelve-year military career — six years in the Navy and six years in the Airforce working in the electrical department. That's when she discovered her love of working in electricity. Following a stint at tech school, Kilgore started her apprenticeship at SMUD two and a half years ago.

"What do I love about my job? I like doing different stuff all the time, the technology, and the people. Everyone here is very supportive," Kilgore added. The greatest challenge was "starting



Megan Kilgore, Apprentice High Voltage Substation Electrician

from scratch and being super green. But I've grown a lot, made a lot of friends, and overcome challenges."

Though this is Kilgore's first union job, she was clear that being union means being safer and having better working conditions and protections. "If I had a concern, the Union would back us up."

Lashena Sierra is a Substation Maintenance Worker. She came to SMUD from the City of Sacramento where she worked as a garbage truck driver in the Solid Waste Division. "I always wanted to get into the electric field. I hired on {at SMUD} during the pandemic and pursued a two-year training course," she added.

Learning the equipment, situational awareness, and how to enter and depart a substation to safeguard the crew's well being were key elements of her training. A favorite part of her work: inspecting equipment and identifying potential problems before they occur. "I like the hands-on part of the work, finding issues before they become problems," she shared.

Why pay union dues? "It's the least we can do," Sierra offered, "It's paying for help, security, fairness and protection."

The sense of camaraderie was palpable.

Jody Cather, a sixteen-year Substation High Voltage Electrician put it this way: "We are like brothers and sisters no matter what race, gender, or how you identify. My work family! We talk openly with one another if there is improvement needed, {when a} good job is done, sharing experience to make each other



High Voltage Substation Electrician Karyn Newmark works at the Hurley Substation in Sacramento.



Foreman Cable Splicer Heather Andersen splices a cable in an electrical vault at the Sacramento Convention Center.



Apprentice High Voltage Electrician Yesenia Vega and Apprentice High Voltage Electrician Megan Kilgore work at the Hurley Substation in Sacramento.

stronger, and making sure we all go home safe at the end of the day.”

The site visit was facilitated by IBEW 1245 Business Representative Kim Camatti, a former Materials Specialist at SMUD for twenty years before joining IBEW 1245’s staff, and Christy Dray, SMUD Manager of Substation, Construction & Maintenance, Energy Delivery & Operations.

Both Camatti and Newmark credited Dray. “Today was thanks to Christy Dray,” said Newmark. “Even though she doesn’t come from the field, she realizes how important it is to have women represented and to create opportunities. She’s always reaching out to us and making sure the face of the field workers is out there.”

Dray, Newmark and Camatti extolled the team of women at SMUD as among the best in the industry. “They’re amazing. They’re hard workers. They show up with a positive attitude. All the apprentices we have appreciate the opportunity they have. They realize what a good opportunity it is and the kind of career it makes possible,” said Newmark.

As far as advice for girls or women considering entering the trade, the message was consistent.

“You’ve got to be hungry! And you have to prepare. Prepare yourself. Learn hand tools. Build mechanical aptitude. Pursue hobbies at home. Take classes at Community Colleges. Develop hobbies,” stated Dray.

Andersen shared, “This is hard, dirty work that requires long hours and there are sacrifices that come with that. I

chose to wait to have kids until I completed my apprenticeship, but I constantly battle the balance of being a successful woman in my trade and being the best Mom I can be to my two amazing children. If you are a woman wanting to work in a male dominated field,

come in ready to work hard, become highly skilled, and don’t look for anyone to carry you. Carry yourself, and you will earn everyone’s respect.”

“Go for it!” said Sierra. “You have to choose your path and go for your passion.”

Camatti summed it up saying, “I’m proud to see IBEW women at SMUD in these trades serving as role models, inspiring other women and girls to pursue careers in fields they might have previously thought were inaccessible.”

— Eileen Purcell, IBEW 1245 Sr. Advisor



Front row, left to right: Apprentice High Voltage Electrician Yesenia Vega, High Voltage Substation Electrician Karyn Newmark, Foreman Cable Splicer/Electrician Heather Andersen. Top row, left to right: Apprentice High Voltage Electrician Jackie Lawler, Apprentice High Voltage Electrician Megan Kilgore and Substation Maintenance Worker Lashena Sierra

Photos by John Storey

IBEW 1245 Members at WAPA Build New Transmission Lines to Beale Air Force Base

Hamilton, Marysville — Dean Faller, a Foreman III for Western Area Power Administration (WAPA) and his crew delved into the work of providing power to Beale Air force Base.

“We are building a new double circuit 230 KV line to a new WAPA substation that is located on base. There it will connect to Beale’s 60kv system. The new line taps off our Cottonwood-Roseville line which runs along the west side of the base,” declared Faller, a 30+ year IBEW 1245 member.

“They came to us years back and needed more electricity to power the base,” he said.

Started nearly five years ago, the multi-year project has required organizational dexterity. Over that time, the workers have faced and overcome significant challenges. From supply chain issues due to COVID, long lead times for materials, to height restrictions, environmental protections, and wetlands, they’ve pressed forward.

The toughest challenge? “Coordination,” said Faller, “Coordination with the various stakeholders, which include the Base, contractors, vendors, farmers, and environmental groups.”

The line runs along rice fields and zigzags around wetlands, in part to comply with environmental regulations and the preservation of habitat,

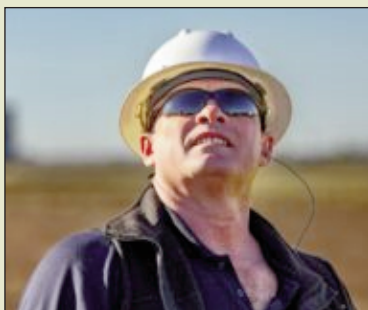
including vernal ponds where Ferry shrimp thrive. During construction in rice fields, temporary berms were installed around foundation sites to keep them from flooding in order to keep them dry for placement of concrete, tower erection, and wire stringing.

Due to proximity to the Base’s runway, towers could not exceed 85 feet. A new tower design was needed to go under some existing line crossings and not exceed the height restrictions, while maintaining minimum ground clearance.

“Normally, double circuit towers have three equally spaced conductor arms,” said Faller. “But the work has progressed steadily and is completed for now,” he said, adding “Commissioning and cutover are scheduled for spring 2025.”

When asked, “What’s good about being part of a union?” Faller answered, “Having a culture where it is safety first, always looking out for one another.”

IBEW 1245 Members Working on the Beal Air Force Base included: Dean Faller, FIII, Ryan Yeager FII, James Hill FII, Joel Carillo JL, Dana Trimble JL, Ryan Mumma JL, Nick Linna JL, Adrian Dragos AL, Gabe Huston JL, Aaron McIntryre JL, Steve Webb JL, Daren New JL, Josh White JL, Dave Horton JL.



Dean Faller, Foreman 3 Lineman for WAPA, Sierra Nevada Division



Journeyman Linemen Joel Carillo and Dave Horton from WAPA sag fiber on a new transmission line to Beale Air Force Base in Marysville, Calif. on November 12, 2024.

Saved from the brink of extinction

Vacaville — Much like the famous California Condor was saved from near extinction a generation ago, the classification at PG&E formerly known as the Foreman's Clerk and Assistant Foreman's Clerk has been brought back from the brink of extinction.

A new agreement was reached recently between PG&E and IBEW 1245 that brings back to life a classification that was down to only four members!

Letter of Agreement (LA) 24-28 was negotiated with PG&E and signed by Bob Dean in mid-September 2024.

The agreement allowed clerks who had been directly supporting Electric Maintenance & Construction, Restoration Troubleshooters, and those in the Superintendent's Assistant role to elect to be converted to the newly named Leader's Clerk or Assistant Leader's Clerk as of the end of October 2024. It also created 149 LC and ALC positions. Out of 149 clerks, 142 elected to be converted to one of these two new classifications.

The severe degradation of the numbers of these positions, of course, was not caused by chemicals or other environmental changes that affected the California Condor; but rather a choice PG&E made in 2006 1) to stop filling vacancies with this classification and 2) instead, to utilize lower paid classifications. For nearly 20 years, PG&E did not fill ANY vacancies with the FC or AFC. With LA 24-28 that can't happen again.

LA 24-28 requires any future vacancies to be filled only with Leader's Clerks

or Assistant Leader's Clerks rather than with other lower-paid clerical support classifications.

The IBEW 1245 members who have been supporting these electric groups at PG&E (some for more 15 years or more) are glad for this change not only for themselves but for what it means going forward.

Lori Mobley, a new Leader's Clerk, thinks it is a great opportunity for current members and for the future. She shared, "It has increased opportunity for our clerical employees and brings back a classification that never should have been left unfilled."

Other clerks point out that this agreement has changed the way they think about their role with PG&E.

Longtime IBEW member Dolores Lotito said, "I'm a Leader's Clerk, so now I need to set the example for my coworkers. I have always taken pride in my work, but it is a great feeling to be proud of my position and my place in support of Electric M&C and my superintendent."

The nearly 150 clerks who are directly affected by this new LA 24-28, as well as those members who will fill these vacancies in the future, will not only help PG&E, but will help IBEW 1245 members keep doing the work that they have so proudly done for over 50 years in support of the other IBEW 1245 members in the field keeping the Power in our Hands.

— Bryan Carroll, Sr. Assistant Business Manager

NCPA (LEC & Geysers) Members Ratify New MOU

On November 13, 2024, IBEW 1245 members at the Northern California Power Agency (NCPA) ratified a new three-year Memorandum of Understanding (MOU). 85% of the membership voted, with 66% voting yes.



The negotiating committee began preparing for negotiations in late July 2024; and went to the table with NCPA on August 20th in Roseville, California. The parties established the ground rules, the Union team submitted its proposals on behalf of the membership, and negotiations began.

On October 31, 2024, following three labor intensive sessions, the IBEW 1245 bargaining committee and NCPA achieved a Tentative Agreement (TA). With the TA in hand, Union leaders held informational meetings, leading up to a secret ballot election resulting in a strong "yes" vote.

The new MOU makes significant improvements to wages, benefits and working conditions, including:

- Annual General Wage Increases (GWI) of 4.75%, 4.25% and 4.0%.
- Increased Relief Operator premium to 6%, up from 2%.
- Improved rest period language with 8 hours "on the pillow" for rest periods.
- Improved meal language around how you earn a meal.
- Increased transportation allowance to \$17 per day, up from \$14.
- Increased boot allowance to \$300, from \$250.

- Added language for \$250 for custom ear protection.
- Added language for replacement safety glasses during the year.
- Added CONUS language for per diem based on "actual" location vs national average.
- Increased Agency medical contributions for active employees and for retirees hired prior to 2019 to 100% of the Kaiser Region One Family rate, up from 90%.
- Added an Agency match of up to 3% for the 457 Plan for employees who have completed five years of service.
- Term - December 29, 2024 through December 25th, 2027.

We want to thank the entire membership, especially the bargaining unit committee members who provided guidance and input throughout the negotiations. Our highly skilled and well-trained membership at NCPA are the backbone of our industry and provide an invaluable service to our industry. It is an honor to represent them and to fight for continued improvement to their wages, benefits and working conditions.

— IBEW 1245 Sr. Assistant Business Manager Al Fortier and IBEW 1245 Business Representative Mark Wilson

Fernley: A Growing Community with Union Support

Fernley is a rapidly growing community, celebrated for its small-town charm and expanding opportunities. Over the past few years, the city's population has been on the rise.

Behind this growth is a dedicated group of IBEW 1245 public workers, whose efforts ensure the city runs smoothly as it expands.

Earlier this summer, I had the opportunity to meet with some of these IBEW 1245 members to discuss important issues, including a wage study and changes in upper management.

What started as a conversation quickly grew into a collaborative effort, with members spreading the word and reigniting interest in strengthening their union. Due to strong interest, the IBEW 1245 Fernley Unit was reestablished, and members have made significant strides in growing the strength and presence of IBEW 1245.

These efforts were successful when 1245 members secured a significant mid-contract win: improved wages for the Unit.

"There's a noticeable difference now," declared Randy Gahr, a long term IBEW 1245 Shop Steward and current Foreman of General Services. Gahr has worked at the City of Fernley since 2006. He explained the recent surge in IBEW 1245 membership by saying, "Members are finding their voice and becoming more proactive in uniting the various departments across the city.

They see the value of having people behind them in the fights we're facing now and those to come." Gahr also highlighted the positive impact of union involvement on safety and workplace conditions. He expressed his hope of reaching 100% union representation in the future.

Randy Prudent, another long term IBEW 1245 member and Shop Steward since

2017 declared, "Optics matter!" A Foreman of Street and Storm Drain, Prudent noted, "It's crucial for members to know that union protection is there for them." He added that morale among members is strong and expressed optimism about building a better relationship with upper management at City Hall moving forward.

The story of IBEW 1245 in Fernley is one of resilience, collaboration, and progress. As the city continues to grow, its workers are ensuring they have the representation and resources needed to create a safer, stronger, and more united workplace for all.

— Marty Kumle, IBEW 1245 Business Representative



Fernley Employees (L to R): Kirk Huhtala, Mike Gothan, Randy Gahr, Gasbar Chavez-Acosta, Tyree Harris, Jasmine Hatch, Ryan Marks, Matt Volek

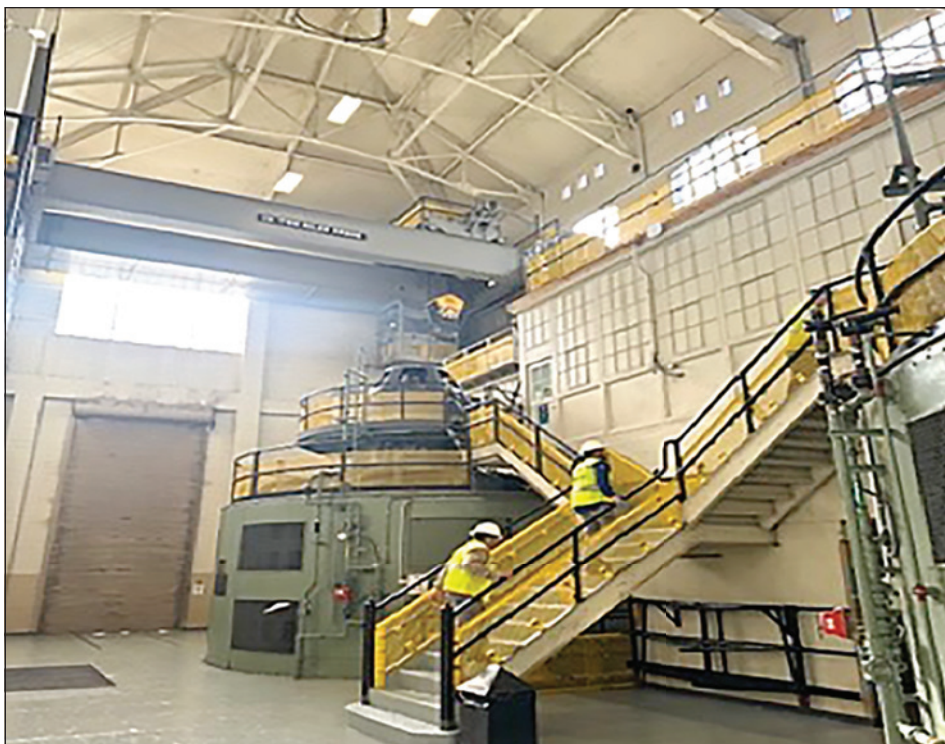
RTV Peer-to-Peer Safety Pitch PG&E Shasta Hydro Group

On January 16th, members of IBEW's 1245 Peer-to-Peer Safety Committee RTV and safety stewards (from SMUD, Truckee Meadows Water Authority and NV Energy) visited PG&E's Shasta Hydro group in Burney, CA. They did a small presentation on the new Peer-to-Peer safety committee from IBEW 1245's "Regulate The Voltage" (RTV). RTV was created in 2022, but just recently brought on our brothers in the Hydro group. Johnathon Triplett, an Electrician GC from PG&E, set up our morning meeting and tour of the Pit #1 power house.

RTV has had the challenge of having many umbrellas of job classifications under their purview. Breaking out and having similar job classifications from our sister utilities visit on these safety pitches has been beneficial as we try to network together and build these relationships between our Safety Stewards. Also attending from 1245 was Fred Aboud, Business Rep for Outside lines in N. Nevada, who oversees all of the Peer-to-Peer Safety Committees, as well as Steve Lange, 1245 Business Rep for N. California (Chico and Redding areas).



Joseph Klein (SMUD), Brad Early (NV Energy), Pete Winter (SMUD), Johnathon Triplett (PG&E), Aidan McNerney (TMWA) and John Stewart (TMWA) standing in front of unit one at Pit #1 power house north of Burney, CA



2025 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference

IBEW 1245 Organizing Steward Danielle Bonds (CSR, PG&E), IBEW 1245 Building Manager Tonya Alston and IBEW 1245 Organizing Steward and Women's Committee member Iyasha Davis represented IBEW 1245 at this year's AFL-CIO Dr. Martin Luther King Jr. Civil & Human Rights Conference in Austin, Texas.

The event featured guest speakers, opportunities for community service, and workshops. Accountability, economic wellbeing, health and security, and service were recurring themes, tied together by a unified call to organize and to stand in solidarity.

Speakers described the long history of the labor movement. They acknowledged the fight against slave labor, the Civil Rights Movement and the ongoing struggle for living wages, healthcare, education and affordable housing.

Sister Bonds shared one of her highlights was the keynote address by Texas House of Representatives Member Jasmine Felicia Crockett. "What I learned from her was no matter what your political preference is, we need to hold everyone ac-

countable in office."

Sister Davis added, "Rep. Crockett planted a seed in me and perhaps I could be more proactive by assisting with events or workshops that showcase the benefits of union membership, like fair wages, workplace protections, and collective bargaining power. ... I would like to involve myself with partnering with community organizations or hosting informational sessions to help non-union workers understand how unions work and why they're valuable. Sharing success stories from IBEW and working with the women's committee to work with our youth giving them the information about belonging to a union and what that means and looks like for their future is my passion."

"It was a great conference," said Sister Alston.

"Hundreds of men and women from a cross section of unions came together in a show of strength and solidarity."



Tonya Alston



IBEW 1245 Delegate Danielle Bonds, AFL CIO President Liz Shuler, Rennie Blye, IBEW Civil & Community Engagement Dept, IBEW 1245 Delegate Iyasha Davis

★ INTERNATIONAL LINEMAN'S RODEO

KANSAS CITY

“THE HEARTBEAT OF THE TRADE”

From Thursday, October 18 to Saturday October 20, 2024, Journeymen Linemen, Apprentices and their families together with their unions and company leaders gathered for the 40th annual International Rodeo in Kansas City, Missouri. The event is not only a competition, but a celebration of the best in the trade.

“It is a fantastic exercise in brotherhood and unity, while watching the best of the best compete,” declared IBEW Business Manager Bob Dean. “And, as always, our teams are right there at the top,” he added.

Crews of Journeymen Linemen showcased their extraordinary skills, from scaling 40-foot poles in record time while adhering to strict safety protocols to running hurt man rescue drills. Vendors showcased the latest tools and innovations in the industry. Family members and friends witnessed their loved ones executing their craft with precision and passion. The rodeo is a tribute to the craft, to excellence and to the brotherhood and sisterhood.

IBEW 1245 Business Representative and Journeyman lineman Fred About brought his fifteen years old son, Brayden, to witness his first ever rodeo.

“The trade has such passion. To be surrounded by men and women who were so passionate about what they do for work is so cool. The trade is alive. And this is the heartbeat of the trade,” said About. IBEW 1245 sponsored teams of Linemen and Apprentices from PG&E, Turlock Irrigation District (TID) and the City of Redding. The union also provided experienced staff – Journeymen Linemen – to judge the events.

Preceded by two days of exhibitions of tools, competition opened with the national anthem and raising of the flag.



Team 72 from PG&E

Teams then took their positions to begin the task at hand – simultaneously climbing upwards of 150 poles. Judges monitored each crew, tracking their progress and making sure they met the strict safety criteria as they conducted each exercise.

IBEW 1245 members Josh Klikna, Dustin Krieger, and John Damas from Turlock Irrigation District (TID) took first place in the Municipal Utility competition. The veteran team also ranked first in the Mystery #1 competition – replacing the top tie in a hot stick mode.

When asked what his favorite part of the event was, Klikna, who started competing in 2006, said, “I like the competition, trying to do well, especially the international’s mystery event.” He added, “It’s the largest lineman competition in the world with 220-300 teams, a lot of talented people good at what they do. That, and the comradery, the industry coming together with other competitors from different parts of the country,” he said.

PG&E Apprentice Jonathan Pacheco placed 3rd in the IOU (Investor-Owned Utility) Division.

In the overall rankings, IBEW 1245 members Francisco Flores Dustin Curry and Brandon Dance from PG&E came in an impressive third. “We worked hard. We got third place. We’re happy with the result. Third place is very good out of 200 plus teams” said Dance.

The event culminated in a sumptuous banquet. Linemen, apprentices and their families celebrated the winners of the competition, the craft and the brotherhood and sisterhood. The room rocked to the Brooks & Dunn song, “Hard Workin’ Man” – though the artist adapted the title and lyrics to “Line



1st place overall for Municipality, the Turlock Irrigation District and Local 1245 team of John Damas, Josh Klikna, and Dustin Krueger.

Photos by John Storey

Working Man,” capturing the ethos of the linemen gathered with the chorus:

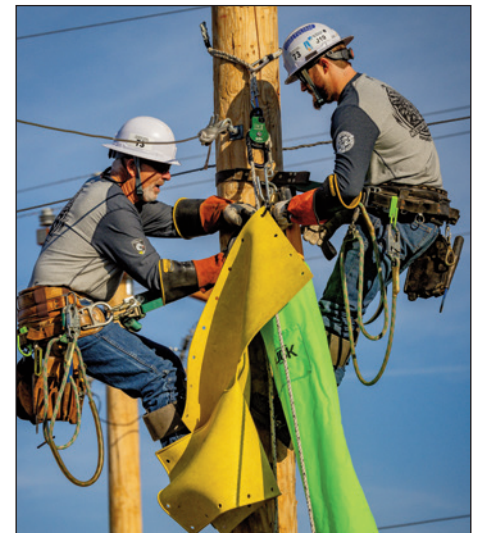
*Cuz I’m a hard line workin’ man!
I put it all on the line for folks all across this land
I’m workin’ my ass 24/7.
The only way to keep your power goin’ is to outrun the wind.
I can’t wait to get up in the morning and do it all over again.*

Thanks to all who competed and to all who worked so hard to produce this event.

— Eileen Purcell, Sr. Advisor
with contributions by Fred About,
IBEW 1245 Business Rep



Team 411 from TID



Father and son team 73 from PG&E



View all event photos at <https://ibew1245.com/2024/10/24/kansas-city-international-linemens-rodeo/>

2024 Gearhead Gathering

Car Show a Success

The IBEW 1245/PG&E Fleet “Gearhead Gathering” Car, Truck, and Motorcycle Show returned to the PG&E Gas Training Center in Winters, CA, in early October. With over 50 vehicles on display, the event was a great success, offering something for every car enthusiast—from motorcycles and vintage cars to a fire truck, stock car, and drag car.

A highlight of the day was Don Highley’s 1941 DeSoto convertible, which took home the coveted “Best of Show” award. Highley, a retired Teamster from Allendale, acquired the DeSoto only two years ago after patiently waiting for its previous owner, Don McKinley, to part with it. McKinley, a passionate 93-year-old car enthusiast, had devoted 25 years to meticulously restoring the vehicle, leaving only the upholstery unfinished. After purchasing the car, Highley found a specialist to complete the upholstery, allowing him and McKinley to proudly showcase the DeSoto together at car shows across the region.

We want to extend our sincere gratitude to everyone who attended this year’s event and to all the volunteers, vendors, and participants who made it possible. Special thanks go to the Winters Police Department for their support and to our co-hosts from PG&E’s Fleet Department. This year, PG&E’s Fleet Department brought several vehicles from their “Green Fleet,” showcasing the company’s commitment to sustainable energy with a range of advanced heavy-duty fleet vehicles. The addition was a crowd-pleaser, offering the public and car show participants a closer look at the future of fleet technology.

The Gearhead Gathering keeps growing each year, and we can’t wait to see what 2025 has in store! Join us again next year for another exciting celebration of automotive history and community spirit.

— Gerald Williams, IBEW 1245 Business Rep



Don Highley, winner of Best in Show award, with the car’s previous owner Don McKinley.

Photos by John Storey



Congrats to all of the winners:

- **Best 50s** — Bob Cellini, 1955 Chevrolet Bel Air
- **Best 60s** — David Cattaneo, 1969 Chevrolet Camaro
- **Best 70s** — Rory Dimick, 1970 Chevy Chevelle
- **Best 80s** — Damien Padilla, 1989 K5 Chevy Blazer
- **Best 4x4** — Jason Conner, 1967 International Scout
- **Best C10** — Gary Vasconcellos, 1971 Chevy C10 Pickup
- **Best Import** — Kevin Goodner, 1968 VW Bug
- **Best of Show** — Don Highley, 1941 DeSoto Convertible
- **Best Modern** — Steve Pettigrew, 2022 Ford Mustang Shelby GT500
- **People’s Choice** — Manuel Cervantes, 2003 Ford Mustang Cobra
- **Under Construction** — John Huntsman, 1929 Dodge Brothers
- **Most Unique** — Jeff Lambert, 1935 International
- **Best Muscle Car** — “Mad Dog,” 1956 Chevy
- **Best Chevy** — David Cattaneo, 1969 Chevrolet Camaro
- **Best Mopar** — David Eredia, 1951 Plymouth
- **Best Motorcycle** — Sam Fernandez, 2004 Chopper



Photos by crew members

SOLIDARITY AND MUTUAL AID

are the heartbeat of the labor movement. So when historic hurricanes battered Georgia, Florida and a large swath of the southeast in October, 400 linemen and support staff volunteered to travel to help restore power, many of them IBEW 1245 members. When they returned home, we posted a story by IBEW 1245 Sr. Assistant Business Manager and journeyman lineman Roberto Balistreri, entitled "Welcome Home." Within hours of posting this story on social media, more than 10,000 people clicked "Like" and another 603 people commented expressing deep gratitude. Here are some of their reflections and the original article.

Welcome Home

1245 Crews Return from Georgia and Florida



After nearly two weeks, over 200 proud IBEW GC line members and 15 GC clerical members returned home, having answered the call to provide sorely needed "mutual aid" in the aftermath of Hurricanes Helene and Milton which devastated large swaths of Georgia and Florida.

The powerful hurricanes caused extensive damage, flooding homes, ripping up trees and power lines and knocking out electricity for thousands. More than 200 people died across the southeast and more than 3.3 million had their power knocked out in Florida alone.

Our members at PG&E were part of a nationwide, mutual aid effort.

First stop: Georgia, where conditions were humid, and our members were set up in a basecamp from which they were dispatched.

Second stop: Florida where PG&E utilized hotels to house our members.

In both cases, our members worked around the clock to restore power to thousands of families.

Victims of the storms in Florida were grateful to our members. IBEW 1245 member Bobby Rael (Subforeman A GC Los Pa-

dres) shared a story emblematic of the warm reception our members received. "A Florida storm victim bought our dinner at a restaurant. The victim was in a nearby booth with his family when he noticed our crew. He insisted on paying for our dinner as a thank you," said Rael. IBEW 1245 member Cisco Schaaf (GC Lineman Hayward) who acted in a Subforeman A role, shared, "People put themselves second to our crews. People with nothing offered us food and water."

All in all, our crews worked over 15,000 hours during their stay.

When asked if our crews made a difference, IBEW 1245 member Jacob Crim, (Utility Worker GC Stockton) said, "Absolutely. We were able to restore power to a great many customers."

Rael, Schaaf, and Crim emphasized three points.

First, our members went to work, and to work hard to help folks hit by the hurricane. Second, to a person, they wished they could have done more. Third, all three of these members said they would go again without hesitation. None of them complained about the conditions on the ground; rather they were humbled by the misfortunes of the victims and were glad they were able to make a difference.

On behalf of IBEW 1245 Business Manager Bob Dean and IBEW 1245, I would like to express how extremely proud we are to represent such a professional workforce. Thank you to all who answered the call. Thank you to all who were not able to go and who stayed back to take care of our hometowns. Whether at home responding to emergencies or abroad or just handling this dangerous commodity on your regular average workday, the work you perform comes with a great deal of responsibility and dedication. It also requires support from your loved ones who watch you do what you do. They deserve a thank you as well.

Please continue to take care of one another and stay safe.

— Roberto Balistreri, Assistant Business Manager



T.D. Howard

Thank you to all the Line crews from multiple states who came to our rescue. We all owe you more than can be expressed in mere words!

Lillian Austin

Words will never express just how grateful we are for everyone that came and helped us. Suffering one hurricane is bad enough, but two a couple of weeks apart was unbearably hard. Thank you from the bottom of our hearts.

St Petersburg, FL, Pinellas County

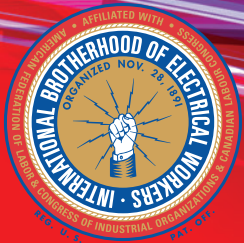
Vicki Hanson

Thank you to everyone...grateful forever. You made such a difference. Safe travels back to your homes.

Chris Pennington

You all have our utmost gratitude.

Signed,
a Florida granny



IBEW 1245 Veterans Committee Lives Up to its Mission

“Better than honor and glory, and History’s iron pen, was the thought of duty done and the love of his fellow-men.”
— Richard Watson Gilder

On Saturday, January 11th, 2025, four members of the IBEW 1245 Veteran’s Committee gathered at the B.T. Collins Reserve Center in Sacramento to meet with Program Director Sergeant M. Jose Avila. The group discussed the plan for the day and prepared to participate in a California National Guard job fair specifically designed to reach Veterans and National Guard members seeking employment or improved opportunities.

The mission of the IBEW 1245 Veteran’s Committee is unambiguous: “Leave no Veteran behind! Our motivation is clear: welcome all Veterans seeking job opportunities in the electrical industry by organizing them into the IBEW family. To help Veterans transition back into the workforce by providing resources, education, tools, and the necessary skills to be successful upon returning to civilian life. To assist returning Veterans in finding not just a job but a career with good union wages and benefits. Our cause is to provide human security and dignity for returning Veterans who have volunteered and made sacrifices to serve our great nation.”

Assistant Business Manager Mark Maumau, Business Representative Mike Tilden, Brother Steve Ramirez from PG&E, and Brother Rafael Burgos from SMUD volunteered their time to uphold this mission. They spoke to hundreds of National Guard members interested in the myriad opportunities the IBEW offers.

Reflecting on the day, Brother Steve Ramirez, a PG&E Cable Splicer in the Bay Area, shared, “When I separated from USMC Active Duty, just about 30 years ago, there weren’t many (if any) Veteran-specific job fairs. I had never even heard of IBEW at that time. Events

like this would’ve helped me out a lot. I look forward to participating in more functions to help Veterans, and it’s an honor to represent IBEW 1245 in this capacity.”

Arriving early, the team quickly set up a booth that stood out among the other participants at the fair. “It was fortuitous that we ended up setting up alongside our Brothers from IBEW Local 340,” said Business Rep Mike Tilden. “We had the opportunity to partner with them in discussing the opportunities available as we work to light a path to the middle class for Veterans seeking opportunities outside of military service. I feel as though it was just yesterday I was in their shoes, and I know what it feels like to have no idea what’s next in life. These opportunities to educate these men and women are extremely valuable to them and us.”

Throughout the day, the team spoke to hundreds of National Guard members, many of whom had never heard of the IBEW. Attendees received literature, had their questions answered, and left their contact information, eager to explore the possibilities their futures could hold.

Rafael Burgos, Facilities Stationary Engineer II at SMUD, reflected on a conversation with a young Private First Class: “The look of eagerness and excitement the young man showed was contagious. I am proud to be part of this Veterans Committee, proud to be part of our Local, and blessed to be associated with my Brothers and Sisters of IBEW 1245.”

Mark Maumau, whose tireless work and enthusiasm have driven the Veterans Committee’s success since its inception, summarized the day: “The highlights of the day for me were answering questions and sharing material about the International Brotherhood of Elec-

trical Workers and how working in a union can enhance their lives with great wages, healthcare, and pensions. I was surprised at how little the public understands where and who provides electricity for the rest of society. A young Private who had fallen on hard times asked if we could provide a pathway to a job immediately, as he had to take a temporary job at McDonald’s and was desperate to find a job with better benefits for his young family. It’s a great feeling to share from my own experiences with young Veterans and see their eyes light up at

the opportunities available in the electrical industry.”

The day concluded with a debrief and a discussion about the future of the IBEW 1245 Veterans Committee. While still in its infancy, the committee’s participation in events like this helps it gain direction, build enthusiasm, and fulfill its mission. The commitment and passion demonstrated by its members ensure a bright future for both the committee and the Veterans it serves.

— Mike Tilden,
IBEW 1245 Business Representative



Business Representative Mike Tilden speaking to Army National Guardsmen.



Left to Right: Rafael Burgos (Facilities Stationary Engineer II from SMUD), Mark Maumau, and Steve Ramirez (Cable Splicer from PG&E) in the IBEW 1245 booth.

"The mission of the IBEW 1245 Veteran’s Committee is unambiguous: leave no veteran behind!

Our motivation is clear: welcome all veterans seeking job opportunities in the electrical industry by organizing them into the IBEW family.

...Our cause is to provide human security and dignity for returning veterans who have volunteered and made sacrifices to serve our great nation."



Shaun Coffey's winning photo

Shaun Coffey Wins 2024 Quarterly Photo Contest

Congratulations to Shaun Coffey, IBEW 1245 4th quarter, 2024 photo contest winner. Brother Coffey has been a member for one and a half years, working as a Traffic Control Utility Worker

out of PG&E Antioch.

All IBEW 1245 members in good standing are eligible to enter up to five original, high-resolution, safety-compliant photos into the contest each quarter. Submissions

should be sent to info@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.

