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Utility Reporter

Volume 74 No.3 • July – Sept 2025 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

1245 Tree Trimmers Shine at IBEW 1245 First-Ever Climbing Showdown

See page 16

Michael Frank (Foreman) of the Tree Mafia team (AERI) demonstrates his climbing skills. Photo by John Storey

Bob Dean
Business Manager

Congratulations to everyone who participated in our recent Union elections, and to all who were elected to represent our membership on the IBEW 1245 Executive Board, the Advisory Council, the Examining Board and as delegates to next year's International Convention.

Everyone who participated in this exercise — as a candidate, a voting member, an election judge or election committee member — has contributed to making IBEW 1245 the gold standard when it comes to representation and organizing.

I want to give a special shout-out to the newest additions to our Executive Board: Britney Morris, (Treasurer), Alvin Dayoan, (Northern Area) and Cloudell Douglas (Central Area). As a group, they have dedicated untold time and energy to build our brotherhood and sisterhood. They have volunteered as Shop Stewards, Organizing Stewards, Safety Stewards, Advisory Council members, and Trustees. They have served on Central Labor Councils, provided leadership to the Electrical Workers Minority Caucus, (EWMC), Asian Pacific American Labor Alliance – AFL-CIO (APALA) and the Coalition of Black Trade Unionists (CBTU) and represented IBEW 1245 at conferences.

A strong Executive Board and Advisory Council along with an engaged membership translates into strength at the Table.

This year we are conducting twenty individual sets of contract negotiations, including at PG&E and SMUD – two of our largest employers. Our bargaining committees are hard at work, distilling record numbers of proposals from our membership, crunching numbers, studying "comparables," and presenting opening proposals alongside our seasoned staff. We are prepared to continue the fight for the quality contracts our members deserve.

Meanwhile, we continue to fight for our members' interests in local, state and federal legislative and regulatory bodies — no small task given the current economic and political climate.

The challenges are many. But with every challenge comes opportunity. And with a clear vision, strong leadership, an engaged membership and the best staff in the history of 1245, we will continue to deliver for each other, for our families, and our communities.

Stay united, stay strong and when the time comes VOTE.

Albert Jimenez Joins IBEW 1245 Staff

Albert Jimemez

Seventeen-year IBEW 1245 member, Albert A. Jimenez Sr., has joined the IBEW 1245 staff as a Business Representative. For twelve years, brother Jimenez worked as a Gas Service Representative at PG&E. He served on the IBEW 1245 Advisory Council (Stockton Division, PG&E) and was the Unit Chair for Stockton Unit #2511. In 2022, he represented IBEW 1245 at the IBEW 40th International Convention in Chicago. In 2024, he was a delegate to the Utility Workers' Conference. The same year, he attended the 80th Annual 9th District Progress meeting in Hawaii. He has served as a shop steward, a Safety Culture Village Lead, and provided backup to PG&E Business Representatives.

"I firmly believe in unity and strong representation. That is achieved by staying involved and keeping the membership informed and engaged. It's both an honor and a privilege to represent the largest IBEW Local at any level," said Jimenez.

Jimenez will represent the following properties: Service Centers in Stockton, Angels Camp, Manteca, Jackson, Victor and Tracy as well as Tracy T-300, McDonald Island, and Tiger Creek Powerhouse.

Congratulations, Brother!

Daniel Ahern Joins IBEW 1245 Staff as Business Representative at PG&E

Daniel Ahern

Congratulations to Daniel Ahern who has joined IBEW 1245's staff as our newest PG&E Business Representative. A Telecom Communications Lead at PG&E, Daniel has been an outstanding IBEW 1245 union member for more than nineteen years. He has served as a Shop Steward, undertaken backup assignments for Business Representatives during their absences, and attended union conferences. He has brought his knowledge and skill to the PG&E Negotiations' Team as they prepare for full-blown contract negotiations. Born and raised in San Francisco, he currently resides in Pacifica, and was recently sworn in as an IBEW 1245 delegate to the San Francisco Central Labor Council.

"The essence of those working for the IBEW is to serve something greater than one's self. The relief of a worthy brother or sister and solidarity are at the core of what we do. It is truly an honor to be placed in a role wherein I can better serve my IBEW 1245 brothers and sisters."

Welcome, Daniel!

Journeyman Lineman Terin Donnelly Joins Outside Line Construction Staff

Terin Donnelly

Journeyman Lineman Terin Donnelly has joined IBEW 1245 staff as a Business Representative for the Outside Line Construction. Initiated in 2011, Brother Donnelly is a third-generation Journeyman Lineman who began his career as a Groundman on a solar farm in Coalinga, California. In 2012, he was accepted into the Cal-Nevada JATC, completing his apprenticeship and topping out in December 2015.

Since then, Terin has worked primarily across Northern California, not only building power lines but also forging countless memories and lifelong friendships. He values the union's ability to bring people together, creating lasting bonds and a true sense of brotherhood.

Terin and his wife, Bri, have been married for nine years and have settled near their hometown of Redding. They found a quiet piece of land down a dirt road, where in 2021, they welcomed their first horse. This experience inspired them to start a nonprofit horse rescue dedicated to saving, rehabilitating, and rehoming horses in need.

Terin is honored to join the IBEW 1245 team and looks forward to serving and supporting its members with dedication and passion.

Welcome aboard!

1245 Welcomes New Communications Manager

Shannan Velayas

Shannan Velayas has joined IBEW 1245 as our new Communications Manager. In this role, she'll be working on the *Utility Reporter*, social media, our website, and other communications efforts to help tell the story of IBEW 1245 and its members.

"I am honored to join IBEW 1245 to help amplify the voices of the hardworking men and women who power our communities," said Velayas. "I look forward to working alongside our members and staff to help share their stories, values and contributions."

Velayas brings many years of experience in communications, including serving as Press Secretary and spokesperson for several California state legislators and public sector organizations.

Welcome aboard, Shannan!

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.

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Vice President William Garris

Recording Secretary Rachel Segale

Treasurer Britney Morris

Executive Board
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— **Northeastern Area** Ryan Morris
— **Central Area** Cloudell Douglas
— **Southern Area** Jeremy Winn
— **Line Clearance Tree Trimmers and Outside Construction** Scott Hudelson
— **At-Large PG&E General Construction** Steve Ramirez

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Sacramento Job Fair

Women's Committee Promotes the Union Difference

Sacramento — The IBEW 1245 Women's Committee turned out in force to promote IBEW 1245 at the June 18th Job Fair in Sacramento, California.

Hosted by the Sacramento Employment and Training Agency (SETA), the fair provided an invaluable opportunity to elevate women in the trades.

THE TASK: "Providing information regarding our work, the benefits of our union, and promoting why it should be unionized," said Juana Perez, a Welder from Trayer Switchgear, a manufacturing company.

"We had the opportunity to speak to all types of job seekers: high school graduates, community college students, career changers, some military veterans," said Tierney Foster, a lineman at PG&E. She added, "We were able to discuss how unions provide long-term employment with strong benefits and the opportunity of growth with individuals who otherwise might not have known."

Karyn Newmark, a high voltage Substation Electrician at SMUD, described the event, saying, "I spoke with recent high school graduates, career changers, and people reentering the workforce about what it means to be part of a union—job security, good wages, solid benefits, and the sense of pride and support that comes from being part of something bigger. Many attendees were surprised to learn about the range of roles available within the IBEW and were especially interested in hearing about apprenticeship opportunities and how to get started."

"It was a great experience," declared committee member and Clerical Service Representative Iyasha Davis. "I spoke with numerous individuals about the union difference and shared information about career opportunities with IBEW Local 1245. Events like these are an important way to connect with the community and inspire the next generation to consider rewarding careers in the trades," she said.

The Women's Committee has made participation in job fairs and career days a priority. From Nevada to the Central Valley, committee members have attended job fairs, sharing their personal stories as women working in the trades along with the power of union membership.

Formed in late 2024, the IBEW 1245 Women's committee is dedicated to elevating, supporting and celebrating union women in the trades and conducting broad outreach to educate young people about the opportunities available to them.

"Events like this are a powerful reminder of why outreach matters, because the more people know about union careers, the more they can see themselves in these roles. I'm proud to be part of a union that invests in the future and works to make our workforce stronger and more inclusive," offered Newmark.

IBEW 1245 Women's Committee engages hundreds of young people at SETA Job Fair in Sacramento

They also provide a valuable networking opportunity.

IBEW 1245 Business Representative and Women's Committee Chair Nicole Brooks shared, "I was able to connect with several other organizations with whom we can expand our outreach, including the California Conservation Corp, Sacramento Works, the California Employment Development Department (EDD), the Young Dems Women's Caucus and several other agencies." She added, "It was a pleasure to witness our Women's Committee sisters engage with the community, share their respective journeys, and acknowledge the union difference. We're changing lives, one conversation at a time!"

For more information about the IBEW 1245 Women's Committee visit: https://ibew1245.com/womens-committee/

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, Arbor Works
- 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 Boychuk, Leaders Clerk, PG&E
- Eileen Purcell, Sr. Advisor to the Business Manager

Ryan Stewart – New Public/Private Sector Representative

Ryan Stewart

We are pleased to welcome Ryan Stewart as a new Business Representative in the Public/Private Sector. Ryan's career with IBEW began at Frontier Communications, where he served as a dedicated shop steward. Over the years, he has filled in for several representatives during vacations and absences, earning the respect and trust of the members and staff alike. Ryan Stewart is assigned to Sacramento Regional Transit, all Frontier Communications properties in California, and Yuba County Water Agency.

"After many years of getting to know the staff here, it is an amazing honor and privilege to now work along side them. I am looking forward to representing our members in giving them a voice, advocating fair treatment, and ensuring their safety," said Brother Sewart.

Welcome aboard, Ryan!

After 25 Years, Jenny Edwards Embarks on a New Adventure

After a quarter-century of dedicated service, Jenny Edwards is saying farewell to IBEW 1245 and stepping into an exciting new chapter—retirement.

Jenny first joined the union 25 years ago and has worn many hats over the years, from front desk clerk to mailroom support, and most recently serving as Lead Administrative/Accounting Clerk. Her warm presence and can-do attitude have left a lasting impact on everyone she's worked with.

When asked to reflect on her most memorable moments at 1245, Jenny found it hard to choose just one. After 25 years, there were too many to count. She fondly recalled the late nights spent side by side with coworkers, stuffing envelopes with membership cards, and the lasting connections she made at union events over the years.

Her advice to current and future coworkers? "Max out your 401(k)!" she said with a smile.

Jenny's next adventure will take her across the globe. With her husband taking on a new role with GE Aerospace, the couple will be relocating to Japan. The timing feels right, especially with her daughter—a talented musician—graduating from college in Oregon and preparing to continue her education in Italy. Jenny looks forward to traveling and spending time with her daughter abroad.

Congratulations, Jenny! Thank you for everything you've given to IBEW 1245. We wish you all the best on your next journey—you'll be missed!

INDEPENDENT AUDITORS' REPORT

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

Opinion

We have audited the accompanying financial statements (modified cash basis) of the International Brotherhood of Electrical Workers, Local No. 1245 (a nonprofit organization), which comprise the statement of financial position arising from cash transactions as of December 31, 2024, and the related Statement of Cash Receipts and Disbursements for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements (modified cash basis) referred to above present fairly, in all material respects, the financial position of the International Brotherhood of Electrical Workers, Local No. 1245 as of December 31, 2024, and the changes in its net assets (modified cash basis) for the year then ended in accordance with the modified cash basis of accounting described in Note 1 to those statements, modified.

Basis for Opinion

We conducted our audit in accordance with the modified cash basis of accounting. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the International Brotherhood of Electrical Workers, Local No. 1245 and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibility of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Brotherhood of Electrical Workers, Local No. 1245's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Brotherhood of Electrical Workers, Local No. 1245's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Brotherhood of Electrical Workers, Local No. 1245's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information for the Schedule of Cash Disbursements for Net Assets without Donor Restrictions for the year ended December 31, 2024, is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Ineich & Company, LLP

Ineich & Company, LLP

June 18, 2025

STATEMENT OF FINANCIAL POSITION
ARISING FROM CASH TRANSACTIONS
December 31, 2024

ASSETS

General Fund:		
Bank of the West - checking accounts	$ 3,873,596	
Bank of the West - money market	17,379,736	
Bank of the West - other	5,450	$ 21,258,782
Merrill Lynch - Bank Deposit Program and other cash account		179,806
Fidelity Investments - Government Money Market		122,709
Investments:		
Fidelity Investments - United States Treasuries		69,089,645
Merrill Lynch - Mutual Funds		5,521,325
Merrill Lynch - Common Stocks		1,759,955
Franklin Income Fund		2,583,572
200 shares PG&E common stock - at cost		3,388
		78,957,885
Total General Fund		100,519,182
Political Donation Fund- checking account		249,345
Total Current Assets		100,768,527
Fixed assets, (Note 1):		
Automobiles at cost	2,052,346	
Less: allowance for depreciation	1,595,710	456,636
Trailer at cost	91,515	
Less: allowance for depreciation	27,756	63,759
Furniture and office equipment - at cost	409,607	
Less: Allowance for depreciation	317,018	92,589
Note receivable related party - Energy Workers Center, Inc.		810,000
Deposit		1,550
Total Assets		$ 102,193,061

LIABILITIES AND NET ASSETS

Liabilities:		
IBEW per capita portion of receipts to forward	$ 866,668	
Payroll withholding payable	13,681	
Vacation and other payables	4,870,184	
Current Liabilities		$ 5,750,533
I/O Loan payable- assumed due to merger of Local # 2376		361,000
		6,111,533
Net Assets:		
Unrestricted	95,832,183	
Designated - Political Donation Fund	249,345	96,081,528
Total Liabilities and Net Assets		$ 102,193,061

POLITICAL DONATION FUND Donor Restricted
For The Year Ended December 31, 2024

Cash balance December 31, 2023	$ 48,762
Receipts: Portion of Local Union dues directly deposited to this fund	412,805
Total receipts and balance	461,567
Disbursements:	
John Laird for Senate 2024	4,000
Rosanna-Heber for Assembly 2024	1,000
Tara Sreekrishnan for CA State Assembly 2024	4,000
Catherine Stefani for Assembly 2024	3,000
Rob Kerth for SMUD Board 2024	2,500
Brandon Rose for SMUD Board 2024	2,500
Bank fees	240
Lola Smallwood-Cuevas for Senate 2026	10,000
Mike McGuire for Insurance Commissioner 2026	18,200
Heath Flora for Assembly 2024	5,000
Nikki Bas for Supervisor 2024	3,500
Rosanna-Herber for Assembly 2024	5,000
Cottie Petrie-Norris for Assembly 2024	10,900
Joseph A. Mendoza Jr City of Fernley City Councilman Ward 5	3,000
Dave Tamayo for SMUD Board 2026	2,500
Angelique Ashby for Senate 2026	5,000
Dave Cortese for Senate 2024	5,000
Liz Ortega-Toro for Assembly 2024	5,900
Buffy Wicks for Assembly 2024	3,900
Bank fees	176
Buffy Wicks for Assembly 2024	5,000
Clint Weirick for Grover Beach City Council D4 2024	1,000
Dawn Addis for Assembly 2024	5,000
Diane Pappan for Assembly 2024	3,500
Heidi Sanborn for SMUD Board 2026	2,500
John Laird for Senate 2024	3,500
Karen Alvord for Roseville City Council 2024	560
Rogers for Assembly 2024	5,000
Jesse Arreguin for State Senate 2024	5,000
Capital Webworks, LLC	160
Catherine Stefani for Assembly 2024	3,500
Avila Farias for State Senate 2024	3,500
Rob Kerth for SMUD Board 2024	5,000

Roger Dickinson for City Council 2024	1,500
Brandon Rose for SMUD Board 2024	2,500
Gail Pellerin for Assembly	3,500
Bank fees	167
Capital Webworks, LLC	240
Carroll Fife for City Council 2024	600
Domingo Candelas for San Jose City Council District 8 2024	700
Hoover for Assembly 2024	2,000
Jean Walsh for AC Transit 2024	500
Jerry McNerney for State Senate	3,000
Katz for Berkeley City Council 2024	250
Leroy Tripette for Rancho Cordova City Council 2024	1,000
Lisa Kaplan for City Council 2026	1,000
Matias for Vallejo City Council District 1 2024	1,000
McCarty Mayor 2024	2,500
Nancy Bui-Thompson for SMUD Board 2024	2,500
Osborne for Mayor 2024	3,000
Nick C. Blom for MID Board of Directors 2024	4,000
Pippen Dew for Vallejo Mayor 2024	1,500
Pamela Campos for San Jose City Council District 2 2024	700
Sophie Hahn for Mayor 2024	250
Ransom for Assembly 2024	2,500
Tim Grayson for Senate	3,000
Wiemiller for City Council 2024	2,000
Zac Unger for Oakland City Council 2024	600
Lombardo for Govenor	10,000
Alex Lee for State Assembly	2,500
Jerry McNerney for State Senate	2,500
Neal McIntyre II	1,500
Nikki F Bas for Supervisor 2024	2,000
Patrick Ahrens for Assembly 2024	5,000
Ransom for Assembly 2024	2,500
Martha Guerrero for Mayor 2024	500
Norma Alcala 4 City Council	500
Sacramento CLC COPE	3,000
Napa & Solano County Labor and Working Families PAC	3,000
Bank fees	179
Total disbursements	212,222
"Cash balance December 31, 2024"	$ 249,345

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
NET ASSETS WITHOUT DONOR RESTRICTIONS
For The Year Ended December 31, 2024

Cash and investments balance, beginning December 31, 2023	$ 84,720,797
Receipts:	
Local Union portion of receipts:	
Member and other dues	62,428,581
Reimbursements to General Fund:	
Interest, dividends, and realized gain (loss), net of fees on investments	4,022,024
Other Income:	
Union Shopper	134,927
Member events and other receipts	180,951
Automobiles and equipment sales	11,650
Total receipts	66,778,133
Loss on sale of equipment	(4,308)
Unrealized gain (loss) on fair market value of investments	(454,762)
Total of beginning balance, receipts, and unrealized gain on investments	151,044,168
Cash activity relating to other than cash or investment accounts:	
Principal payments received from Energy Workers Center Building Fund - related party	260,000
Building improvement loan to the Energy Workers Center Building Fund - related party	(850,000)"
Payment on I/O loan	(12,000)
Payment due to Injured Worker Fund	(10,000)
Disbursements, per Schedule of Disbursements	(49,912,986)
Cash, due from, and investments balance, December 31, 2024, details in Statement of Financial Position arising from cash transactions	$ 100,519,182

The accompanying notes are an integral part of these financial statements.

NOTES TO FINANCIAL STATEMENTS
Year Ended December 31, 2024

NOTE 1 - Nature of the Organization and Summary of Significant Accounting Policies

The International Brotherhood of Electrical Workers, Local No. 1245 (the Local) is a non-profit corporation chartered under the laws of California and is exempt from both federal and California income taxes under current provisions of code section 501(c)(5) of the Internal Revenue Code and section 23701a of the State Revenue Taxation Code. The Local's jurisdiction includes various counties in California and Nevada.

Basis of Accounting

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

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

Functional Allocation of Expenses

The costs of providing the various program and supporting services activities of the Local Union have been summarized on a functional basis in Note 11. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort. Other common costs such as deprecation are allocated based on salary allocations.

Property and Equipment

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

Accounting Estimates

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

Cash Equivalents

For purposes of the statement of cash flows, the Local Union considers all highly liquid investments available for current use with an initial maturity of three month or less to be cash equivalents.

Fair Value of Investments

Fair market value of investments is based on quoted market values. Unrealized gains and losses are included in the change in net assets.

Revenue Recognition

Other than investment income, almost all revenue is derived from the Local members' dues, which are recognized on a cash basis when received.

NOTE 2 - Net Assets

Net Assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor restrictions. Accordingly, net assets and changes therein are classified and reports as follows:

Net Assets without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets with Donor Restrictions (Political Donation Fund) - Individual members of the Local make voluntary donations to the Political Donation Fund. These funds are designated for the purpose of political contributions on behalf of the membership.

NOTE 3 - Related Party Transactions

The I.B.E.W. Local Union 1245 Energy Workers Center, Inc. is a California non-profit corporation who owns and operates the office facilities rented by the Local in Vacaville, California on a monthly basis of $60,000 per month. Both the Corporation and the Local have common officers and directors that serve on their respective boards. During the year ended December 31, 2024 the Local paid the Corporation $720,000 in rents.

In April 2022, I.B.E.W. Local Union 1245 loaned the IBEW Local Union 1245 Energy Workers Center, Inc. (EWC) $600,000 for the purpose of improving the facility that the Local rents. EWC makes principal only payments of $20,000 per month. The balance was paid off in November 2024.

In November 2024, the I.B.E.W. Local Union 1245 loaned the IBEW Local Union 1245 Energy Workers Center, Inc. (EWC) $850,000 for the purpose of improving the facility that the Local rents. EWC makes principal only payments of $20,000 per month. The ending loan balance at December 31, 2024 was $810,000.

NOTE 4 - Pension Plan

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

Contributions for the deferred contribution plan are based on 15% of eligible compensation. Contributions for the year ended December 31, 2024 were $3,044,580.

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

NOTE 5 - Concentration of Credit Risk

The Local maintains its cash balances in one financial institution. Cash exceeding the $250,000 federally insured limit at December 31, 2024 was $20,676,904. The Local does not consider this a significant risk since the financial institution is a very substantial entity within the financial community.

NOTE 6 - Liquidity

Financial assets available for general expenditures, that is, without donor restrictions or other restrictions limiting their use, within one year of the statement of financial position date, comprise of cash and cash equivalents of $21,561,297 and investments of $30,728,588. As part of the Organization's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

NOTE 7 - Investments

Investments are stated at fair value which is based on quoted market values. The following are investments held at December 31, 2024:

Description	Cost	Fair Value	Unrealized Appreciation
U.S. Treasuries	$ 69,311,672	$ 69,089,645	$ (222,027)
Mutual Funds	6,997,976	8,104,897	1,106,921
Common Stocks	1,434,894	1,763,343	328,449
Totals	**$ 77,744,542**	**$ 78,957,885**	**$ 1,213,343**

NOTE 8 - Fair Value Measurements of Investments

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

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024:

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

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

U.S. Treasuries: Valued on the basis of quoted market prices in active markets.

The Local's investments are reported at fair value in the accompanying statement of financial position at December 31, 2024:

continued on next page

Auditor's Report *continued from previous page*

Description	Level 1 Quoted price in active markets for identical Assets	Level 2 Significant other observable inputs	Level 3 Significant unobservable inputs	Total at December 31, 2024
U.S. Treasuries	$ 69,089,645	$ -	$ -	$ 69,089,645
Mutual Funds	8,104,897	-	-	8,104,897
Common Stocks	1,763,343	-	-	1,763,343
Totals	**$ 78,957,885**	**$ -**	**$ -**	**$ 78,957,885**

NOTE 9 -Property and Equipment

Automobiles & Trailers	Cost	Accumulated Depreciation
Balance at December 31, 2023	$ 2,074,203	$ (1,450,486)
Purchased, including trade-in value	132,680	-
Sold, trade-in, and disposed	(63,022)	63,022
Depreciation	-	(236,002)
Balance at December 31, 2024	**$ 2,143,861**	**$ (1,623,466)**
Equipment		
Balance at December 31, 2023	$ 419,492	$ (291,695)
Purchased	3,673	-
Sold and disposed	(13,558)	3,050
Depreciation	-	(28,373)
Balance at December 31, 2024	**$ 409,607**	**$ (317,018)**

NOTE 10 - Change in Net Assets without Donor Restrictions

Balance at December 31, 2023	$ 79,305,654
Cash receipts	66,778,133
Unrealized gain (loss) on fair market value of investments	(454,762)
Cash disbursements	(49,912,986)
Capitalized purchases included in disbursements	136,353
Gain (loss) on vehicles sold	(4,308)
Depreciation	(264,375)
Change in other assets	(24,786)
Change in liabilities and other	273,260
Balance at December 31, 2024	**$ 95,832,183**

NOTE 11 - Functional Expenses

Description	Cash Disbursements	Depreciation	Total
Program services expenses	$ 45,622,181	$ 236,002	$ 45,858,183
Supporting services expenses	4,290,805	28,373	4,319,178
Totals	**$ 49,912,986**	**$ 264,375**	**$ 50,177,361**

NOTE 12 - Subsequent Events

In preparing the financial statements as of December 31, 2024, management considered the impact of subsequent events occurring through June 18, 2025 for potential recognition or disclosure in these financial statements.

SUPPLEMENTAL INFORMATION

SCHEDULE OF CASH DISBURSEMENTS
NET ASSETS WITHOUT DONOR RESTRICTIONS
For The Year Ended December 31, 2024

Affiliation fees:

International Brotherhood of Electrical Workers	$ 9,447,234
California State Association of Electrical Workers	488,902
CARA	1,000
Alameda C.L.C.	11,736
Contra Costa C.L.C.	13,500
Five Counties C.L.C.	1,598
Fresno-Madera C.L.C.	12,408
Kern / Inyo / Mono	225
Marin County C.L.C.	9,639
Marysville C.L.C.	600
Merced-Mariposa C.L.C.	3,136
Monterey County C.L.C.	5,143
Napa-Solano C.L.C.	5,975
Northern Nevada C.L.C.	5,407
Sacramento C.L.C.	13,200
San Francisco C.L.C	25,860
San Joaquin and Calaveras C.L.C.	10,413
Santa Clara C.L.C.	13,637
Stanislaus-Tuolumne C.L.C.	6,458
Government Coordinating Council	3,400
Maritime Trades Post Council	450
San Mateo C.L.C.	6,327
TCC-4	383
Tri Counties C.L.C.	8,712
Coalition Calif. Utility Workers EMPL	1,234,873
CURE	132,622
California Labor Federation	1,000
	11,463,838

Staff expenses:

Salaries	$ 20,856,981
Expenses	1,393,513
Automobile expenses	30,277
Auto, Trailer, and Equipment Purchases	124,320
Fitness plan	2,776
	22,407,867

Research and Education:

Subscriptions and publications	57,366
Scholarship fund	228,097
	285,463

Office expenses:

Rent	720,000
Lease - office space	21,027
Postage mail service and meter expense	141,012
Print room/printing	52,957
Supplies	83,777
Equipment maintenance	51,239
Data processing	57,863
Equipment rental	15,086
Utility Reporter	365,807
Miscellaneous	6,157
Bank charges	76,550
Equipment and computer services, repairs, upgrades, and software subscriptions	351,160
Storage	21,378
	$ 1,964,013

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	$ -	$ 60,024	$ 60,024
Advisory Council	-	100,678	100,678
Trustee Committee	-	3,745	3,745
Safety Committee	-	1,312	1,312
Shop Steward expenses	-	55,113	55,113
Other Conferences	-	542,293	542,293
Stipends	32,136	-	32,136
Organizing - Other	-	2,767	2,767
Organizing - Consulting	-	11,545	11,545
Organizing - Steward	-	10,995	10,995
	32,136	788,472	820,608
Various Other Committees:			
Negotiations - general	-	4,216	4,216
Membership development	-	593	593
Frontier committee	-	1,537	1,537
City of Willets	-	262	262
City of Vallejo	-	1,097	1,097
City of Oakland	-	75	75
Trucker Donner PUD	-	366	366
Trees, Inc.	-	664	664
NV Energy	-	1,452	1,452
City of Roseville	-	82	82
Modesto I.D.	-	119	119
Hold The Pull	-	125,197	125,197
Peer Volunteer program	-	6,481	6,481
Regional Transit	-	400	400
Liberty / Calpeco	-	3,470	3,470
USBR	-	241	241
No. California Power Agency	-	2,364	2,364
Island Energy	-	90	90
Delta Star	-	506	506
Wage Reimbursements	1,308,131	-	1,308,131
	1,308,131	149,212	1,457,343

PG&E Negotiation Committees:			
Departmental:			
Arbitration	-	127,317	127,317
Grid Hardening	-	1,873	1,873
	$ -	$129,190	$ 129,190

Membership expenses:

Supplies - Intl.	$ 13,595
Supplies - Local	155,255
Transportation, lodging & meals	40,993
Other membership expenses	7,497
Union Shopper	225,902
Member events	23,569
Lineman and Gas Rodeos	67,765
Clay Shoot	68,515
Members Training/Education	61,370
Translation to Spanish	2,702
Golf and soccer tournament	145,079
	812,242

Membership benefits:

Group life insurance	309,772
Service award dinners	194,156
Unit drawing award	(50)
Individual drawing award	400
Flowers/donations/bibles	3,260
Social fund	500
	508,038

Payroll taxes: Employee portion:

U.S. income tax withheld	(3,770,047)
FICA and Medicare withheld	(1,184,220)
California income tax withheld	(1,504,778)
SDI withheld	(224,532)
U.S. income tax forwarded	3,770,047
FICA and Medicare forwarded	1,184,220
California income tax forwarded	1,504,778
SDI forwarded	224,532

Local Union's portion:

FICA and Medicare	1,131,721
California Unemployment	14,343
U.S.Unemployment	4,213
	1,150,277

Employee benefits:

Health and Welfare plans	3,788,302
Group life insurance	158,359
Pension plan	3,044,580
Other costs, pension plans fees	89,307
	$ 7,080,548

Other disbursements:

Legal fees	$ 220,330
Hall rentals	3,796
Workmen's compensation insurance	87,625
Refunds	706
Insurance - cyber security	4,897
Insurance - auto	124,650
Insurance - bonds	15,860
Insurance - professional liability	105,110
Advertising & promotional	57,553
Audit fees	85,000
Charitable donations	255,000
Membership fees	3,884
Miscellaneous fees and other	176,759
Sales tax	33,218
Community Unit Fund	29,950
Lobbying - CA	27,410
Lobbying - NV	87,275
Political donations and filing fees	251,710
Consulting website	188
Sponsorships	130,310
I/O Convention expenses	131,978
Principal payment on I/O loan	12,000
Consulting fees	350
	1,833,559
Total Disbursements	$49,912,986

2025 Union Election Results

IBEW1245
THE POWER IS IN OUR HANDS

Vote Count

EXECUTIVE BOARD AND OFFICERS

President and Delegate to the International Convention of the IBEW
- Cecelia De La Torre (Unopposed)

Vice President
- **William "Willy" Garris 614**
- Travis Carlson 430

Recording Secretary
- Rachel Segale (Ramirez) (Unopposed)

Treasurer
- **Britney Morris 409**
- Steve Segale 331
- Gary Maschio 323

Business Manager/Financial Secretary and Delegate to The International Convention of the IBEW
- Bob Dean (Unopposed)

Executive Board – Southern Area
- Jeremy T. Winn (Unopposed)

Executive Board – Central Area
- Cloudell Douglas (Unopposed)

Executive Board – Northern Area
- **Alvin Dayoan 131**
- Eric Wright Jr. 119
- Bryan Mazza 48

Executive Board – Northeastern Area
- **Ryan Morris 41**
- Zachary Romeo 29

Executive Board – General Construction at PG&E at Large
- Steven Ramirez (Unopposed)

Executive Board – Outside Construction
- Scott "Hud" Hudelson (Unopposed)

EXAMINING BOARD

- Adam Beebe (Unopposed)
- Mathew Korpi (Unopposed)
- Michael Raper (Unopposed)

Election Committee:
Back: Brandon Fosselman, Kayela Jones, Phil Wiltens, Gregory Marwick
Front: Brenda Balcazar, Danielle Bonds

ADVISORY COUNCIL

San Joaquin Division of PG&E – Physical
- Kurene Lovelace-Turner (Unopposed)

Coast Valleys Division of PG&E – Physical

Diablo Canyon Nuclear Generating Station
- Chris Risley (Unopposed)

GPO&M – T&D and Gas Distribution and Control Center

City of Santa Clara and San Jose Division of PG&E – Physical
- **Robert Aaron Graves 14**
- Piotr Majewski 8

Alameda/Contra Costa Transit District and East Bay Municipalities
- Michael Patterson (Unopposed)

East Bay Division of PG&E – Physical
- Foster Goree (Unopposed)

San Francisco Division of PG&E – Physical and General Office of PG&E – Physical
- Oleg Zaretski (Unopposed)

Stockton Division of PG&E – Physical

Sacramento Regional Transit District
- Kenneth Williams (Unopposed)

TransCanada

Humboldt Division of PG&E – Physical and Resort Improvement District #1.
- Jed Cruz (Unopposed)

Shasta Division of PG&E – Physical, City of Redding, City of Shasta Lake, and Bella Vista Water District
- David Williams (Unopposed)

NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt. Wheeler Power, Inc., Lassen Municipal Utility District and Wells REA, Liberty Energy and Plumas Sierra REC
- **Jonathan McCue 54**
- Shannon Hoyt 18

De Sabla Division of PG&E – Physical

Drum Division of PG&E – Physical and City of Roseville

Colgate Division of PG&E – Physical, Yuba County Water Agency, and City of Gridley

North Bay Division of PG&E – Physical, City of Healdsburg, City of Ukiah, City of Willits
- **Andrew Gordon Young 48**
- Douglas Sanders 23

Sacramento Division of PG&E – Physical and City Light & Power

Sacramento Municipal Utility District and City of Lodi
- **Rafael Burgos 16**
- John Lancaster 10

USBR, Western Area Power Administration

Frontier Communications

General Construction of PG&E – At Large
- Roberto Arredondo (Unopposed)

General Construction of PG&E – At Large
- Aubrey Carr (Unopposed)

General Construction of PG&E – At Large
- Samone Liggins (Unopposed)

Tree Trimmer Companies
- Tiffany Clemons (Unopposed)

Clerical PG&E – Northern Area
- Ramona "Mona" Garcia (Unopposed)

Clerical PG&E – Central Area
- Iyasha (Eye-A-Sha) Davis (Unopposed)

Clerical PG&E – Southern Area

Irrigation Districts (Merced ID, Turlock ID, Lindmore ID, Paradise ID, South Feather
- Rodrigo Flores (Unopposed)

Power and Water Agency, Modesto ID and South San Joaquin ID)

Outside Construction
- Albert Muetterties (Unopposed)

City of Lompoc
- Leo Ramirez (Unopposed)

Manufacturing
- Arnaldo Lizarraga (Unopposed)

Generation including Dynegy, Foster-Wheeler, Genon, NCPA, NRG and Tri-Dam Project

Materials Distribution Department of PG&E

City of Vallejo and Greater Vallejo Recreation District
- Joshua Davidson (Unopposed)

INTERNATIONAL CONVENTION DELEGATE

- William "Willy" Garris 314
- Rachel Segale (Ramirez) 298
- Eric Wright Jr. 294
- Ramona "Mona" Garcia 290
- Britney Morris 286
- Steve Segale 280
- Ralph Armstrong 273
- Gary Maschio 247
- Rey Mendoza 245
- Laquania "Q" Thompson 241
- Steve Ramirez 232
- Brittney Santana 218
- Scott "Hud" Hudelson 197

The PG&E Negotiating Committee exchanges proposals with PG&E.

PG&E Negotiating Team Exchanges Proposals with PG&E at the Hall

On Tuesday, July 1, 2025, IBEW 1245 and PG&E exchanged opening proposals at the IBEW 1245 Union Hall in Vacaville, California.

IBEW 1245 Business Manager Bob Dean, joined by senior staff and the twenty-five-member, rank and file bargaining committee, led the exchange of opening proposals.

PG&E's fourteen-member management team was led by Andy Williams, Vice President of Co-Worker Relations and Matt Levy, Senior Director of Labor Relations.

PG&E submitted sixty-five (65) proposals.

IBEW 1245 submitted ninety-four (94) proposals, based on 13,000 proposals representing our members' voices.

IBEW 1245's opening proposals represent the culmination of countless hours of intensive work by the bargaining committee.

Over the next several weeks, both sides will clarify questions, examine operating assumptions, cost out the proposals and return to the table in late August.

For updates, please go here. https://ibew1245.com/2025/05/08/2025-pge-negotiations/

IBEW 1245 Business Manager Bob Dean, Sr. Assistant Business Managers Ralph Armstrong and Doug Girouard, and Committee Members listen to PG&E VP for Co-Worker Relations Andy Williams at Proposal Exchange. Photos by John Storey

The IBEW Local 1245 Bargaining Committee exchanges contract proposals with PG&E.

Bargaining committee members

PG&E NEGOTIATIONS' CALENDAR

- **July 1, 2025 (Completed):** Company and Union exchange proposals.
- **Summer 2025 (In progress):** Parties review and evaluate proposals.
- **Late August 2025:** Bargaining process begins.
- **September 30, 2025:** Window closes for any new proposals to be brought to the Table.
- **TBD:** Table Agreement Reached
- **TBD:** Education re: Table Agreement Takes Place
- **TBD:** Membership votes on Table Agreement
- **December 31, 2025:** Current contract expires. Evergreen language kicks in (if needed).

It's Back: Barehand Work for T200 Crews Reinstated

After nearly five years, IBEW 1245 and PG&E have reached agreement on reinstating barehand work for T200 transmission crews. Letter agreement 25–13 was signed on May 28th.

This agreement changes barehand procedures from being mandatory for division transmission crews to now being voluntary. It also establishes a 10% premium for crews when barehand work is being performed.

Another benefit of the agreement is the creation of four SMEs (Subject Matter Experts), who will build and deliver training with PG&E leadership. There is also a requirement to have at least two SMEs on each job site where barehanding is being used. So much barehand expertise has left the company over recent years, it was critical to create this classification for at least the pilot stage of this process.

KC Nancolas, Matt Taylor, Jared Merkle and Travis Doyle are the SMEs that have helped get us to this point and who will take us into the future. Without their passion for this work, and the dedication of Business Representative Casey Barker, this would not have become a reality.

Thanks to all.

— Bob Gerstle, IBEW 1245 Senior Assistant Business Manager

SMUD Contract Negotiations Underway

Sacramento — On June 10th, 2025, the SMUD Bargaining Committee went to the Table to begin bargaining in earnest with SMUD management.

The fourteen-member bargaining committee is comprised of twelve rank and file members, IBEW 1245 Senior Assistant Business Manager Dylan Gottfried and IBEW 1245 Business Representative Kim Camatti.

Gottfried, a seasoned labor negotiator, and Camatti, a former SMUD employee who has served on multiple SMUD bargaining committees in the past, bring twenty plus years of experience and are leading the negotiations.

Camatti reported that "Expectations are very high, especially as our members face high inflation over the last four years since we were last at the Table."

According to Camatti, IBEW 1245 members submitted over 1,400 proposals, an historic level of participation. Committee members have read and analyzed each one. "Our team is 100% active. They've taken every step: printing, sorting, and assessing every single proposal. They've conducted the research, examined the data, looked at comparable properties and salary schedules for every classification leading to our final package," she added.

In addition to extolling rank and file committee members, Camatti recognized the invaluable role of Dylan Gottfried, saying, "Dylan has brought exceptional expertise to the process, mentoring committee members and myself as well."

For his part, Gottfried commended the dedication, unity, and personal sacrifice demonstrated by the bargaining committee. "These negotiations are no small feat—they require long hours, tough conversations, and a steadfast commitment to the membership. What I've witnessed from this committee is nothing short of extraordinary. Their work ethic, focus, and sense of responsibility to the bargaining unit have been unwavering. They've stepped away from their families, crews, and daily lives to fight for what's right—shouldering the weight of this process with strength and pride. Their actions embody the true spirit of solidarity and the bonds of brotherhood and sisterhood that define IBEW 1245. We stand stronger because of them—and together, we will continue to push forward."

Camatti concurred, adding, "We are hopeful we will secure the best package possible for our members."

Hold The Pull visits JATC

Woodland, California — On Wednesday, June 18, IBEW 1245's Hold the Pull (HTP) Committee — one of four Peer-to-Peer Safety Programs sponsored by the Union — delivered a compelling presentation to twenty-nine (29) California-Nevada JATC Lineman Apprentices at the Woodland campus.

Long time IBEW 1245-member and co-founder of HTP Pete Sandoval, (Electric Crew Foreman at PG&E), and IBEW 1245 Business Representative and Coordinator of the Peer-to-Peer Safety groups Fred Aboud led the session, beginning with the history of the program.

HTP was started in 2009 in response to a string of devastating fatalities. It was predicated on the belief that co-workers holding themselves and each other accountable in the spirit of brotherhood and absent the threat of discipline for honest (or foolhardy) mistakes, could be an effective way to build a safety culture and save lives. It drew from the experience of pilots, who pioneered the peer-to-peer model to improve their own safety record with positive results. In short, it gave renewed meaning to the axiom, "We are our Brother's Keeper and our Sister's Keeper."

Today, under the stewardship of leaders like Sandoval and Aboud, and thanks to strong membership participation, the program has thrived. The continued support from IBEW Local 1245 Business Manager Bob Dean and the IBEW 1245 Executive Board has also been important.

The twenty-nine young apprentices were riveted, engaging in conversation and sharing personal stories.

Following the history lesson, the group discussed the important use of secondary gloves, prompted by a video highlighting the devastating loss of a Journeyman Lineman named Jon Christensen. Jon passed away in 2011 from a workplace accident, leaving behind a wife and two children. What he thought was "an easy job" took his life. His death was a crushing blow to his family, his friends and his crew. The video reminds all linemen of the risks and hazards of the job. It emphasizes there is no routine work. There is no room for guessing in line work. It is critical to execute each job by the book. https://www.youtube.com/watch?v=WVJKpyqo1Uk

Mental health featured prominently in the group discussion. Participants shared personal experiences and stories. In the construction world the suicide rate is twice (2x) as high as the normal rate; anxiety and depression come in at over 1.5x higher than the norm.

At the conclusion of the presentation, the apprentices expressed a strong interest in becoming more involved in HTP, upon completion of their Apprenticeship training.

Their enthusiasm is contagious and inspires and motivates us all to step up and ACT as our Brother(s)/and Sister(s) Keeper.

— Ethan Stonecipher,
IBEW 1245 Assistant Business Manager

One Last Car in the Yard

Rules and policies, books and procedures,
They are made for a reason, please be a believer.
We fear the worst, and pray for the best,
I want you to go home tonight, like all the rest.

The work is hard and very dangerous,
We must be alert or it will injure us.

Our families are proud of the work we do,
We make it look easy, but don't let them fool you.
Take life for granted, if you will
God didn't make you a lineman,
You were trained with a skill.

Yes we know, it's not for everyone
But those who are, can get it done
Be your brother's keeper, we heard it before
Because we have no idea what is in store.

Zero Damage, Zero injuries
They tally up the sheet
I want you to go home and
put your kids to sleep.

A Safety BBQ, a Safety watch,
or a Safety pin
If we don't follow the rules,
no one will win.

I love you like my brother,
I love you as a friend
I want you to live your life full, right to the end

There was one last car in the yard last night.

In Memory of Jon Christensen
By Sam Gutierrez, Jr.

Peer-to-Peer Safety Groups Meet

We all have a responsibility, not just the ability, to stop unsafe work.

IBEW 1245 Business Manager Bob Dean addressing Safety Summit

Fairfield, CA — Three hundred IBEW 1245 Safety Stewards gathered for the annual Safety Summit in Fairfield, California on May 8, 2025.

IBEW 1245 Business Manager Bob Dean thanked the stewards for their work, stating, "The IBEW started when a couple of linemen got in a room with founder Henry Miller and decided no one should have to die in order to feed their family." The year was 1891. At the time, one out of two linemen died on the job.

In 2009 IBEW 1245 launched its own peer-to-peer safety program in the aftermath of several fatalities and serious injuries. IBEW 1245 staff and seasoned Journeymen Linemen met at the Union Hall to study the issues and shape a program led by and for linemen to cut down and hopefully eliminate fatalities.

Drawing on the experience of airline pilots and first responders, the Hold the Pull (HTP) Peer to Peer Safety Committee was born. The mission: to save lives by taking responsibility for one's own safety and each other's safety. "Brother to brother; no company involved; no discipline involved," stressed Dean.

Since its inception, the program has expanded to include three additional committees: Keep the Clearance (KTC), Regulate the Voltage (RTV) and Control the Pressure (CTP). Hundreds of stewards have been trained and thousands of conversations have been held at the job site, in the yard or bull room, and in unit meetings.

"HTP was just the beginning," said IBEW 1245 Business Representative and Peer-to-Peer Coordinator Fred Aboud. "In 2009 a bunch of linemen got invited to the hall to figure out why fatalities were happening. In 2025, we have four committees, twenty-seven properties in the room today and more than fifty classifications."

"How do you measure success?" posited Aboud. "It's not the graph. Success is starting in 2009 with one classification and building it to what it is today. It's Safety Committee members and stewards traveling, taking time from work, from their personal lives and reaching 3,000 members at Unit meetings, safety summits, yards. That's how you measure success." Dean added, "No one has died in two years for the first time ever. That is at least one measure [of success]."

At the summit, Safety Stewards and Committee members met in small groups to plan outreach and member engagement.

Guest speakers captivated the group with stories and lessons learned.

Carlos Mendez from the Echelon Front Group addressed the group for the third year in a row. He shared riveting stories from his experience as a Navy Seal and described approaches to exercising leadership, building relationships, and taking ownership as Safety Stewards set standards and engage coworkers. "Taking ownership sets the example and the tone, showing your team true leadership. It builds credibility, influence and respect," he said.

Kent Maughan, President at Wasatch Electric, reviewed an incident report chronicling the devastating story of a fifty-year-old foreman who lost his life troubleshooting a pin on the bottom of an expandable deck trailer. The foreman had directed his young journeyman lineman to retract the trailer while he was underneath the belly of the vehicle. It cost the foreman his life. "We all have a responsibility, not just the ability, to stop unsafe work. What would have happened if we had stopped the job? It would have changed the outcome," said Maughan.

IBEW 1245 member Luke Young, a Journeyman Lineman working Outside Line Construction, declared, "The key is communication."

Mike Van Egmond, who served as emcee for the day, concurred, saying, "By understanding the fact that the communication between the driver of the truck and the man under the truck was a key factor…we're pulling the positive out of a negative experience. We're learning, moving forward and taking ownership."

Following Maughan, Freddie Hewitt, a Locate and Mark serviceman from PG&E and member of the Control the Pressure (CTP) committee, recounted his harrowing story. Only a month and a half into his new job at PG&E, on June 11, 2022, a Saturday, Brother Hewitt was attacked at work by a random, knife-wielding passer-by on the street who stabbed him in the neck, hitting his jugular. Only after a series of life-saving surgeries and two years of rehabilitation, was brother Hewitt able to return to work. He detailed the incident, the long road to recovery, and the power of the Brotherhood. He stressed the importance of situational awareness, trusting your gut, and being your brothers' keeper. He acknowledged the toll on his mental health and thanked Ernie Peña, Chair of IBEW 1245's HTP Committee. Peña, himself a survivor of being shot while doing his job at PG&E, reached out to Hewitt when he learned of his ordeal and has supported him in the journey back. Peña assured Hewitt that he and the committee are here for him.

Thanks to all who organized the summit and who participated to make it a success.

— Eileen Purcell, Sr. Advisor

IBEW 1245 Business Representative and Peer to Peer Safety Coordinator Fred Aboud Photos by John Storey

Control the Pressure (CTP) Member Freddie Hewitt shares harrowing attack and recovery.

IBEW 1245 Line Crews Keep the Power Flowing at PG&E's Southern Edge

Even When Celebrity Neighbors Complicate the Job

In the quiet valley between Solvang and Santa Ynez, a PG&E crew from the company's southernmost electric yard is on the job — replacing a degraded pole, upgrading a transformer, and installing a new service to a panel for a customer building a shop. It's a familiar scene for IBEW 1245 members Danny Lauer and David Wickman, both based out of the Buellton Yard.

"It's a pretty routine job today," said Lauer, an Electric Crew Foreman with 19 years on the job. "We're upgrading a transformer and service, upgrading a panel and replacing a pole as well."

The area, known for its wineries, scenic ranches, and celebrity residents, can bring an extra layer of challenges from customer expectations.

Safety First, Every Step of the Way

The crew's task of the day involved replacing a degraded secondary pole that also supports telecom lines and spans across the highway. The inside of the pole had been hollowed out by woodpecker damage, creating a serious structural hazard.

"The pole is hollow and it is a phone pole as well, and it's going over the highway," said Lauer. "That is our main hazard today."

While Wickman described it as routine, with vehicle traffic below, the job demanded careful planning and coordination.

Fortunately, everything was running smoothly. The crew was well-staffed, the weather was mild, and the team was working efficiently together. "Everyone is working in unison — pretty routine stuff," said Wickman.

Tradition, Opportunity, and the Union Difference

Both Lauer and Wickman are proud IBEW members with strong union foundations.

Lauer, who grew up in Orcutt and now lives in Nipomo, started his career in General Construction before working in the Monterey and Santa Maria service centers.

Lauer briefly worked non-union out of high school, hanging drywall and steel studs. "I didn't get paid that well," he recalled. "But I was only 18 at the time, so I didn't know any better. Once I got hired on... I never looked back."

Wickman, who started in outside line construction, has been in the union since he was 18 and became a journeyman lineman in 2020. He joined PG&E about a year ago and now lives in Solvang while working toward buying a home in Orcutt.

"Since I've been 18, I've been in the union," he said. "They provided healthcare and a job and countless opportunities. I've seen more of this country than I ever thought I would and met a lot of really great people... able to learn a craft and build a retirement and learn how to do this job safely. I'm proud to be union for sure."

Later this fall, Wickman will take his skills far beyond the Central Coast. At the end of September, he'll join a crew of IBEW 1245 linemen traveling to the Navajo Nation, which spans Arizona, New Mexico, and Utah, as part of a union-led effort to bring electricity to homes that have never been connected to the grid. Organized by IBEW 1245, the volunteer project will involve installing new power lines through remote, rugged terrain.

Wickman says he's grateful for the opportunity. "It's a good chance to give back," he said. "You learn a craft, and to be able to use it for something like this — that's pretty cool."

— Shannan Velayas, Communications Manager

Front row, from left: Business Rep Jerry Camacho, Lineman Trevor Covert, Electric Crew Foreman Danny Lauer, Electric Crew Foreman Dan Solorio, Lineman Dave Wickman, and Lineman Chad Stark. Back row, from left: Apprentice Nathan Crandall, Electric Line Assistant Wyatt Billman and Apprentice Dallas Pimienta

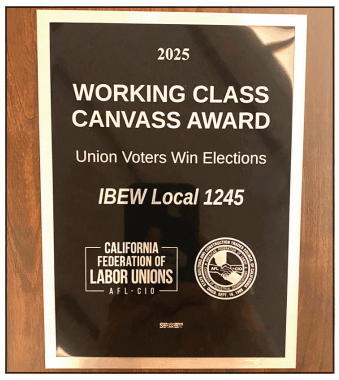
Photos by John Story

California Labor Movement Recognizes IBEW 1245

Sacramento, CA — On May 13, 2025, California's labor movement recognized IBEW 1245 for mobilizing hundreds of IBEW members who, in turn, called, door knocked and texted thousands of their union brothers and sisters to advocate for pro-labor candidates and policies.

IBEW 1245 Business Manager Bob Dean proudly accepted the "Working Class Steward" Award on behalf of the Union. The award was presented at the annual Legislative Conference sponsored by the California Labor Federation and the State Building and Construction Trades Council of California.

IBEW 1245 Assistant Business Manager Rene Cruz Martinez who has led the organizing program for the last five years



stated, "IBEW 1245 was recognized once again for assigning organizing stewards and staff to work at multiple labor councils across the state for the 2024 elections and in special elections in 2025. Our stewards knocked it out of the park. We canvassed, recruited canvassers, set up phone banks, and more. We are the first to arrive and the last to leave on any given campaign day."

IBEW 1245 Lead Organizing Steward, Kayela Jones, participated in a panel at one of the workshops at the conference entitled, *How Young Workers are Changing the Movement.*

Thanks to all who represented IBEW 1245.

FRONT: Left to Right: Lorena Gonzalez, President, CA Labor Federation; IBEW 1245 Delegation: Assistant Business Manager Hunter Stern, Senior Assistant Business Manager Ralph Armstrong, Organizing Steward Laquania "Q" Thompson, Organizing Steward Kayela Jones, Business Manager Bob Dean, Organizing Steward Brenda Balcazar, Organizer Charlotte Stevens, Assistant Business Manager Rene Cruz Martinez, Sr. Assistant Business Manager Al Fortier, State Building & Construction Trades Council of CA President Chris Hannan. BACK: Assistant Business Manager Ethan Stonecipher

IBEW 1245 Organizing Stewards Honored at Napa-Solano Labor Council Gala

Receive Spring Salute Future of Labor Award

The Napa-Solano Central Labor Council honored IBEW 1245's Organizing Steward program at their annual Spring Gala. The award was accepted by Organizing Staff leadership Al Fortier and Rene Cruz Martinez alongside Organizing Stewards James Olson and Amanda Copp.

IBEW 1245 Business Representative and Vice President of the Napa-Solano Labor Council Mike Tilden reflected on the significance of the award.

"The IBEW 1245 Organizing Stewards represent the heart and soul of our Union's fight for dignity, justice, and solidarity. These members don't wait for change, they create it. Through relentless effort, personal sacrifice, and unwavering courage, they've stood on the front lines of campaigns that have shaped the labor movement across Napa and Solano counties, throughout the state of California, and beyond.

"They've knocked on doors, rallied in the streets, built coalitions, and spoken truth to power, all while balancing the demands of their own jobs and families. But what sets them apart most isn't just their activism, it's their leadership. They inspire others to stand taller, speak louder, and believe in their collective power. They are the engine of our movement and living proof that when workers unite, there is no limit to what we can achieve. They're the embodiment of the phrase "When we fight, we win!"

"Tonight, we honor them not just for what they've done, but for what they continue to ignite, a future rooted in courage, solidarity, and purpose. The IBEW 1245 Organizing Stewards are not just receiving an award, they are reminding us all of what it means to lead with heart."

Congratulations to IBEW 1245 Organizing Staff and Stewards!

Napa-Solano Labor Council Executive Director Glenn Loveall and President Lily Starling; Napa Supervisor Joelle Gallager; Organizing steward: Amanda Copp; Assemblymember Lori Wilson; Organizing stewards James Olson; Al Fortier; Napa Supervisor Belia Ramos; Mike Tilden; Rene Cruz Martinez and Victor Hernandez, Organizer at Insulators Local 16

Al Fortier, Rene Cruz Martinez, Assemblymember Lori Wilson, Mike Tilden, James Olson, and Amanda Copp

PG&E UAV Remote Pilots Vote Unanimously to Join IBEW 1245

After months of organizing, outreach, and solidarity, PG&E UAV Remote Pilots have successfully voted to join IBEW 1245.

The process began in early February 2025 after pilots reached out to IBEW 1245 Senior Assistant Business Manager Bob Gerstle.

From the start, the group was enthusiastic.

Workers were driven to join the union by a strong desire for representation and improved working conditions. The organizing process—led by IBEW 1245's Assistant Business Manager Rene Cruz Martinez and Organizer Melissa Echeverria—culminated in a unanimous vote in favor of union representation.

On May 27, the unit met with the IBEW 1245 lead negotiators: Sr. Assistant Business Manager Bob Gerstle and Assistant Business Manager Roberto Balistreri. This meeting marked the official start of the bargaining process. PG&E UAV Remote Pilots will be accreted into 1245's existing physical contract at PG&E.

Congratulations to the PG&E UAV Remote Pilots on their strong show of solidarity with a unanimous victory, welcome to IBEW 1245!

— Rene Cruz Martinez, Assistant Business Manager and Melissa Echevarria, Organizer

Annual Gas Rodeo a Success

Photos by John Storey

IBEW 1245 Business Representative Phuong Tran with all of the winning four-person teams going to Kentucky for the National Gas Rodeo

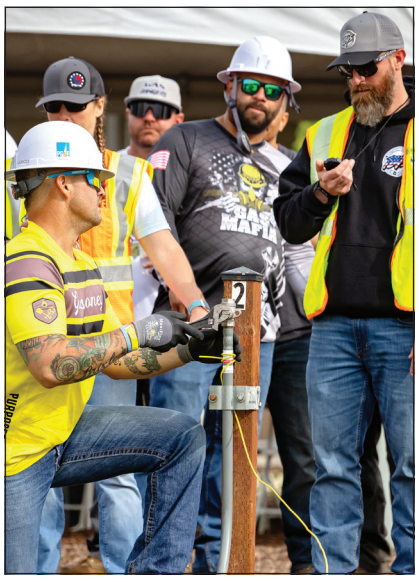
Winters, CA — On May 3, 2025, more than eighty IBEW 1245 members participated in the annual Gas Rodeo at the Gas Training Center in Winters, California. The annual event is co-sponsored by IBEW and PG&E. "It is a celebration of the gas trade and the men and women who drive it," shared IBEW 1245 Business Representative Phuong Tran.

Participants competed in four categories, including 1) cutting pipe, 2) hand digging, 3) assembling gas meter sets, and 4) running a service, showcasing their knowledge and skill as family members looked on. They are judged on speed, quality of work, and above all, safety.

Winning teams qualified to participate in the National Gas Rodeo which will take place in Florence, Kentucky later this year.

Special thanks to all who organized the event, to the competitors and to the families and friends who supported them.

1st Place, 2-Person Team, Hot Tie-In



2025 IBEW 1245/PG&E Lineman's Rodeo a Success

Livermore, CA — On May 17, 2025, a wind-swept day, the IBEW 1245/PG&E Lineman's Rodeo took place at the PG&E Training Center in Livermore.

The annual event serves as a qualifier for the Kansas City International Rodeo that takes place later in the year. It celebrates the lineman profession, showcasing the skills required to succeed and be safe; it provides a great venue for competition and camaraderie.

The rodeo has grown from a small event to a large-scale competition with numerous teams and spectators in the aftermath of Covid 19.

At this year's event, twenty-four Journeyman Linemen Teams and thirty-seven Apprentice Linemen competed.

In addition to teams from IBEW 1245 and IBEW 47, PG&E, SCE, SMUD, Sturgeon Electric, Summit Line, MID, Rocky Mountain, Canus, and Rokpower took part. They showcased an array of skills, including hurt-man rescue, speed pole climbs, hot stick and rubber glove events

Apprentices who qualified for the International Lineman's Rodeo in Kansas City in 2025

More than fifty different sponsors / vendor booths were present at this year's rodeo. Milwaukee, Buckingham, 3M, and other groups were among them. Long term IBEW 1245 member Damien Padilla and his crew held live-lead cable splicing demo.

As linemen competed, kids did rock climbing, enjoyed face painting, played corn hole, and donned lineman tools and got their picture taken.

IBEW 1245 Business Representative Ryan Skelton, one of the organizers of the day, reported, "It was a fun-filled day, albeit windy. I got to see familiar faces and catch up with friends I haven't seen since last year's rodeo. It's always good to see families come out and support the linemen as they compete."

Congratulations to all who participated and organized to make the day a resounding success.

Photos by John Storey

2025 Linemen Rodeo Apprentice Results Overall Top 10

1st — Austin Prendez
2nd — Sam Peck
3rd — Dennis Spars
4th — Marshall Martens
5th — Zack Redman
6th — Christian Ruiz
7th — Dean Demoss
8th — Julio Molina Berber
9th — Ryan Guerrero
10th — Jesse Armas

2025 Journeyman Lineman Results Overall Top 10

1st — Sturgeon Electric California/IBEW Local 47: Daniel Jameson, Enoc Verdin, Joe Maynes

2nd — BFD: Francisco Flores, Dustin Curry, Brandon Dance

3rd — Line Heathens: Ian Mackay, Wyatt Pesonen, Chris Martin

4th — Surf City: Michael Farinsky, Cam White, Shane Collins

5th — A-TEAM: David Angove, Brandon Gloria, Matthew Newton

6th — The Hobnobs: Adam Beene, Anthony Albright, Jon Paul (JP)

7th — Kern Grass Roots: Jordan Chené, Aaron Callihan, Mario Noriega

8th — Line Dawgs: Mike Pelcher, Ray Welk, Frank Genzone

9th — Z boyz: Victor Flores, Daniel Kelly, Marco Meza

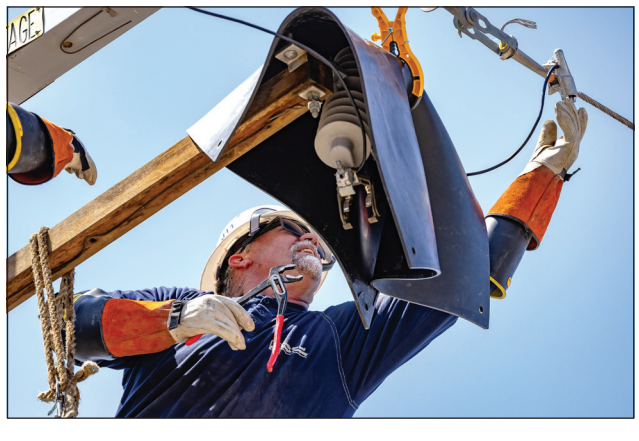
10th — Edenvale, San Jose Division: Aidan Galletta, Isiah Avina, Garrett Roux

IBEW 1245/PG&E Lineman Rodeo 2025

Top Senior Lineman Team

First Place Overall Journeyman Team

Journeyman Teams who qualified for the International Lineman's Rodeo in Kansas City 2025



Soccer 2025

IBEW 1245 Members and Families Take to the Field

1st Place – Wrights Tree – Bakersfield – Southern Division

IBEW 1245's early morning set-up crew

1st Place – Davey Tree – Central Coast – Northern Division

3rd Place – Arbor Vista – Fresno – Southern Division

2nd Place – Arbor Works – Sonora – Northern Division

Ripon, CA — Gusty winds notwithstanding, three hundred IBEW 1245 members and their families gathered for the annual IBEW 1245 soccer tournament at the Mistlin Sports Center in Ripon, California.

Sixteen teams competed from as far south as Bakersfield to as far north as Dixon, California, while family members cheered them on. For the first time, IBEW 1245 members from Arbor Vista and American Tree Medics participated.

The Joint Apprenticeship and Training Committee of the California-Nevada Line Construction Industry (JATC) and members of IBEW Local 47 fielded teams.

Senior Assistant Business Manager Ralph Armstrong thanked players, their families, staff and volunteers for their participation. "Our Line Clearance Tree Trimmers have had to deal with a variety of issues lately. Today is an opportunity to come together and enjoy the friendly competition, good food and fun with each other and our families," he said. He recognized the staff who spent months preparing for the event and thanked the volunteers who staffed the day.

Started in 2012, the soccer tournament began as an effort to recognize and celebrate Line Clearance Tree Trimmers who perform some of the most difficult and dangerous work in the utility industry.

The tournament aims to build unity and to strengthen the Union's hand at the negotiating table. Team captains assume leadership roles, building 12-person team rosters and promoting the spirit of the day: *Unity, Friendship and Brotherhood/Sisterhood*.

Booths showcased the tools of the trade, IBEW 1245's peer-to-peer safety programs, and the IBEW 1245 Veterans' Committee, providing an opportunity for members and their families to learn more about ways IBEW 1245 advances our members' well-being.

On a strip of grass between the sprawling soccer fields, children played their own soccer games, "Connect Four," and Toss Games, under the direction of Organizing Stewards and longtime volunteer Jose Artiga. They enjoyed the traditional piñata, *"Face Painting by Jana"* and "Little Louie's Mini Pancakes."

La Taqueria Molcajuete, a local restaurant, provided tacos, salsa and chips that were served by staff, Organizing Stewards and IBEW 1245 Women's Committee members.

A raffle and salsa cook-off were additional highlights.

IBEW 1245 member and DJ Arnaldo Lizarraga supplied the music.

Ruben Martinez Jr, speaking on behalf of the Bakersfield team, thanked the Union for all the work leading up to the day, saying, "We appreciate everything you did for us; you brought us all together."

> "We appreciate everything you did for us; you brought us all together." – Ruben Martinez Jr.

Senior Business Representative Francisco "Cisco" Ferreyra, co-chair of the planning committee and former long timeline clearance tree trimmer himself, expressed the sentiment of all gathered saying, "What an incredible day, full of joy, unity and unforgettable moments. Seeing so many smiling faces and IBEW members from all across our organization come together for one tournament was a powerful reminder of the strength and spirit of our brotherhood. It was more than just a game. It was a celebration of solidarity and shared purpose."

Business Reps Fred Aboud and Mike Tilden

Business Reps Todd Kadota and Liz McInnis and Building Manager Tonya Alston

Line Clearance Tree Trimmer Tiffany Clemons preparing the Peer-to-Peer Safety Booth "Keep the Clearance"

Southern Division

- Arbor Vista Fresno **(3rd Place)**
- Arbor Works Stockton
- Community Tree, Felton
- Community Tree, Watsonville **(2nd Place)**
- JATC Woodland
- Nates, Sonora
- Wrights Tree Service, Bakersfield (IBEW Local 47 **(1ST Place)**
- Wrights, Turlock

Northern Division

- Arbor Works, Sonora **(2nd Place)**
- American Tree Medics
- Bravo Tree, Dixon
- Core Tree Care, Diablo
- Davey Tree Surgery, Central Coast **(1st Place)**
- Trayer Manufacturing **(3rd Place)**
- Utility Tree Service, MT. View
- Utility Tree Service, San Jose

IBEW 1245 Staff & Volunteers

Fred Aboud
Tonya Alston
Ralph Armstrong
Angela Beckham
Jody Castro
Ben Contreras
Rene Cruz Martinez
Francisco "Cisco" Ferreyra
Todd Kadota
Liz McInnis
Junior Ornelas
Eileen Purcell
Steve Ramirez
Cruz Serna
Ethan Stonecipher
Mike Tilden

Organizing Stewards

Iyasha Davis
Kayela Jones
Manuel Garcia
Arnaldo Lizarraga

Women's Committee

Julie Brousseau
Tiffany Clemons
Cassandra Gamez
Iyasha Davis
Juana Perez

Friends of IBEW 1245

Ana Maria Adayan
Jose Artiga
Briza Ferreyra
Oscar Ferreyra

The Teams for the first California Line Clearance Competition at the UC Davis Arboretum

Photos by John Storey

Line Clearance Tree Trimmers (LCTT)
Showcase Their Craft and Skills

IBEW 1245 Sr. Business Representative Francisco "Cisco" Ferreyra and Business Manager Bob Dean open the Line Clearance Competition.

We are a different breed. You have to be fearless, but also respect the trees and the power lines.

UC Davis Arboretum, Davis, CA — On Saturday, June 7, 2025, IBEW 1245 Line Clearance Tree Trimmers showcased their skill and passion for their craft at the first ever California Line Clearance Competition in Davis, California. More than 460 people attended.

Sponsored by IBEW 1245, PG&E and several contractors and vendors, the competition was held at the UC Davis Arboretum, home to the largest collection of oak trees from across the globe.

Twelve teams from PG&E and seven contractors participated in the competition while family, staff, and volunteers looked on. The competition included spar climbing, work climbing, aerial lift, tree felling and speed ascent. Seasoned Vegetation Operations Inspectors, Vegetation Management Inspectors and Assessors volunteered as judges.

A year-long collaborative planning process between IBEW 1245, PG&E, the JATC, several contractors, and UC Davis led to the competition, the first in California.

Celebrating the Craft

"The purpose of today's event is to recognize the trade and celebrate the unique skills of Journeymen Line Clearance Tree Trimmers," said Senior Business Representative Francisco "Cisco" Ferreyra, a member of the planning committee and former Line Clearance Tree Trimmer with more than thirteen years in the field before joining IBEW 1245's staff.

IBEW 1245 Business Manager Bob Dean said, "It's fabulous. Hopefully this is the first of many more. It is great to highlight this part of our industry and the critical work these men and women do to keep the power on and keep people safe. It is one of the most dangerous jobs requiring highly skilled workers."

Joe Echols, PG&E's Director of Vegetation Management Programs, whose team was instrumental in organizing the event concurred and encouraged everyone to enjoy the day saying, "Whether you are Contractors, employees, it doesn't matter; we're a family."

A Skill and An Art Form

Crews came early and prepared to tackle each test with determined intensity and pride. Families and many staff and volunteers who had never witnessed what it takes to be a Line Clearance Tree Trimmer watched in awe as crews climbed towering oak trees with agility and often in record time, dexterously maneuvering ropes, pruners, pullies, and power tools. Ferreyra noted, "It's both a skill and an art form."

When asked what attributes are necessary for a successful Line Clearance Tree Trimmer, Ferreyra said, "The work requires concentration, balance, physical and mental strength, good communication skills, competency when it comes to the equipment and safety protocols, and a knowledge of trees.

"We are a different breed," said Ferreyra. "You have to be fearless, but also respect the trees and the {power} lines," he said.

The Indispensable Role of Line Clearance Tree Trimmers in the Utility Industry

Line Clearance Tree Trimmers play an instrumental role in the Utility Industry, maintaining vegetation around transmission and distribution lines. They master a wide range of skills and perform a variety of jobs. These include routine maintenance and tree trimming, fire mitigation and grid hardening as well as specialized skills for downing big trees and emergency response. Crews work in densely populated urban settings and rural and remote areas. They work in challenging and sometimes life-threatening conditions, including storms, fires, and disasters alongside Journeymen Linemen, System Infrastructure Protection Teams (SIPT), Vegetation Management Inspectors (VMIs) and other first responders.

Mike Harrach, a 7-year IBEW 1245-member, crew foreman and crane operator at Mountain F Enterprise, acknowledged the dangers of the trade, saying, "There are trees that take years off your life. Sometimes you don't have the equipment; sometimes you are in the backwoods and you'll have to climb; sometimes you are manually removing a two-hundred-foot monster. "

His crew partner, Journeyman Tree Trimmer Christopher Smith, agreed, adding, "Every day you're risking your life. … It requires a lot of dedication and pursuance of getting better as a career and as a person." Both Harrach and Smith are passionate about the work and the brotherhood. The pair viewed the competition as an opportunity to "compete, have fun, and hopefully win a podium placement!" They placed fourth.

Senior Assistant Business Manager Ralph Armstrong stated, "This is nothing short of amazing. The work our brothers and sisters do is finally receiving the recognition they have always deserved. What makes this event so great is they get to showcase to their families, friends and all that attended the work they do every day and the passion, pride and commitment they have for this industry."

Armstrong added, "It also shows how far we've come from an industry perspective from just a few years ago. There's still a lot of work to do, and we need to keep our foot on the pedal and make our members the envy of the rest of the country. It's our time!"

Evolution of LCTT — From Low Paying Job to Recognition as a highly skilled, trained Work Group

For years, the skill and knowledge required, let alone the dangers Line Clearance Tree Trimmers face went unrecognized. Historically, LCTTs worked in abysmal conditions with low pay and minimal training. Many had to provide their own trucks to do the work or drive their own cars to far-flung work sites.*

Working with industry partners and the CA-NV Joint Apprenticeship Training Center (JATC), IBEW 1245 fought to build recognition, a training curriculum, standards and a career ladder for the trade as well as enhanced compensation commensurate with the skills brought to the task by these men and women.

In 2019, the Union won the passage of California Senate Bill 247, a watershed moment. Tying wages of Line Clearance

**Source: Wolfe, Eric, Fistful of Lightning, Published by International Brotherhood of Electrical Workers, San Francisco, 2016*

The First Place Winner, Team "Spar Wars" of Mountain F. Enterprise — Nicholas Corer and Ramon Rodriguez

The Second Place Winner, Team "Who's Buying" of Core Treen Company — Juan Pozos, and Blue Warrior Sauceda. Servando Hernandez (Alt)

The Third Place Winner, Team "Bark Beetles" of Mountain F. Enterprise — Gonzalo Chavez, and Rheten Kaiser

Tree Trimmers to the first step Journeyman Lineman Apprentice wages, the bill nearly doubled wages, provided double time for overtime, improved medical benefits and pension for tree trimmers, and won seed money for a certification and training program for Line Clearance Tree Trimmers.

The competition is yet another step in gaining recognition for the extraordinary work these men and women do.

Building the Brotherhood

In addition to the competition, there was food, games and a kids' zone, culminating in an awards ceremony. Vendors displayed their wares — including state of the art tools of the trade.

Tiffany Clemons, a 7-year IBEW 1245-member, Journeyman Tree Trimmer and certified arborist cheered on her fellow tree trimmers. She added, "I'm here on a Saturday morning to support our brothers and to represent the IBEW 1245 Women's Committee. I'm excited to be part of the first year of the competition!" Clemons hopes to compete next year.

Clemons was one of more than sixty-five volunteers who staffed the day, including IBEW 1245 Organizing Stewards, IBEW 1245 Women's Committee members, PG&E Grass Roots members and staff. For many, it was their introduction to line clearance tree trimming. IBEW 1245 Organizing Steward Danielle Bonds remarked, "This is incredible. I had no idea about the knowledge, skill and strength required to be a Tree Trimmer. I'm in awe of what our brothers and sisters do. We are all in awe. I have even greater respect for that part of our trade. And I definitely want to come back next year!"

Congratulations to the organizers of the day, to all the winners and to everyone who participated in this first competition!

Many thanks to family, friends, volunteers and staff who came out to support the crews and to make the day a success.

— Eileen Purcell, Sr. Advisor

continued on next page

The Teams

Spar Wars — MFE
Nicholas Corer, Ramon Rodriguez

Who's Buying Lunch — Core Treen Company Juan Pozos, Blue Warrior Sauceda, Servando Hernandez (Alt)

Bark Beetles — MFE
Gonzalo Chavez, Rheten Kaiser

Blazing Saddles — TSU
Preston Horton, Jeff Kindt

Sketchy Cuts Inc. — TSU
Curtis Herre, Nathan Hollingsworth

Los Inparables — TSU
Micario Ramirez, Casey Henle

Tree Mafia — AERI
Michael Frank, Josue Bautista

Crazy Nuts — ArborWorks
Jimmy Navarro, Brandon Sherfied

Union Chasers — Wright Tree
Robert Burroughs, Mark Burnett, Eric Brown (Alt)

Tight Knots — IBEW
Michael Harach, Christopher Smith

Bearded Baddies — PGE
Justin Ross, Tyler Johnston

48 Hours — PGE
Omar Villafana, Cyle Allison

Awards

1st Place
Spar Wars
Mountain F Enterprises

2nd Place
Who's Buying Lunch
Core Tree Care

3rd Place
Bark Beetles
Mountain F Enterprises

Top 3 Spar Event
Spar Wars – MFE
Tight Knots – IBEW
48 Hours – PG&E

Top 3 Speed Ascent
Spar Wars – MFE
Bark Beetles – MFE
Who's Buying lunch – CTC

Top 3 Work Climb
Who's Buying Lunch – CTC
Spar Wars – MFE
Tight Knots – IBEW

Top 3 Aerial Lift
Union Chasers – WTS
Who's Buying Lunch – CTC
48 Hours – PG&E

Felling
9 teams earned max points
3 teams had a 1-point deduction

IBEW 1245 at Trayer Switchgear — Building with Union Pride

Welder Crystal Brush

Livermore and San Leandro — On a mild summer day, IBEW 1245 Business Representative Cruz Serna facilitated a visit to Trayer Switchgear Plants in Livermore and San Leandro, California to hear directly from IBEW 1245 members about their work and what it means to be part of a union.

From Family Business to Multi-National Corporation

Trayer Engineering Corporation has been making high quality switch gear for decades. The family business was known for its design and manufacturing of low-maintenance vacuum switchgear for electrical distribution systems, including PG&E, San Diego Gas & Electric, and others.

Switch gears are vital component parts utilized by Utilities to connect or disconnect power systems and open or close circuits. The equipment is essential for the protection and safe operation of high voltage power systems, for the workers who maintain them and for the public.

In 2024, Siemens AG acquired Trayer Engineering Corporation and committed to a seamless transition.

Eleven years prior, Trayer workers joined IBEW 1245 through a merger. Six years later, unrepresented production workers — Welders and Electrical Technicians — voted to join the union. And in 2023, Laser Operators joined, making representation wall to wall.

Long time IBEW 1245 member and Shop Steward Arnaldo Lizarraga played a central role building support for the Union and winning representation. An Electrical Technician at the San Leandro Plant, Lizarraga noted that since the purchase of Trayer Manufacturing by Siemens, "We've seen dramatic growth. There's a greater number of employees, greater diversity, including more women, and they've brought in a lot of new work and projects." He added, "There are always growing pains, but we're adapting and learning as we grow. It's making us stronger as a Union," he said.

Members' Voices

IBEW 1245 member and Trayer Sub Foreman **Dillon Harrington** has ten years at Trayer. For the last two years, he has served as a Sub Foreman, overseeing operations at the Livermore Plant. What does he like best? "I enjoy dealing with people, the resolution of issues, from design flaws to welding issues." Harrington oversees seventeen Welders, six Electrical Technicians and three Machine Operators. Since joining the Union he has seen an increase in wages and a culture shift. "The Union adds a layer of unity. We're here as Trayer, but it's an extra layer of community," he said. And with the recent acquisition of Trayer by Siemens Corporation, "We've moved from being a mom-and-pop shop to being owned by a multinational corporation with a laser focus on safety."

IBEW 1245 member **George Perez**, an experienced Electrical Technician with eight years at Trayer, goes back and forth between the San Leandro plant and newer Livermore Plant. He splits his time between training the growing number of new welders and electrical technicians and building component parts for the switch gears and boxes as well as experimenting with new green technologies. "I'm kind of like a floater. At the Livermore Plant, everything's new; it's a nice location," he said.

Blain Vang, an Electrical Technician with four years at Trayer, demonstrated his craft at the "Fuse Saver" workstation. Vang builds and tests battery packs, inserts brackets and bolts on Fuses which, in turn, are attached to power

Welder Roxanna Fisher

Welder Tony Orrozco

Line Clearance, ***continued from previous page***

IBEW 1245 Organizing Stewards and Staff volunteered at the Line Clearance Competition.

IBEW 1245 Women's Committee volunteers with Business Manager Bob Dean

IBEW 1245 BENCHMARKS

The Evolution of the Line Clearance Tree Trimming Trade*

1960: First Contract — Utility Tree Service Tree Trimmers join IBEW 1245.

1966: Signatory Contractors — Six tree contractors, including Davey Tree and Pacific Tree Expert (later Asplundh), become signatory contractors. IBEW 1245 wins higher, standardized wages. Pay for working away from home is doubled. Companies begin providing tools.

1992: Asplundh Strike — IBEW 1245 represented-workers protest unilateral wage cuts, go out on strike and are subsequently locked out by Asplundh management. After three weeks of no work getting done and a steady drum beat of pressure from IBEW 1245's political allies, PG&E yanks Asplundh's contract. Strikers are rehired by the new contractor. *(IBEW 1245 Archive)*

2012: Master Contract — After years of building relationships, Tree Contractors agree to align standards in a Master Contract. Members at five of the largest tree companies ratify the new contracts which include comprehensive family healthcare and enhanced pension.

Keep the Clearance (KTC) Peer to Peer Safety Program starts.

2019: Senate Bill 247 — IBEW 1245 inserts language into Senate Bill 247 which ties wages of Line Clearance Tree Trimmers to the first step journeyman lineman apprentice wages. The bill passes with near unanimous support, nearly doubling wages and securing double time for overtime, improved medical benefits and pension, and the institution of a certification and training program.

2021: Vegetation Management Inspectors become signatory contractors. IBEW 1245 persuades PG&E to require all **Vegetation Management Inspector (VMI)** companies to become **signatory contractors**, nearly doubling wages and creating a sustainable career path. PG&E also agrees to hire 150 internal VMI hires.

2025: PG&E Hires VMIs In House. Five years ago there were no VMIs at PG&E. Today, there are more than 450 in-house VMIs.

JATC Training Program for Line Clearance Tree Trimmers commences.

**Source: Wolfe, Eric, Fistful of Lightning, Published by International Brotherhood of Electrical Workers, San Francisco, 2016*

lines. Why are "Fuse Savers" important? They can quickly release the fuse and communicate when power lines are de-energized, employing a "Rechargeable Communications Module." Vang received his training at the Wild Tech Trade School along with hands-on training from Delta Star before coming to Trayer. More recently Siemens trained him on the Fuse Savers.

Tony Orrozco is just eight months into his job as a Welder and loves his job. He showcased a large stainless steel box, employing both spray Arc Welding and Tig Welding. He outlined the process of putting in the bolts, aligning the box, putting on the hood, inserting the hinges, placing the tac and welding. The finished product was pristine. Orrozco shared that his brother introduced him to the craft, practicing in their back yard and applying common sense. What does Orrozco like about his work? "It's professional, clean, kind of like detailing a car," said Orrozco.

Roxanna Fisher is a Welder and one of the newer workers at the Livermore Plant. Young, curious, and dedicated. "I'm very content. I got into welding through a friend. I figured if they could do it, I could too," she said. She got certified at Chabot Community College. Her first job was at a nonunion shop. The Trayer job is her first union position where she works on some of the more advanced units. The difference? "They didn't care about us at the first job," she said.

IBEW 1245 member **Crystal Brush** is also a Welder with three and a half years' experience at Trayer. Before pursuing a welding job, Brush built cabinets, electrical units, and other side jobs. After her daughter was born, she went to Las Precitas Community College and took up welding thanks to her mother. "It fits my personality. I've always liked to fix everything," she said. As for the union difference, "With the union it feels like there is a camaraderie and a lot of benefits. For one, we're protected. I feel safe," she said, "Especially as a woman. And that's a big thing."

IBEW 1245 member **Alyssandra Yochelson** has just started working as an Electrical Technician. After two months, she says, "It's everything I've ever wanted. My grandpa was a Teamster." Asked what she likes most, Yochelson responded saying, "The community, the camaraderie." She proudly demonstrated her work on a low voltage control box which she described adding, "It's the brain that directs power and protects things and people. We're building the brain!"

Machine Operator **Timothy Caprara** has worked for more than twenty-six years, including the last six and a half years at Trayer. Originally from Romania, he pointed to meticulously stacked stainless steel poles and his workstation with pride. He declared, "The Union helped me. It has my back. I like it."

Shipping and Receiving Clerk **David West** has been at Trayer since 2007. As a young man, he worked at a plumbing company. When a manager threatened to physically attack a co-worker, West stood up for his friend. Years later, the same young man suggested he join him at Trayer. "Brothers looking out for brothers," he said. He added, "IBEW 1245 is great. If someone asked me why pay dues I'd say, the Union negotiates for us. If issues come up, they stand up for us. There's strength in numbers." He added, "The Union is good. And this company has been good."

■ ■ ■

Lizarraga looked on as each worker shared their experience. He summed up what he enjoys most about being a Shop Steward and union representative on the shop floor, saying , "I enjoy getting the stories of my co-workers. I like being of service to my co-workers and helping them become better workers and a better people. And I like to empower them; to tell them not to be afraid or to limit themselves."

— Eileen Purcell, Senior Advisor

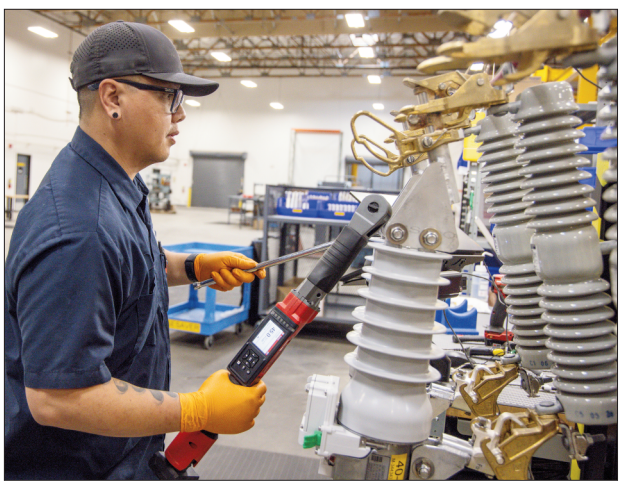
Clerk David West

Electrician George Perez

Foreman Dillon Harrington

Machine Operator Timothy Caprara

Electrician Allyssandra Yochelson



Electrical Tech Blain Vang

IBEW 1245 Members at the Trayer Switchgear at the San Leandro Plant

IBEW 1245 Members at the Trayer Livermore Plant

Photos by John Storey

The IBEW 1245 Delegation to the IBEW Utility Conference, Chicago, May 20–21, 2025

2025 IBEW Utility Conference Tackles a Changing Landscape

Chicago, Illinois — From May 20–May 21, 2025, Business Manager Bob Dean led the IBEW 1245 delegation to this year's IBEW Utility Conference. The annual event took place in Chicago, Illinois.

IBEW Utility Locals from across the United States and Canada gathered to learn, problem-solve and collaborate on a range of issues. Emerging technologies and their impact on the utility industry along with political and economic challenges and opportunities dominated the discussion. From drones, electric vehicles, and robotics to Artificial Intelligence (AI) and the rapid expansion of data centers and the increased load required to support them, utilities are undergoing extraordinary change. Speaker after speaker emphasized the need for highly skilled labor as well as the imperative to embrace change and to adapt to an evolving industry.

Here are some reflections from some of the IBEW 1245 delegates who attended the conference:

"Attending the IBEW International Conference was a powerful reminder that our unity as electrical workers fuels our strength, driving progress and pride in every job we do."

— Steve Pettigrew, Hydro Operator, PG&E

"I had the best time at the 2025 Utility Conference, surrounded by my Union brothers and sisters from all over the country and Canada. I really enjoyed learning about Chicago's strong union legacy and the historic impact its labor movement has had across the country. It was inspiring to hear from speakers who shared powerful stories and accomplishments as union members and supporters. I learned so much about the changes happening in our industry, the challenges we face, and the opportunities ahead. The experience made me even more proud to be a union member, and I'm so grateful for the opportunity to attend. I'm especially thankful for being chosen to represent and participate in such an important event."

— Tiffany Bradley, Customer Service Representative, PG&E

"This year's conference was mostly focused on the changed political environment and how emerging technologies are impacting our members. We need to continue to find ways for our membership to embrace and adapt to these technologies so that we can continue to evolve too. We don't want to become stagnant!"

— Bryce Twichell, Mechanic Foreman, Truckee Meadows Water Authority

"The Utility Conference was an eye-opening experience for all of us as we learned about all of the challenges facing the utility industry. The need for skilled labor to address the increased load that will be coming online from new data centers, AI, and electrification of homes and vehicles is incredible. There is also pressure from new technologies such as drones, robotics, and AI that could potentially have a negative effect on our membership. The IBEW will definitely need to get creative to stay ahead of these changes that are coming from all directions so that we are adapting with the changes rather than trying to fight them. Although I believe 1245 is positioned to meet these challenges head on, this will be a nationwide issue that all locals must be united on if we are to remain successful in our efforts.

— Patrick Stark, Troubleshooter, PG&E

"The 2025 IBEW Utility Conference in Chicago spotlighted the transformative impact of AI, data centers, and electric vehicles (EVs) on the U.S. electric grid, emphasizing the pivotal role of union labor in this evolving landscape. The conference underscored the surging electricity demand driven by AI-powered data centers and the proliferation of EVs. Projections indicate that data centers could triple their power consumption over the next three years, potentially accounting for 12% of the nation's total electricity usage. This escalation necessitates substantial investments in grid expansion and modernization.

The conference also addressed the influence of government policies on job creation and the energy sector. The IBEW is actively advocating for policies that protect and create union jobs. Collaborations between labor and industry leaders highlight the importance of a skilled workforce in achieving energy security and economic growth. These efforts ensure that the transition to a more electrified and technologically advanced grid includes opportunities for union workers.

Overall, the 2025 IBEW Utility Conference emphasized the critical intersection of technological advancement, government policy, and labor advocacy in shaping the future of the electric grid and securing jobs for union members.

I want to extend a sincere thank you to IBEW 1245 for inviting all of us to the Utility Conference. Events like this give us a valuable opportunity to connect with people we might not usually cross paths with. It's a chance to share ideas, learn from one another, and strengthen the relationships that hold our brotherhood together. These moments of unity and camaraderie remind us why we stand together — stronger as one."

— Jacob Ward, Lead System Operator, PG&E

"I was surprised by the number of challenges the Union is facing regarding the current political environment, however I was happy to see all the hard work the IBEW is doing in Washington to secure our jobs and funding to harden the electrical grid."

— Scott Mann, Engineering Technician, City of Healdsburg

"The 2025 IBEW Utility Conference in Chicago gave us the opportunity to hear numerous speakers convey updates and information on various topics including safety, leadership, the future of the grid, renewable energy and government affairs. We also heard the inspiring stories of our brothers and sisters at Local 465 (San Diego) and Local 960 (El Paso) in their recent victories defeating municipality takeovers. I look forward to bringing new information and ideas back to our members at 1245."

— Tim Dean, Backhoe Operator, PG&E

Celebrating First Contract for Sweet Potato Farmworkers in Merced

On Thursday, May 29, 2025, IBEW 1245 joined the UFW and dozens of other unions to celebrate the recent first contract victory for 1,200 sugar beet farmworkers at the Viera Ag Corporation in Merced County, California.

Viera Ag is the second largest sweet potato producer in the United States. 1,200 farmworkers generate 300 million pounds of sweet potatoes per year from 3,000 acres of land.

Ten Viera Ag workers and proud UFW members—mostly women—participated in the reception which was held at Delancey Street in San Francisco. They were joined by unions including IBEW Locals 6, 617 and 1245, ILWU Local 10, SEIU-UHW, SEIU 521, SEIU 2000, NUHW, CAN, ATU Local 192, Unite Here Local 2, the Iron Workers, The Sacramento Fire Fighters, and AFSCME Local 3299 among others.

The new three-year contract with Viera Ag followed an organizing drive that benefitted from a 2022 California state law allowing "card check" in Union elections. "Card check" allows workers to form a union by signing authorization cards expressing their support, rather than through the lengthier secret ballot election, and limits the potential for employer interference, pressure and retaliation.

UFW President Teresa Romero praised the farmworkers who courageously led the campaign.

Emcee and San Francisco Central Labor Council Executive Director Kim Tavaglione

Alejandro Martinez, a tractor driver in charge of harvesting with six plus years at the company described working conditions before and after the unionizing drive and first contract. "Before the union came, we had a lot of injustices. We were subjected to mistreatment by foremen. We were afraid to speak out due to the risk of being blacklisted or relegated to the hardest jobs and bad treatment," he reported. "Now [with the Union] we have support. If there's a problem we can call our [Union] representative. We are very proud of this accomplishment," said Martinez.

UFW President Teresa Romero honoring Viera Ag sweet potato farmworkers who have just won their first contract

Viera Ag Farmworkers stand to an ovation celebrating their first contract.

IBEW Local 617 and IBEW 1245 celebrate UFW and Sweet Potato Farm Workers' victory.

Ana Lidia Garcia, another Viera Ag worker, added, "Now we are better off with the Union. We have respect. With the union, everything is changing."

But challenges remain.

Anti-immigrant sentiment is on the rise. Growers' are challenging the legality of "card check" with a modicum of success in the courts. Abysmal field conditions remain—from deadly heat and the absence of water and cooling stations, to wage theft and sexual harassment.

"When a farmworker dies in the field because of hot temperatures and no access to water, that's violence. When workers are not paid, that's violence. When a woman is denied work because she refuses sexual advances, that's violence," declared Romero.

State Assemblywoman Liz Ortega (AD 20) honored the sweet potato workers and extolled their courage. An immigrant herself, Ortega said, "I came to this country when I was three years old. Mom and Dad came in search of the American Dream. They worked hard their entire lives; they paid taxes; they contributed to the dream." Ortega currently chairs the California Labor & Employment Committee and said, "We need all of you to join in the struggle. We have to raise our voices higher than ever. We are facing threats to Medicaid, cuts to wages, and cuts to farmworkers' medical plans."

Kim Tavaglioine, Executive Director of the San Francisco Central Labor Council and emcee of the event, closed the evening pledging to stand in solidarity with farmworkers and the immigrant community. She called upon the many unions in the room to "continue the fight, continue the struggle, continue winning!"

IBEW 1245 Participates in Annual Broadcast, Manufacturing and Telecom Conference

From June 2–6, 2025, IBEW 1245 participated in the IBEW Broadcast, Manufacturing, and Telecom (BMT) Conference.

Held in Milwaukee, Wisconsin, the annual event provides an opportunity to share industry updates, challenges and opportunities. Key themes included the attacks on organized labor, including the summary firing of federal workers and the attacks on the National Labor Relations Board (NLRB). The conference also addressed the rapidly changing work environment with the introduction of Artificial Intelligence (A.I.).

IBEW 1245 Business Representative Cruz Serna added, "The IBEW Broadcast, Manufacturing and Telecom Conference talked about big challenges in our field, especially how unions are being attacked by anti-union entities, what's going on with manufacturing and why organizing is super important. Bringing our members to conferences like the BMT only strengthen our union from within."

What was the key take away?

"We need to talk openly with our union brothers and sisters about what's happening with the NLRB. Now is the time to lean in, educate each other, and make our union stronger than ever. And when it comes to tech — don't fear AI. Embrace it and use it to our advantage at the table," declared IBEW 1245 member and longtime Trayer employee Arnaldo Lizarraga.

Thanks to everyone who represented IBEW 1245 at the conference.

L-R: Kenny Lawson (Frontier Citizens), IBEW 1245 Business Representative Cruz Serna, Mike Aaron (Delta Star), and Arnaldo Lizarraga (Trayer Manufacturing)

Coalition of Black Trade Unionist 54th International Convention

Preserving and Building Our Legacy: Unbought, Unbossed, Unstoppable

Orlando, Florida — From May 21–25, 2025 more than one thousand delegates from across the United States and Canada attended the 54th international convention of the Coalition of Black Trade Unionists (CBTU) in Orlando, Florida.

The theme of this year's gathering was "Preserving and Building Our Legacy: Unbought, Unbossed, Unstoppable."

Founded in 1972, the Coalition of Black Trade Unionists is comprised of members from seventy-seven international and national unions and more than forty-two chapters across the United States, including the Northern California Coalition of Black Trade Unionists (NCCBTU). IBEW 1245 member Danielle Bonds serves as the 2nd Vice President of NCCBTU; IBEW 1245 member Terry Washington sits on the Executive Board.

CBTU's mission is "to fulfill the dream of those Black trade unionists, both living and deceased, who … have courageously and unremittingly struggled to build a national movement that would bring all our strengths and varied talents to bear in the unending effort to achieve economic, political and social justice for every American." (www.cbtu.nationbuilder.com)

IBEW 1245 Senior Assistant Business Manager Al Fortier shared, "The 2025 CBTU conference delivered great keynote speakers, panelists, workshops, and insight into the state of the labor movement today, particularly for Black Americans."

This year's gathering was particularly poignant. The convention paid a heartwarming tribute to co-founder, William "Bill" Lucy who led the organization since its inception in 1972. Brother Lucy passed in 2024. In addition to honoring him and those upon whose shoulders today's members stand, the group strategized ways to meet rising attacks on unions, civil rights, immigrant rights and Diversity, Equity and Inclusion initiatives.

IBEW 1245 dispatched a seven-person team of staff and members to the event. Here are some of their reflections:

Al Fortier, IBEW 1245 Sr. Assistant Business Manager

The conference laid the roadmap for the future of the labor movement and provided us with critical information and tools to keep our movement strong. … It is important to celebrate our victories, remember where we came from and how we got here, because as President Melvin said, "This ain't no time for backing up, we got to keep moving forward."

This was a great conference, packed with information, and I want to acknowledge the IBEW 1245 delegation for bringing a ton of energy and being present and fully participating throughout the entire week.

Charlotte Stevens, IBEW 1245 Organizer

The energy of this year's convention was fueled with legacy and action. Looking back on the monumental fights we've won in the past strengthens us for the fights ahead. We reflected on the great work of William "Bill" Lucy, one of the founding members, who passed in 2024, through a beautiful tribute. … Our delegation fully participated in plenary sessions which had dynamic keynote speakers such as AFL-CIO President Liz Shuler, AFL-CIO Sec. Treasurer Fred Redmon, and four union presidents: AFSCME – Lee Saunders, AFGE – Everett Kelley, CWA – Claude Cummings, and NEA – Becky Pringle. … We also had the great opportunity to stand in solidarity with Unite Here 737 which represents the Hilton workers as they rallied for a better contract.

IBEW 1245 CBTU Delegation: Iyasha Davis, Donny Davis, Al Fortier, Danielle Bonds, Bridgette Thomas, Lamont Presley, Charlotte Stevens

Donny Davis, Lead Organizing Steward

… A common message from the conference was the need to reach our younger generations. We need to be able to "meet them, where they are," which means the need to be present on more social media outlets. I understand we have the newsletter, Facebook, Instagram, and email, but these younger people are on TikTok, and X. I feel like we need to get more active on those other platforms. … One of the ideas that stuck out: Give the new members a test on our Union… I would like to take it a bit further, (send the test via text or email with a deadline), and require proof that the member attends a recent unit meeting for a prize (more union swag).

Bridgette Thomas, Organizing Steward

This was a dynamic convention from start to finish! … jam packed with great keynote speakers, powerful panel discussions by our under-40 group of delegates with talks on Surviving the Pressure Cooker: Balancing Leadership & Wellbeing. This was a really good discussion with millennials and Gen Z union members about stepping into leadership roles, prioritizing mental health, while focusing on equity and collective resilience amid economic and social uncertainty. … This was also my first time being introduced to resolutions! To watch resolutions be presented and voted upon live and in color was amazing. It made me feel a part of something big! …

Day 4 … began with a powerful worship service. We later reconvened for the awards dinner banquet where ten young people won CBTU scholarships! Many awards and recognitions were given … I'd be remiss if I didn't mention Mr. Terry Melvin, CBTU president. His words of encouragement that he bestowed upon us each day will forever be with me.

Dannielle Bonds, Organizing Steward & 2nd Vice President of the Northern California Coalition of Black Trade Unionists (NCCBTU)

… The convention was a wonderful experience. …

My first highlight was the amazing Bill Lucy Tribute. The celebration of the Life and Leadership of William "Bill" Lucy, CBTU Cofounder and Global Icon was so heartfelt. … Bill Lucy was not only a global influence and trailblazer with political acumen, but he was the AFSCME president that started with 200k members and helped increased the membership to over 1 million. … His quote that I will always remember is "50% of something is better than 100% of nothing."

My second highlight was keynote speaker Rev. Everett Kelley President of the American Federation of Government Employees (AFGE). … He touched on four important topics that caught my attention: 1) federal workers are under attack; 2) the federal government is rolling back promises; 3) the federal government is imposing massive layoffs, and 4) the federal government is trying to end unions. … If the government can do this to the federal workers who we look up to why wouldn't they do it to us. He ended his powerful speech with "If they come for you in the morning then they will come for us at night." …

My third highlight was the solidarity action that we gathered outside of the hotel that hosted the convention. … we stood as an unstoppable family that was able to stand and protest with our brothers and sisters that worked at the hotel. …

Thank you IBEW 1245 for allowing me to attend this outstanding convention and allowing my spirit to be lifted. This convention took me back to why I fell in love with IBEW 1245 and that was to be able to get involved and to do what I do best which is protest.

Lamont Presley, Shop Steward and Control the Pressure Committee

Hello and please allow me to say how grateful and excited I was, to be asked to go on this amazing experience. When Charlotte originally asked me to go, I didn't know what to expect or how powerful this conference would be. People who have experienced CBTU conventions before were telling me it was a good experience. But they didn't do it justice with their explanations. I learned a lot and also got to see first-hand the power of Unions and more importantly, Black people and our involvement with Unions in the past, present and in the future.

The fellowship I experienced with my fellow 1245 members was memorable, fun and an amazing time as well. … I will be joining the Nor Cal CBTU chapter and get myself more involved going forward.

Iyasha Davis, Organizing Steward and Women's Committee

I had the honor of attending the CBTU

FAVORITE QUOTES

Liz Shuler, AFL-CIO President, on rebuilding the labor movement
"This is the moment. We will look back 20 years and say this is where it started. If we do the work and rally around a commonsense agenda, we will come back stronger.

Terrence Melvin, President CBTU, on Bill Lucy, labor leader and co-founder of CBTU
"…he was present with Martin in Memphis and present with Mandela in S. Africa. I am not asking about putting him on a pedestal, I am talking about putting him in history books, his name on buildings, schools, streets, libraries. We will not let his history be erased, particularly by this current president who trying to erase our history.'"

Becky Pringle, President National Education Association, on the attack on DEi
" …Say the words, DIVERSITY, EQUITY, INCLUSION."

Sam Christianson, Panelist, Surviving the Pressure Cooker
"If you're not invited to the table, bring your own chair."

The late William "Bill" Lucy, Cofounder & President of CBTU
"50% of something is better than 100% of nothing."

Terry Melvin, CBTU President
"This ain't no time for backing up, we got to keep moving forward."

conference for the first time as a delegate. … "Unbought, Unbossed, Unstoppable," which was more than a slogan; it embodied the energy, strength and purpose that defined every panel, workshop and conversation throughout the event. My key takeaways include:

Surviving the Pressure Cooker Panel: This powerful session spoke to the mental and emotional strain Black unionists often face. Sam Christian, one of the speakers, said something that will stay with me: "If you're not invited to the table, bring your own chair."

The Transformative Organizing Workshop: Led by Gary Grant from UAW, this workshop emphasized the power of internal and external organizing and the importance of sharing our stories …

Solidarity Action with UNITE HERE Local 737: A powerful moment during the convention was joining UNITE HERE Local 737 in their fight for a fair contract with Hilton hotels. Standing alongside hotel workers in their demand for fair wages, dignity, and respect reminded me why we do this work.

The IBEW 1245 Delegation to the CBTU Convention Awards Banquet. L-R: Iyasha Davis, Charlotte Stevens, Donny Davis, Danielle Bonds, Bridgette Thomas

Standing in solidarity with UNITE HERE Local 737 Hotel Workers

Interested in learning more about the Coalition of Black Trade Unionists (CBTU) and the Northern California chapter?

Go to **www.nccbtu.com**

IBEW Team at the Pacific Offshore Wind Summit

Pacific Offshore Wind Summit May 19–21, 2025

IBEW leaders from locals across California, Washington and Oregon converged on Sacramento May 19 – 21 to attend the 2025 Pacific Offshore Wind Summit (OSW). The conference highlighted the latest news and progress of the offshore wind off the coast of California.

Over the course of the conference, we heard from multiple stakeholders from utilities, wind developers, local community groups and tribal communities. The coalition of stakeholders provided a very comprehensive picture of where OSW is in the process of completion. The common theme amongst all of the participants is that work to stand up this project must continue.

Micah Mitrosky, International Representative with the IBEW Ninth District, spoke on a panel, highlighting the importance of workforce development and the IBEW job creation opportunities across California. As the technology for offshore wind develops, the importance of staying up to date in our apprentice training is paramount to ensure we are ready when we are called.

Below are some key highlights from the conference:

- California is rapidly advancing its offshore wind (OSW) ambitions, targeting up to 5 GW by 2030 and 25 GW by 2045.
- A $427M federal grant has been awarded for Humboldt Bay terminal construction.
- $4.6B in CAISO-approved transmission upgrades to support North Coast OSW.
- Proposition 4 passed, allocating $475M for port infrastructure.
- CPUC has set procurement target of up to 7.6 GW by 2037.
- BOEM and NOAA have finalized lease and marine sanctuary plans to coexist with OSW.
- The California Energy Commission (CEC) has adopted the final AB 525 Strategic Plan, outlining a roadmap to 25 GW.
- Economic benefits: Interregional transmission could yield $25B+ in net system-wide savings.
- Technology innovation: Calls for investment in floating substations, HVDC systems, and seismic-resilient infrastructure.
- Environmental stewardship: Prioritizes early site coordination, fisheries data integration, and long-term monitoring.

— The IBEW Team

Rick Chavez Zbur, CA State Assembly Member, District 51

Adam Stern, Executive Director, Offshore Wind California

IBEW members working for T&D Power do civil work for sub-stations for the NV Energy Greenlink Project.

Photos by John Storey

The Greenlink Project: Building the Future of Clean Energy in Nevada

A project of NV Energy, the Greenlink project is a large-scale transmission and substation initiative designed to expand Nevada's energy grid and transport renewable energy across the state.

T&D Power General Foreman Wade Cowan

It is comprised of two primary high-voltage transmission lines and supporting infrastructure — Greenlink West and Greenlink North — and includes the construction of seven hundred seventeen (717) miles of transmission lines across the state. Upon completion of the project, generation will increase by upwards of 8 gigawatts (GW) of clean energy. According to NV Energy, Greenlink West alone could generate up to 4 gigawatts (GW) of clean energy, enough to power at least 4.8 million homes. Greenlink North could add an additional 4 gigawatts (GW).

The project is expected to create upwards of 4,000 jobs during the 12-year construction period, according to NV Energy, translating into an estimated $690 million in economic activity generated by the project.

IBEW 1245 played an instrumental role securing federal and state funding for the initiative.

The Work

Seasoned journeyman Lineman, Wade Cowan is a General Foreman at T&D Power Inc, overseeing the historic Greenlink West project in Nevada.

"We are in Yerington Nevada at the Fort Churchill Power Plant. It is the Greenlink Project West," said Cowan.

Years ago, Cowan completed his apprenticeship at the Mountain States apprenticeship program where he worked with "some top shelf hands" before working on a string of transmission distribution projects. He also perfected the craft of "welding bus." Today he is training the next generation of linemen on one of the biggest projects in Nevada.

"We have crews of Linemen, Sub Techs and Fabricators, Line Equipment Men and Groundman. And obviously we utilize the apprenticeship program. We've been very lucky….A majority of our calls have come from the book… from [IBEW Local Unions] 396, 1245, 47. Our leadership at the hall has been phenomenal….We've just been very blessed with great hands that have come out."

Challenges abound, from contending with wind, wildfires and smoke to procurement of materials to meet deadlines.

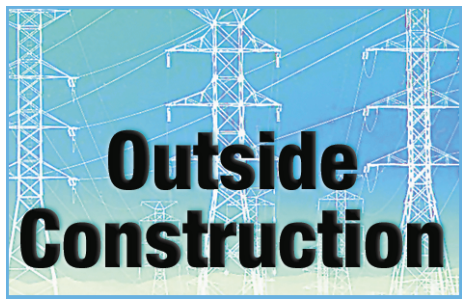
"To see this project from start to finish is a once in a lifetime opportunity. The sheer size of the project and the amount of labor to man this work is an incredible sight to see," declared IBEW 1245 Business Representative Fred Aboud. Aboud, who also serves as the Peer-to-Peer Safety Coordinator for the Union also accented safety. "Safety is of utmost importance when it comes to every IBEW job. T&D is doing a great job at this from the first thing in the morning. On the dot at 0600 men and woman gather around and give a tailboard from the different department leads. That's where it starts and goes flawlessly throughout the day," he said.

The Union Difference

When asked about the role of the union, Cowan didn't hesitate. From the caliber of apprenticeship programs to the quality and camaraderie of the crews and the excellent pay and benefits, the union has had a powerful impact on his life and his family's life.

For Cowan, "The greatest thing from the union for me is the brotherhood. I've had a bunch of apprentices….It's such a tight-knit group. And these kids come out, I call it a Stanford level of education in construction. And I really value my time in the mountain states apprenticeship because it's next level, from knots rigging all the way across the board. The brotherhood is one of the best, best things that I've ever been a part of. Just being able to call the hall, get skilled craft, get good skilled craft come out…. And the training that we go through, it's top tier."

After pausing, he added, "The other greatest thing about the union is my wife is currently fighting breast cancer and our insurance — it's unreal. That's what



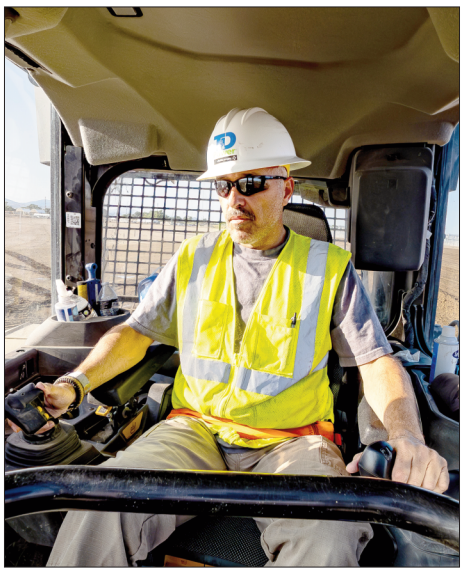
I tell people, 'Hey come union, this is the benefits you're going to get… Done great things for my wife and I."

Long Term Implications

The significance of the Greenlink Project for union members, community members and Nevada's energy space cannot be overstated.

IBEW 1245 Senior Assistant Business Manager Ralph Armstrong, who played a key role securing the Greenlink Project Agreement, declared, "The Greenlink Project is the most significant infrastructure project I've seen in Nevada in my 18 years on staff. Securing a worksite agreement that ensures this is a 100% union job is a huge achievement for Local 1245, our members, and our sister local unions. It's a victory that will deliver lasting benefits for workers and communities across the state for years to come."

— Eileen Purcell, Sr Advisor to the Business Manager



IBEW 1245 Members

Build Largest STATCOM Installation in North America

Adding Power and Reliability to the Grid

Huron, California — On May 1st, 2025, IBEW Local Union 1245 representatives joined state, industry, and political leaders and other stakeholders for the Energization Ceremony at Orchard Substation located outside Huron, California to celebrate the completion of the LS Power—Orchard Substation, a plant built with the expertise and skill of IBEW members.

The culmination of a five-year project, the substation was made fully operational on March 12, 2025, and represents the largest static synchronous compensator (STATCOM) installation in North America.

This project will add 800 megavolt-amperes reactive (MVAR) of support to PG&E's existing Gates Substation.

Begun in 2020 with an award from the California Independent System Operator (CAISO), construction started in 2023. Over the next two years, in a remarkable feat, the construction phase concluded with zero OSHA recordables in over 100,000 hours on the project. IBEW members employed with TTR Substations spearheaded the effort.

At the ceremony, LS Power's Senior Vice President Mark Milburn, President Paul Tessen, and CEO Paul Segal highlighted the advanced technologies utilized for the duration of the project.

Representatives from PG&E and CAISO—direct beneficiaries of this project—also attended, along with staff members from Assemblymember Esmeralda Soria and Congressman Adam Gray's offices. These leaders emphasized the positive economic impact of this project, including enhanced reliability of the grid.

Prior to conclusion of the event, LS Power announced a $5,000 donation to the Central California Food Bank (CCFB), a non-profit focused on ending hunger in the Central Valley, and to the AMOR Wellness Center, which offers a variety of services and programs in the area.

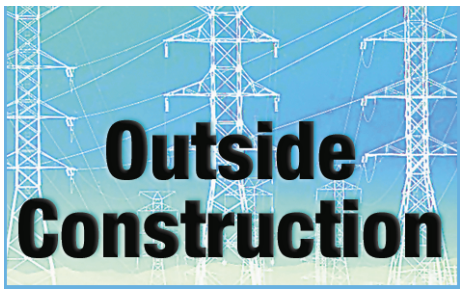
At a time when infrastructure reliability concerns and an ever-increasing thirst for energy are on the rise, these special projects will continue to grow capacity and technical expertise. IBEW workers will continue to meet these challenges, giving life to these projects with their expertise, technical know-how and adherence to safety standards.

— Ethan Stonecipher, IBEW 1245 Assistant Business Manager

Paul Thesson, President, L.S. Power

LS Power — Orchard Substation, the largest static synchronous compensator (STATCOM) installation in North America

From left: Paul Segal, CEO L.S. Power; Mark Mulburn, Sr. VP L.S. Power; and Paul Thessen, President L.S. Power



Safety / Focus Items

The second quarter Red Book Joint Safety Meeting was held on June 11th, at the California-Nevada JATC campus in Woodland. Contractors from across the state, and both IBEW Local Unions 47 and 1245, discussed safety issues and concerns in the industry. Topics varied from the continued driving issues to mental health.

Additionally, the latest version of the CA Red Book was released and sent off for printing! We will announce when copies are available, and an online version is uploaded. This has been a long process from opening discussion to final printing. A PDF version is available on our website now!

As summertime is here, we must shift our views to new hazards. Heat, threat of wildfire and children out for summer to name a few.

Staff Changes

The second quarter of the year brought about some staff changes in the Outside Line group. **Ralph Kenyon** retired at the end of April. Ralph was instrumental in building the programs that we see today and has helped with the development of the representatives on staff. This effort and diligence from Ralph have made his retirement a time for heartfelt congratulations. Congratulations, Ralph!

Ethan Stonecipher was promoted to Assistant Business Manager, after Ralph's retirement.

Terin Donnelly was hired in May as the Business Representative for the Northern section of our jurisdiction. Terin brings a Journeyman Lineman pedigree, and a heart of gold to the team. Terin has been instrumental in his short time with the team. We are very honored to have him aboard!

California

The summer workload has been steadily increasing across the jurisdiction. From Battery Energy Storage System's (BESS) to Fire Hardening, our members are performing the work that keeps the lights on, safely.

The Mega-Bundle Program from PG&E has started recently, forcing contractors to put multiple crews on, in a relatively short amount of time. This work prioritizes projects, in a general vicinity, to cut down on travel time. ***We must ensure that we are not cutting corners. Safety must be at the forefront of every decision made.***

Sierra, North Valley, Stockton, and Yosemite have seen some of the largest crew increases. The projection for increase in these areas alone stands between 20-30 crews.

Transmission work, line construction and land management alike, have seen an increase in workload. Also, CAISO approved the 2024-2025 Transmission Plan on May 30th. This plan highlights 31 transmission projects, totaling $4.8 billion. Work will primarily revolve around the Bay Area's increased capacity needs.

April 2025 saw the completion and implementation of the Orchard Substation in Huron, CA.

This station, in conjunction with PG&E's Gates Substation, will provide support to PG&E customers across the area. The degradation of power quality will continue to lead the way as more and more support projects come together across the state.

City of Redding Electric has extended Basin Enterprises' maintenance agreement for another year, keeping at least one-crew busy throughout the year.

The Fresno Bi-Monthly Informational Meeting continues 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 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/Lake Tahoe

Work is picking up across all properties in Nevada. For NV Energy, Substations continue to lead the way, as many are being built across the area. These include mainly utility scale, but also some private infrastructure as well.

Work on Greenlink West continues. Full story included on page 25.

Dock work for Liberty Utility and Plumas Sierra continues. Plumas Sierra awarded Teichert Line Services a pole replacement package.

Traffic Control

May 2025 was the busiest month worked under our Traffic Control Agreement since it's inception. This agreement, negotiated in July 2023, has provided a pathway for our membership to grow and contractors to compete in spaces never thought possible.

As our membership continues to grow, we must maintain the high standards that have gotten us to this point. Safety violations, in any capacity, must not be tolerated. We must ensure that ALL OF US are in this together, to get home safely.

None of this is possible, without the dedication and hard work of the members working under this agreement. They have consistently met challenges in workload with an open mind and truly sought to understand the complex nature of this work.

California-Nevada JATC

The JATC has recently completed interviews for both the Substation Tech and Lineman Apprenticeship programs. Many qualified candidates were interviewed, including many repeat interviewees. As the apprenticeship program has become more competitive to get into, the quality of talent has continued to increase.

With the good, we must address the bad. In the last three months, we have had four sub-committee hearings. The majority were summoned for a hearing, due to failure to pass workbooks or failure to submit hours/evaluations. However, egregious driving accidents still haunt these hearings.

We must continue to set the bar with our apprentices, in the field and the classroom. Ensuring that our apprentices are supported and trained correctly, is the sure way to improve the quality of craftsmanship for many generations to come. We must take pride in our apprentices, to make strong Journeymen.

CPR and 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.calnevjatc.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 a first-come, first-served basis.

Injured Workers Fund (IWF)

As of May 31, 2025, the balance of the Fund was $516,669.42. Since April 1, 2025, the Fund has paid out $142,227.42 in disability and parental leave claims.

The Summary Plan Description (SPD) and Application can be found at the below link: https://ibew1245.com/outside-line-injured-workers-fund/.

Dispatch

Second Quarter Totals

- Journeyman Lineman: 621
- Line Equipment Man: 366
- Groundman: 710
- Traffic Control Technician: 136

Year to Date Totals

- Journeyman Lineman: 1096
- Line Equipment Man: 654
- Groundman: 1063
- Traffic Control Technician: 212

Organizing

California Outside Line Construction Agreement

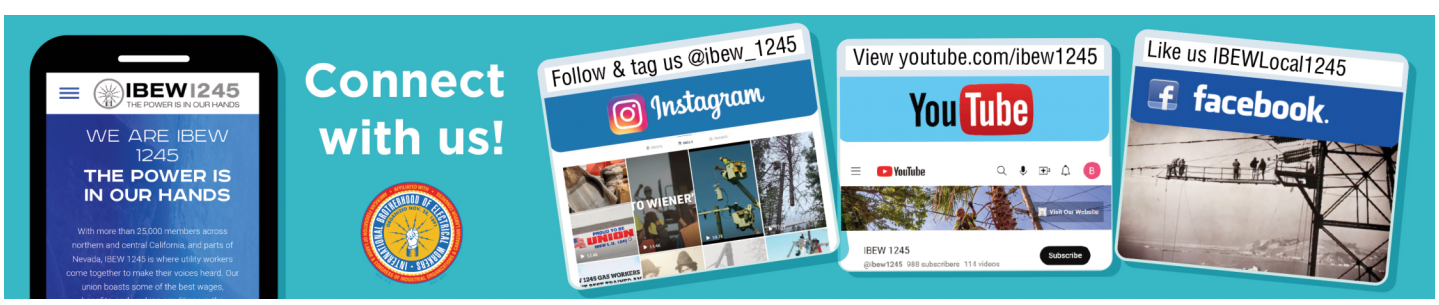
- CableProtect North America, Inc.
- CBI Power, Inc.
- Crewtura, Inc.
- Electric Builders Industries, LLC
- High Voltage Energy Inc.
- Matergenics Inc.
- SEVH Solutions LLC dba SEHV Electrical
- Terra West Construction
- Winco, Inc.

Notice to employees subject to union security clauses

Employees working under collective bargaining agreements containing union security clauses are required as a condition of employment to pay monthly dues or fees to the union. This is their sole obligation to the union. Individuals who are members of IBEW Local 1245 pay monthly "union dues." Nonmembers, or "agency fee payers," meet their monthly obligation by the payment of an equivalent "agency fee." Nonmembers have a legal right to file objections to funding expenditures that are not germane to the union's representational duties.

Nonmembers who choose to file such objections should follow the procedures set forth herein. When evaluating this decision, individuals should be aware that the union security clause contained in their collective bargaining agreement was negotiated and ratified by their fellow employees so that everyone who benefits from the collective bargaining process shares in its cost. The working conditions of all bargaining unit employees are improved immeasurably when the union secures higher wages, better health care and pensions, fairness in the disciplinary system, promotion and transfer of seniority rights, overtime pay, vacations, and many other improvements in conditions of employment at the bargaining table.

The agency fees paid by a fee payer who submits an objection will be reduced by an amount reflecting the portion of the overall expenditures of IBEW Local 1245 that are used for nonchargeable activities. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to IBEW Local 1245 (Attn: Business Manager), Post Office Box 2547, Vacaville, California 95696. In registering their objections, objectors must state their name and address and that they pay fees to IBEW Local 1245, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to IBEW Local 1245 as required by a collective bargaining agreement. Objections are effective for a single calendar year, and must be renewed annually during the month of November.



IBEW 1245 Vegetation Management Inspectors

Ensuring public safety, compliance and emergency response

Healdsburg, CA — On a summer day, a group of Sierra Forestry Consulting (SFC) Vegetation Management Inspectors (VMIs) joined together for quality control training from PG&E in Healdsburg, California.

Vegetation Management Inspectors are responsible for overseeing vegetation work on power lines.

From maintenance to fire mitigation and emergency response, they are an indispensable part of the crews who keep the power flowing and our communities safe.

IBEW 1245 Business Representative Ray Banfill, a former seasoned Line Clearance Tree Trimmer, (LCTT) stated, "This group of employees walks every power line, and lists any vegetation that is — or soon will be — a threat to the power lines and surrounding facilities. They interact with stakeholders, including line crews, contractors, residents, and first responders."

VMIs inspect vegetation, prescribe necessary tree work, and play a vital role when it comes to public safety, contractor performance and emergency response.

Becoming a VMI requires extensive training and certification. Many VMI's are certified, ISA arborists who bring arboricultural experience to the task. In addition, they pursue continuing education to meet the standards set by the companies for which they work.

Four years ago, this group of employees unionized with IBEW 1245.

Today, IBEW 1245 represents approximately 1,100 VMI's through eight contractors, not including in-house MVI's employed by PG&E directly.

The VMI's get Quality Control Training from PG&E.

Before joining the Union, VMIs were considered low paying jobs with high turnover rates. "Now that they make a living wage, with retirement benefits, it has become a highly sought-after job. This makes for a more educated employee that is now working in the same area multiple years in a row," said Banfill.

Three-year IBEW 1245 member and VMI Evan Wetzel shared, "We are getting compensated for the dangerous work that we do. It's definitely seen. I heard what VMIs were making in the past before the Union. And I mean, just for the risk hazards and entering people's properties. Just that fact alone, there's a lot of bad stuff that can happen."

VMI Ari Poppers detailed the equipment they master to conduct inspections, including Personal Protective Equipment, (PPE), dog spray, a satellite-based G-P-S-S-O-S system, a range finder to gauge distance and a DBH tape to measure tree diameter.

"The Range finder has a feature that gives us heights too. That's how we can tell the height of a tree. We input data into the system including the thickness of the tree, the diameter of the trunk and the height of the tree. Those are the identifying factors. Imagine you're in a forest with a bunch of oak trees, and you're trying to tell a tree crew to go to a certain tree. If there's a bunch of similar trees, the DBH, the diameter can be very indicative of which tree you're talking about. We also mark 'em," said Poppers.

VMI Ari Poppers

Hazards notwithstanding, VMI's report loving their work. "We're outdoors a lot, so obviously, except for when it's crazy hot or pouring rain, it's beautiful to be out in nature and discovering all the various animals and looking at all the beautiful trees and vegetation as we go," said Poppers.

As for being Union, Poppers stated, "I'm a union guy for sure. I think they're an important part of our society and of our country, and for the people to have support and oversight so that they don't get taken advantage of. That's always a good thing."

Wetzel added, "I think getting paid what you're worth, what we're worth in a certain sense is pretty important. And it also makes me very proud. I want to do a really good job, not just for community safety, but I'm getting paid to do a really good job."

— Eileen Purcell, IBEW 1245 Sr. Advisor

VMI Evan Wetzel

Photos by John Storey

Sierra Forestry Consulting Vegetation Management Inspectors

Tree Work Updates: Safety, Staffing and Summer Shifts

Safety / Focus Items

Across the Vegetation Management group, driving continues to be the number one issue of concern. Distracted driving is a major part of life. We must continue to challenge each other, and ourselves, to cut the bad habits out of our lives. We must double down on our efforts to make it home, in one piece, at the end of the day.

Coming into summer, heat and an increase in pedestrian traffic will be an increased presence. Continue good hydration habits, and check that our crew is keeping up with the heat. Be direct in this challenge, as it is easy to wave off.

Staff Changes

Francisco Ferreyra was promoted to Senior Business Representative. Francisco brings fiery passion into his new position. His dedication to the growth of our membership will continue to lead the trajectory of this group.

Additionally, after the departure of Mark MauMau in April, Ethan Stonecipher was promoted to Assistant Business Manager.

Line Clearance Tree Trimming (LCTT)

Work is steady, across all property, coming into the summer months. With the increase in workload, comes an increase in potential issues. We have seen a sharp increase in grievance activity across all contracts and areas. Please remain aware of the timelines associated with any contract violation and reach out to your Business Representative or Steward if you need any clarification.

The PG&E Assessment Center in Oroville has been a topic for concern for our membership. The month of May saw the enactment of a long-awaited mandate by PG&E. This mandate was to ensure a "span of control" that satisfied the customers' needs at this time. Many issues were brought to light, most glaringly, the lack of compliance by contractors to meet this mandate.

After much undue pain for our members, variance letters were issued to contractors. This allowed most of our affected members to get back to work. We must continue to push our contractors to be at the forefront of any training offered. If you are having issues with getting assessed, please contact your Representative.

May 2025, the Annual Soccer Tournament was held in Ripon, CA. Sixteen teams were signed up for the event. A detailed article can be found on our website, and on page 15.

June 2025, the first ever California Line Clearance Climbing Competition took place in Davis. Read the full article on pages 16–17.

Vegetation Management Inspectors (VMI)

We have seen an increase in longtime members transitioning from the LCTT to the VMI side, both internal at PG&E and with contractors. An increase in need for trained VMI's have led some contractors to ramp up hiring, including the Sonoma area.

We have been monitoring delinquencies to trust funds, as they come up. Please reach out to one of the Business Representatives if you believe your funds are delinquent or are funded incorrectly.

The VMI Agreement was recently extended for one year, securing a 3.75% wage increase. The agreement end date is now May 31, 2026.

Pole Test & Treat (PTT)

The PTT Information meeting is held every second Tuesday, at 7 pm via Teams. Please reach out to one of the Business Representatives for more information.

Opening letters went out to contractors, for negotiations, at the end of June. The contract expiration date is December 31, 2025. Proposals will be collected in the coming months.

California-Nevada JATC

The JATC continues to offer advanced training. Recently, 16 members attended and 15 passed the assessment requirements. If you are looking for supplemental training to ensure success with the assessment, please contact your employer and JATC for more information. Reminder to the contractor that there is no additional fees to send members there for training.

Currently, there are over 100 CDL reimbursements available through the JATC. These grants are available until we hit the 100. Please reach out to the JATC if you are interested in this training!

Current JATC enrollees should check out the latest KPA updates, including new videos added to both English and Spanish sections.

Actualización de Trabajo en Árboles: Seguridad, Personal y Cambios de Verano

Elementos de seguridad / enfoque

En todo el grupo de Manejo de la Vegetación, la conducción sigue siendo el problema número uno de preocupación. La conducción distraída es una condición que impacta nuestras vidas. Debemos seguir desafiándonos unos a otros, y a nosotros mismos, para eliminar los malos hábitos de nuestras vidas. Debemos redoblar nuestros esfuerzos para llegar a casa, de una pieza, al final del día.

Al llegar el verano, el calor y el aumento del tráfico peatonal serán una mayor presencia. Continúe con buenos hábitos de hidratación y verifique que nuestra tripulación se mantenga al día con el calor. Sé directo en este desafío, ya que es fácil de rechazar.

Cambios de personal

Francisco Ferreyra fue ascendido a Representante Senior de Negocios. Francisco aporta una pasión ardiente a su nueva posición. Su dedicación al crecimiento de nuestra membresía continuará liderando la trayectoria de este grupo.

Además, después de la partida de Mark MauMau en abril, Ethan Stonecipher fue ascendido a Asistente de Gerente de Negocios.

Poda de árboles con espacio libre de línea (LCTT)

El trabajo es constante, en toda la propiedad, hasta los meses de verano. Con el aumento de la carga de trabajo, viene un aumento en el potencial de problemas. Hemos visto un fuerte aumento en la actividad de quejas en todos los contratos y áreas. Esté atento a los plazos asociados con cualquier violación del contrato y comuníquese con su "Business Representative" o administrador si necesita alguna aclaración.

El Centro de Evaluación de PG&E en Oroville ha sido un tema de preocupación para nuestros miembros. En el mes de mayo se promulgó un mandato largamente esperado por parte de PG&E. Este mandato tenía como objetivo garantizar un "alcance de control" que satisficiera las necesidades de los clientes en ese momento. Se sacaron a la luz muchos problemas, el más evidente, la falta de cumplimiento por parte de los contratistas de este mandato.

Después de mucho dolor indebido para nuestros miembros, se emitieron cartas de variación a los contratistas. Esto permitió que la mayoría de nuestros miembros afectados volvieran a trabajar. Debemos seguir presionando a nuestros contratistas para que estén a la vanguardia de cualquier capacitación que se ofrezca. Si tiene problemas para ser evaluado, comuníquese con su representante.

En mayo de 2025, se llevó a cabo el Torneo Anual de Fútbol en Ripon, CA. 16 equipos se inscribieron para el evento. Se puede encontrar un artículo detallado en nuestro sitio web y en la página 15.

En junio de 2025, se llevó a cabo en Davis la primera competencia de escalada de autorización de línea de California. Artículo completo en las páginas 16–17 o en línea.

Inspectores de Manejo de Vegetación (VMI)

Hemos visto un aumento en el número de miembros de largo tiempo que hacen la transición del lado de LCTT al lado de VMI, tanto internamente en PG&E como con contratistas. Un aumento en la necesidad de VMI capacitados ha llevado a algunos contratistas a aumentar la contratación, incluido el área de Sonoma.

Hemos estado monitoreando la morosidad de los fondos fiduciarios, a medida que surgen. Comunícate con uno de los "Business Representatives" si crees que tus fondos están en mora o están financiados incorrectamente.

El Acuerdo VMI se prorrogó recientemente por un año, asegurando un aumento salarial del 3.75%. La fecha de finalización del acuerdo es ahora el 31 de mayo de 2026.

Prueba y tratamiento de postes (PTT)

La reunión informativa de PTT se lleva a cabo cada segundo martes, a las 7 pm a través de Teams. Comuníquese con uno de los "Business Representatives" para obtener más información.

A finales de junio se enviaron cartas de apertura a los contratistas para las negociaciones. La fecha de vencimiento del contrato es el 31 de diciembre de 2025. Las propuestas se recogerán en los próximos meses.

California-Nevada JATC

El JATC continúa ofreciendo capacitación avanzada. Recientemente, 16 miembros asistieron y 15 aprobaron los requisitos de evaluación. Si está buscando capacitación complementaria para garantizar el éxito con la evaluación, comuníquese con su empleador y JATC para obtener más información. Recuerde al contratista que no hay tarifas adicionales para enviar a los miembros allí para recibir capacitación.

Actualmente, hay más de 100 reembolsos de CDL disponibles a través del JATC. Estas subvenciones están disponibles hasta que lleguemos a los 100. ¡Comuníquese con el JATC si está interesado en esta capacitación!

Los inscritos actuales en JATC deben consultar las últimas actualizaciones de KPA, incluidos los nuevos videos agregados a las secciones en inglés y español.

IBEW 1245 Jairus Ayeta Line School Scholarship Winners and a Defining Moment

"DIAMONDS IN THE ROUGH"

In a world where we are surrounded by distractions and negativity it is often a blessing to witness a good deed. In extremely rare occasions we get to witness a good deed followed by a defining moment. On June 12, 2025 a moment as close to perfect as you can get occurred.

Every year, IBEW Local 1245 puts four (4) scholarship recipients through VOLTA Line School. Known as the Jairus Ayeta Line School Scholarship, it is a program/scholarship that focuses on giving young men and women an opportunity to enter a life-changing career.

Established in 2020 this all-expense paid scholarship includes full tuition and fees, lodging, meal stipend, and tools and help securing work in the utility space upon completion. The scholarship was established in honor of Jarius Ayeta, a young, IBEW 1245 apprentice who was the victim of a fatal workplace tragedy.

The most recent recipients of the IBEW 1245 Ayeta Scholarship — Ismael (Ish) Mendoza and Sean Falconer — showed what it means to truly be a "Good Human" and our "Brothers' Keeper."

The Good Deed

The Volta Program awards one individual an "Indentured Apprenticeship" at the completion of each session, sometimes known as "the Golden Ticket."

As it happened, the IBEW 1245 scholarship winners – Ish and Sean – were likely candidates, since they both graduated at the top of the class.

When the voting process and instructions were provided to the class, our brothers approached the instructor and asked to be removed from contention for the "Golden Ticket." When asked why, our 1245 scholarship recipients simply stated that 1245 had already set them up with employment opportunities at PG&E, and they did not want to deprive someone else from receiving an incredible life-changing opportunity.

Here's where it all comes together.

The Defining Moment

At the graduation ceremony, the Indentured Apprenticeship was awarded to Levi Gibson, as our 1245 brothers looked on. Upon receiving his award, Levi was asked if anyone was there to share the moment with him. He quickly stated, "My girlfriend is here with me."

When his girlfriend reached the front of the room, there was a photo op. As she was positioning herself for the photo, she realized something was not right. She felt like her boyfriend wasn't ready for the photo. When she looked to her right to see what he was doing, she found him on one knee. Levi had a ring and asked her to be his wife.

And a joyful moment became even more momentous.

A series of events led him to be the recipient of the apprenticeship award. The comfort and security of an apprenticeship and the start of a career helps a person make certain decisions. Was this that perfect storm? We like to believe that everything happens for a reason.

So back to the beginning of this write up. In a weary world we all need a good story every now and then.

This is that story.

Thank you Ish and Sean. Your unselfish act may very well have been life-changing for your classmate. At a minimum you have both shown what it means to be unselfish and a good human being.

Good luck in your careers and future. You are truly good brothers.

From left: Sean Falconer, Assistant Business Manager Robert Balistreri, and Ismael Mendoza

The IBEW 1245 Jairus Ayeta Line School Scholarship Applications are accepted in March and October. Additional details can be found at: https://ibew1245.com/scholarships/

— Roberto Balistreri, IBEW 1245 Assistant Business Manager

IBEW 1245 Member Spotlight

1245 Members Rescue Toddler in Runaway Stroller Incident

Oakland, CA — Long time IBEW 1245 member and Corrosion Mechanic Gerri "Poppa Hayes" (PG&E Richmond Service Center) and ten-year 1245 member and Corrosion Mechanic Eriq "Q" Felder (PG&E Oakland Service Center) were traveling westbound on Fruitvale Avenue up a steep hill in their company vehicle in Oakland, California.

Suddenly, they noticed a runaway baby stroller hurtling down the hill at a high rate of speed, heading into traffic. A grandmother was chasing after it. Fortuitously, the stroller hit a parked car slowing it down a bit, but not before dragging the infant face-first on the asphalt.

IBEW 1245 Members and Corrosion Mechanics Gerri Hayes and Eriq "Q" Felder

Felder, a trained EMT/Firefighter, leapt into action, safely parked their vehicle, immediately called 911 and rushed to check on the toddler and grandmother. The child's face was covered with lacerations. "I checked the toddler's airway (to make sure it was not obstructed) and looked at his eyes and the top of his head and ears," he shared.

Both men consoled and assisted the child's grandmother. "She was in shock and could barely speak," said Hayes.

Once Emergency Services arrived, Hayes and Felder informed them about what had happened.

Hayes praised his work partner saying, "I really can't explain how well Q responded... immediately, safely, and efficiently... in a time of need. Q did an outstanding job." For his part, Felder returned the compliment, declaring, "I really want to give Gerri (Poppa) Hayes his props. It's not often, if ever, you see a stroller, unmanned, coming down the street. God is good, and I am thankful for everyone that was involved with bringing the situation to a positive outcome."

Thank you to both of our brothers for their quick thinking and outstanding service!

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Advisory Council Meets for 3rd Quarter, Seats New Members and Looks Ahead

ADVISORY COUNCIL

Newly elected members of the Advisory Council are sworn in by President Cecelia De La Torre. Photos by John Storey

Robbie Shoemaker is introduced by President Cecelia De La Torre.

Vacaville, CA – IBEW 1245's Executive Board, Advisory Council, staff, and guests gathered on Saturday, July 26 for the 3rd Quarter Advisory Council Meeting — the first for newly elected members, who were sworn in by President Cecelia De La Torre.

De La Torre opened the meeting by emphasizing the Council's unique and vital role. "We are the only IBEW Local with an Advisory Council like this — a reflection of how much we thrive on member input," she said. With 125 Unit meetings a month across the union's jurisdiction, she called the Council a key part of 1245's communications network: "You're our eyes and ears on the ground."

Business Manager's Report: Bargaining Progress, Organizing Goals, and Member Support

In his report to the Advisory Council, IBEW 1245 Business Manager Bob Dean spoke about the fast-changing energy industry and the significant opportunities ahead. With 20 sets of negotiations taking place this year, Dean noted that major bargaining efforts with PG&E and SMUD are already underway.

He thanked members for their strong engagement, highlighting the more than 13,300 proposals submitted for PG&E bargaining and over 1,100 for SMUD. Formal negotiations with PG&E began with a proposal exchange between the company and 1245's bargaining committee. The union submitted 94 proposals; PG&E submitted 65. Negotiations will begin in earnest on August 26.

IBEW 1245 Business Manager Bob Dean provides his report to the Board.

"We're doing everything we can to protect and defend your work — and secure the wages, benefits, and safety standards you deserve," Dean said.

He also praised the union's Organizing Department and shared that while 2025 has been focused on the union election and key negotiations, larger scale organizing efforts, particularly in Northern Nevada, will ramp up in 2026.

Dean also announced the formation of a volunteer "strike team" to assist members impacted by potential ICE enforcement actions at job sites, ensuring their rights and safety are protected on the spot.

Member Volunteers Step Up to Serve

Dean announced a new volunteer initiative to send four IBEW 1245 crews to the Navajo Nation in Arizona and New Mexico this fall to help electrify homes that have never had power. "We've sent crews overseas, but this time we're helping families right here at home who have gone their whole lives without electricity," he said.

In addition, 1245 members are responding to recent flooding in Texas by assisting with tree clearance and storm recovery efforts — once again demonstrating the union's deep commitment to service and community.

Scholarship Winners Recognized

The Advisory Council honored this year's IBEW 1245 scholarship winners for their outstanding achievements.

Kaylin Dresen received the **Al Sandoval Memorial Scholarship**, which awards up to $10,000 over four years to a high school senior. She read her winning essay aloud, reflecting on the importance of unions in shaping the future of work.

Kaylin Dresen reads her essay to the IBEW 1245 Advisory Council.

Robbie Shoemaker received one of the **Roger Stalcup Community College Scholarships**, which provides $1,500 to support tuition and materials. He also read his essay aloud — a compelling pitch to non-union companies on the value of union membership.

Carson Fisher, who was unable to attend, was awarded the **Ronald T. Weakley Electrical Line Worker Scholarship**, which offers up to $10,000 for students enrolled in line worker training.

Photo Contest Winner

President Cecelia De La Torre announced the winner of this quarter's Photo Contest — **Justin Steward**, a PG&E Electric Foreman based in Oakland, who was awarded $500 for his winning shot.

Members interested in submitting a photo for the 4th quarter contest can email their entries to **membermedia@ibew1245.com**.

The next IBEW 1245 Advisory Council meeting will take place on Saturday, October 25, 2025 in Reno, Nevada.

President Cecelia De La Torre holds Justin Steward's winning photograph. (See page 32.)

Don't forget: You could win $500 by entering a photo in our IBEW 1245 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.

Use this email address to submit: **membermedia@ibew1245.com** and use the subject line "Photo Contest."

IN MEMORIAM
Pam Pendleton

Gratitude, Humility, and Strength

"Even if they crack another door, they already know I'm gonna kick it down"

– Pam Pendleton

Pam Pendleton Organizing Steward

Sacramento, California — As the first female foreman at PG&E's I&C Department, Pam did just that and so much more. She fought the hard fight so many others were afraid to win. Unapologetically she stood up for what was right and boldly spoke truth to power. With that magnetic smile and compassion dripping off her words, you could not help but join in and stand with her. Pam knew the positive difference IBEW 1245 had on her life, and was grateful for the opportunities; not just for herself, but also the ability to share and uplift others as well.

Pam was not only my union sister. She was my friend. I remember hearing her speak at an Organizing Steward training in 2016 and was instantly captivated by her passion for organizing. Her words were clear, direct, and often challenging, yet never mean spirited, and often ending with a warm and inviting smile. You wanted to be on her team.

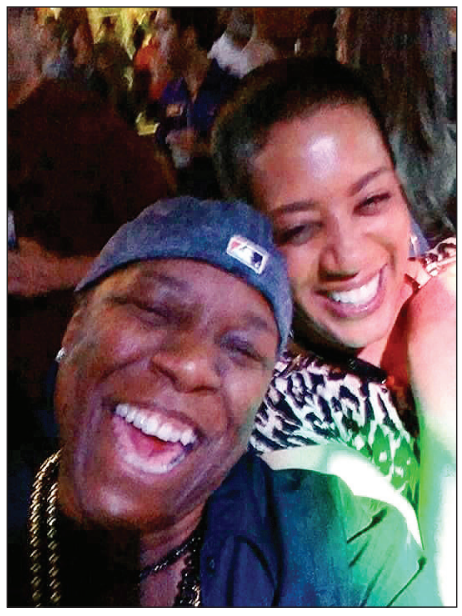
IBEW 1245 Organizing Stewards Walter Carmier and Pam Pendleton at Sacramento Veterans' Day Parade

Our union selected us to attend the Coalition of Black Trade Unionist (CBTU) conference in New Orleans, and there we were able to get to know each other better. Both United States military veterans, her Navy and me Air Force. We shared our victories and challenges in the service and how those experiences helped us navigate life, our positions at PG&E, and role as organizing stewards. Over those four days at the conference, I knew I had found a true friend and sister. Over the following years, Pam was that listening ear, voice of reason and fight. She would remind me that I had a voice and did not need permission to speak up. In fact, it was my duty to speak up.

Pam was selfless and gave hope and encouragement to anyone willing to receive. A leader in bringing Sunoptics into the IBEW 1245 family, a steady and reassuring voice to the unrepresented workers at Trayer Engineering as they organized, a mentor to the women in construction at PG&E, and sister to us all in the organizing steward program. She was a true gift to our IBEW 1245 family, and her presence made us better.

Watch the video, "My IBEW Story: Pam Pendleton" on Youtube.com (search for Pam Pendleton)

— Charlotte Stevens, IBEW 1245 Organizer



IBEW 1245 Organizing Steward Pam Pendleton with Organizer Charlotte Stevens

Pam Pendleton (middle), coworkers and IBEW 1245 organizers and organizing stewards celebrate SunOptics union victory.

Our Beloved Trailblazing Sister, Pam Pendleton, Presente!

Bob Dean, IBEW 1245 Business Manager: Pam was a fighter who never quit. Always smiling and positive while being ready to fight for what's right. Fierce and compassionate, she will be missed.

Anthony Brown, IBEW 1245 Senior Assistant Business Manager: Pam impacted more 1245 members than can be calculated through her efforts in organizing, as well as becoming a trailblazer in her PG&E career path and progression ultimately to leading crews of our brothers and sisters.

Eileen Purcell, IBEW 1245 Senior Advisor: Pam was one of my 'north stars.' A guide whose courage was contagious. She fought for herself and others, undaunted by the odds or the naysayers. Her smile lit up a room. She was a fearless organizer and a cherished sister. IBEW 1245 is a better Union because of her.

Rene Cruz-Martinez, IBEW 1245 Assistant Business Manager: Seeing Pam and her co-workers work so hard to win the Sunoptics election regardless of the obstacles the company put in their way was inspiring. It was this campaign that gave me a passion for organizing. Pam is and will forever be that contagious smile that made everyone feel safe, loved, and welcomed.

Melissa Echeverria, IBEW 1245 Organizer: As an Organizing Steward, she brought passion, purpose, and heart to every space she entered. She will be deeply missed, but her legacy will continue to inspire us all.

Rick Thompson, IBEW 1245 Organizer: Pam commanded respect not just for her leadership and her confidence, but for her charismatic spirit and humor. I saw her inspire others to overcome fear, to stand up for themselves, and to see that they had a place in the union.

Jennifer Gray, IBEW: I am so fortunate to have known her and can only hope she knew of how much of an impact she made in people's lives."

Jammi Ouellette, IBEW: She loved her IBEW work and dove headfirst into the camaraderie of the IBEW family. Pam embodied the IBEW's core values and excelled in a union work environment.

Congratulations to IBEW 1245 member Justin C. Stewart for winning this quarter's photo contest

A PG&E Electric Crew Foreman out of the Oakland Service Center, Brother Stewart's photo features a silhouette of a co-worker on the job near the Redwood Trail in Oakland, California. He noted that the photo was not staged, but totally fortuitous.

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. The winner receives the acclamation of the Union at the Advisory Council Meeting and a $500 award.

Send your submissions to: membermedia@ibew1245.com. (Note this is a new address.) Please put "Photo Contest" in the subject of the email, and include your full name and member number or date of birth to confirm eligibility. The next deadline is November 1, 2025.