

Members spell it out for PG&E's new VP

Tom King, Pacific Gas & Electric's new Chief of Utility Operations, came to Weakley Hall on May 6 looking for plain talk about how things are going at the company.

Plain talk, and plenty of it, is what he got from about four dozen stewards invited by the union to meet with King and speak their minds.

Napa Lineman John Kent was one of many who flatly declared there aren't enough people to do the work now, and that the growing rate of retirements will make the problem worse. "We want to train people to take our jobs. They're not there," he said.

"I'd like to see the company get serious about getting the manpower we need so customers can get the service they deserve," said Lineman Doyle Alcorn.

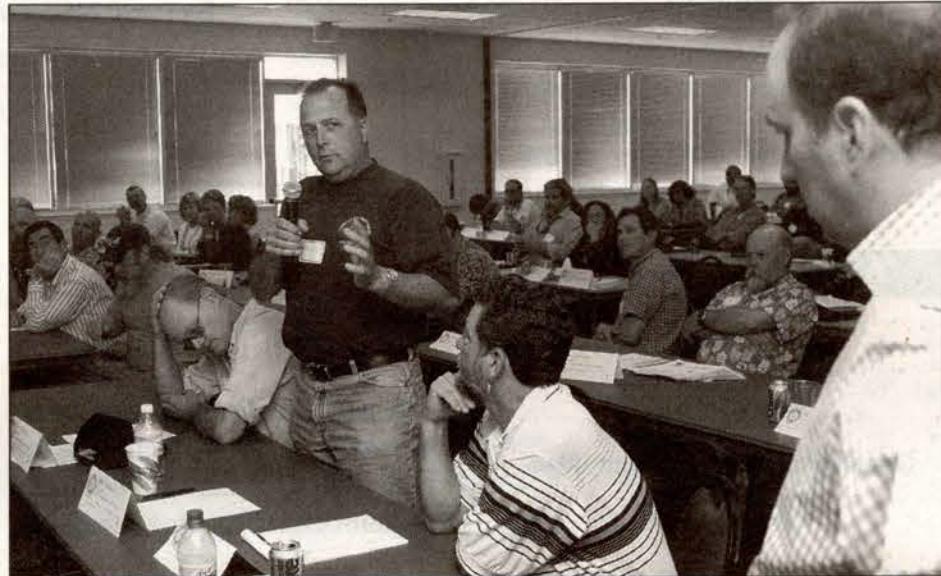
"I've been here so long I can remember when people still liked

me," cracked San Francisco Gas Service Representative Bob Quinn, a not-so-subtle suggestion that customer disenchantment with PG&E has increased in recent years. "It's almost impossible to do the work with the number of people we have," he said.

"There's not enough people to do the job," said Leroy Foster, an Electric Crew Foreman, Advisory Council member, shop steward and union trustee. "We've had trouble getting that message up to the top level (of management)," said Foster.

When he realized that King was still listening, Foster had additional fish to fry. He recalled the management decision to centralize warehouse functions, despite employee misgivings. Now, Foster said, the company found it needed satellite warehouses at almost every location.

"The employees weren't listened



Discussing an issue with PG&E Vice President Tom King is Local 1245 member Mike Scafani, one of about 50 union stewards who met with King on May 6 at Weakley Hall in Vacaville.

to," said Foster.

King ceded Foster's point, acknowledging "a gap" in terms of employee feedback getting to the top, and saying he was "trying to

open the door" for employees to communicate their concerns.

"The more dialog we can have

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Did you get your ballot?

If you do not receive your ballot for the local union election by June 10, please call the union hall immediately at 707-452-2700 to request a ballot. Completed ballots must be received by the union no later than 10:00 a.m. on June 22 in order to be valid. Be sure to mail your completed ballot as early as possible to ensure that it arrives by the June 22 deadline.

New agreement on PG&E urine test program

Local 1245 has negotiated a Letter of Agreement with Pacific Gas & Electric that updates the administrative procedures for the federally-mandated Department of Transportation (DOT) urine testing programs.

The agreement incorporates provisions for the Pipeline Safety and Commercial Driver testing programs and includes changes in DOT regulations since the programs were first implemented.

Local 1245 originally entered into an agreement with PG&E on urine

testing programs after the Ninth Circuit court of Appeals rejected Local 1245's arguments against urine testing of employees. Local 1245 had been the lead union in a national challenge to the DOT pipeline urine testing program.

The Court agreed with the government that there did not have to be individualized suspicion for testing and that the program did not violate the law or the US Constitution.

While Local 1245 disagreed with the Court's finding, the union moved quickly to negotiate with PG&E over

the procedures to be used in the testing. Among the union's chief concerns were to assure that testing would be truly random, to protect employees against "false positive" test results, and to provide remedies short of termination in the event a test showed evidence of drug use.

"We still don't like urine testing, we still believe it violates our members' rights, but urine testing is a matter of law and a fact of life at PG&E," said Senior Assistant Busi-

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Unit Schedule

July - December 2004 18-19

JUNE 5

Service Awards
Stewards Conference
San Bernardino, CA

JUNE 10

Call the Union at 707-452-2700 if you have not received your Local Union election ballot by this date.

JUNE 22

Your completed Local Union election ballot must be received by the union at the designated post office box by 10 a.m. on this date in order to be valid.

APPOINTMENTS**DAVEY TREE**

General Negotiating Committee
Mathew Gilliam
Michael Myers

CONFERENCES, COUNCILS & CONVENTIONS

3rd Annual Women Building California Conference
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Clarisa Francis
Ida Lee

CLUW National Executive Board
Dorothy Fortier
Chris Habecker
Anna Bayless
Kathy Tindall



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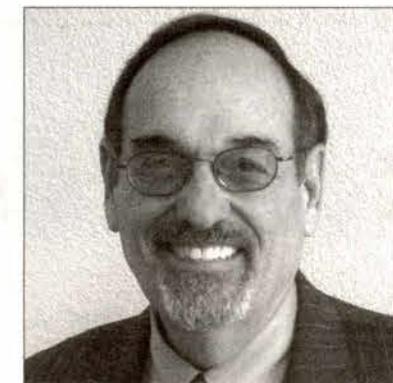
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Don Hardie: ordinary member, extraordinary commitment

By Perry Zimmerman, Business Manager



This month I have invited Communications Director Eric Wolfe to share this remembrance of Don Hardie, who died May 21. — PZ

When Don Hardie hired on in December of 1940, there was no union at PG&E. And the company was hell-bent on keeping it that way.

Although he was only 25 at the time, Hardie already had some organizing experience, and he believed that PG&E workers would be better off with a union. He spent the rest of his life acting on that belief.

Early on, Hardie met other PG&E steam plant workers who shared his beliefs. Among them was Ron Weakley. Hardie and Weakley seemed an unlikely match. Weakley was brash and charismatic, a natural

leader. Hardie shunned the limelight, but was equally passionate about justice for workers. In the epic struggle shaping up at PG&E, Hardie would become the trusted friend that Weakley turned to time and again for counsel and support. Weakley called Hardie his "co-conspirator."

It wasn't a conspiracy for the faint-hearted. They were pitted against a huge company with immense resources. Complicating matters, two separate unions were vying for the right to represent PG&E workers, and the unions fought each other as bitterly as they fought the company.

Many members have heard the story of how Weakley led thousands of members out of the Utility Workers union and into the IBEW, ultimately creating a single union powerful enough to bring PG&E to the bargaining table.

Hardie's role is less well-known, but Weakley to his day will tell you it was essential. Hardie was at Weakley's side when they broke with the Utility Workers—in fact, the meeting took place at Hardie's house. Hardie also accompanied Weakley to the first preliminary meetings with the IBEW.

After the IBEW petitioned the National Labor Relations Board for a union election at PG&E, Weakley and Hardie were the two union representatives who took the witness stand and withstood hours of hostile questioning by PG&E attorneys. If Weakley and Hardie had failed, 51 classifications would have been excluded from the bargaining unit. But they did not fail, and those classifications became part of the unionized workforce.

Weakley and Hardie shared a firm

belief that the new union must have a democratic structure in which the membership held ultimate power. Weakley met with the IBEW on several occasions to argue for the creation of a Policy Committee made up of working members elected by their peers. Today that committee is known as the Advisory Council, a Local 1245 institution that is unique within the IBEW. The man who shared Weakley's belief in that democratic structure, who accompanied Weakley to those historic meetings with the IBEW, was Don Hardie.

When Weakley became business manager for the new union, Hardie easily could have stepped into the limelight as a senior staff member. But that wasn't his style. As Weakley once put it: "Don wasn't interested in the union as a profession. He just believed in it."

Hardie continued to put his beliefs into action. He served on the grievance committee. He served on the bargaining committee. After retiring from PG&E, he helped organize the Local 1245 Retirees Club. He represented retirees at meetings in Sacramento, and he was a familiar sight on picketlines for labor causes.

Don Hardie was an ordinary member with an extraordinary commitment to doing what he thought was right, simply because it was right.

"You've got a conscience and you've got a set of principles and you live by them or you don't. I don't think there's anything exceptional about it," Hardie once said. When asked what his set of principles was, he replied:

"That people have to get a fair shake. I don't think there's anything else."

Another Re-Pete?

Editor's Note: This year's winner of Local 1245's Al Sandoval Competitive Scholarship is Carey Freitas, daughter of PG&E Corrosion Mechanic and Local 1245 member Steve Freitas and his wife, Linda. The judge of the contest was Local 1245 Retiree Jack Hill. Carey will receive \$2,000 from the union toward her four-year college education. Contestants submitted essays in response to the topic posed by the Executive Board: "What effect will the recall of Gov. Gray Davis have on organized labor?" Carey's winning essay, "Another Re-Pete?", is reprinted here.

By Carey Freitas

In 2003 Governor Gray Davis was recalled by the majority of California citizens. The recall will leave its mark on history as the first election of its kind. However, many were not pleased with the outcome.

The biggest supporters of Gray Davis continue to be organized labor. Six hundred union leaders contributed and seventy million dollars was spent on the campaign against the recall. The California Labor Federation spent five million towards its efforts to keep the governor in office. It was apparent that the unions foresaw the effects that the absence of Gray Davis would have on the workforce.

In order to understand why organized labor was not supportive of the recall, we must take into consideration what Gray Davis achieved while in office. During his tenure he signed into effect more than fifty pro-labor bills. Nine hundred thou-



Eric Wolfe

ESSAY CONTEST WINNER

Carey Freitas displays the plaque she received at the May 1 Advisory Council meeting for her winning essay, which she read to Council members. From left: President Ed Mallory, Carey Freitas, her father Steve Freitas, her mother Linda Freitas, and Business Manager Perry Zimmerman.

sand new jobs were also created for Californians during this time. Minimum wage was raised and daily overtime was restored during Davis's administration. Overtime laws had previously been rolled back during Republican Pete Wilson's term.

Governor Gray Davis also made headway during his candidacy by initiating the Healthy Families Program. This included \$4.3 billion in tax relief to assist working families. Disability compensation was also extended to cover people who take off work to care for new children or sick family members.

Gray Davis made gains for the rights of the working people. It is because of this that labor groups are not supportive of his leave. When Gray Davis was recalled, it was evident that a Republican would most likely take office. A Republican administration would be a large setback for labor. The last Republican governor, Pete Wilson, was considered to be an anti-unionist and his Proposition 226 supported this claim. Proposition 226 singled out unions

and disallowed them to use funds to participate in any legislative issues. Pete Wilson also urged the Industrial Welfare Commission to eliminate daily overtime wages. Gray Davis was able to bring back overtime and restore what Wilson cut.

It is a fear of many working class people and is predicted by union heads that the newly elected Republican will be a "re-Pete." Organized labor is the centralized voice representing the working people. With six hundred unions backing Gray Davis, it was clear what these working people wanted. The recall will affect organized labor because our new administration has the ability to infringe on the rights that unions protect, and that we were granted during Davis's term.

Working families are now left to look to the future and the election of 2006 to elect a person who will again make headway for the labor movement. In the meantime, we may still rely on our unions to defend and rightfully represent our rights as Californian working citizens.



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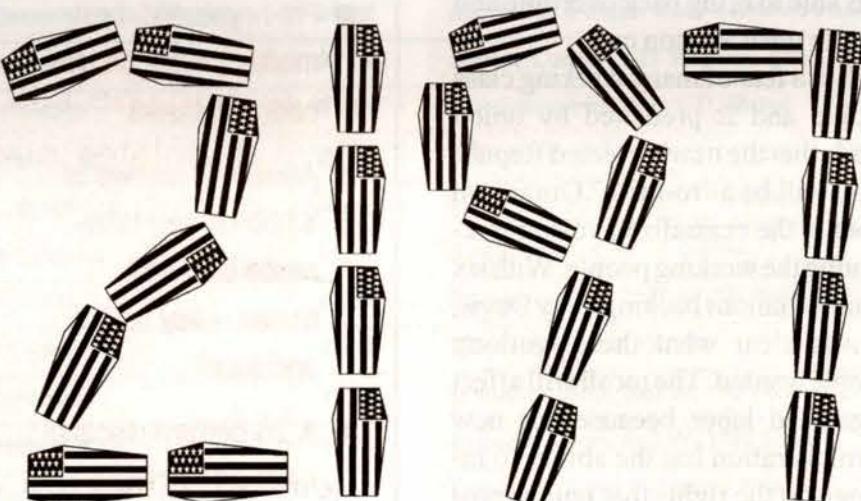
Workers Memorial

On April 28, workers and their allies marked the 15th annual Workers Memorial Day to honor workers killed and injured at work.

Each year, more than 60,000 workers die from job-related injuries or illnesses. Another 4.7 million are injured, according to government data. Since the Bush Administration took office in 2001, needed workplace protections have been stalled, blocked and repealed.

The Protecting America's Workers Act, introduced by Sen. Edward Kennedy, would expand OSHA coverage to millions of workers not covered by the nation's principal job safety law.

2,197 American workers died as the result of Willful Safety Violations by Employers over the last two decades.-NY Times



HUCK

Fat bankers, suicide workers, targeted outages

Despite an expanding economy and improved productivity, American workers are experiencing sluggish growth in wages, the Chicago Tribune reported. Adjusted for inflation, many workers last year essentially took home the same pay they did in 2001. Wage increases aren't even keeping up with inflation. Labor's share of the increase in national income since November 2001, the end of the last recession, is the lowest for any recovery since the end of World War II, according to a new study from the Center for Labor Market Studies at Northeastern University in Boston.

► **Bankers Doing Fine:** Not all the economic news is gloomy. Investment bankers fresh out of school

are getting signing bonuses of \$45,000, more than twice as much as last year, Bloomberg News reported. Third-year bankers may get 25% raises to \$325,000. Managing directors are back up to \$1 million a year.

► **Oops:** The official website for President Bush's reelection campaign has sold clothing made in Myanmar, even though Bush himself banned all goods from that country in 2003 in response to its government's brutal and anti-democratic practices, Labor notes reported. The website sells a Bush-Cheney '04 pullover made in Myanmar for \$49.95. Garment workers in Myanmar earn as little as seven cents per hour.

► **Monumental Failure:** The privatization of South Australia's electricity services has been a "monumental failure" that will cost the state billions of dollars, according to John Spoehr, executive director of Adelaide University's Centre for Labour Research, who said privatizing the state electricity service had "created unnecessary hardship for thousands of South Australians." He said privatization had also "fueled spiralling prices" and hurt the state budget by depriving it of revenues.

► **Targeted Outages:** Striking French power workers switched off street lights and cut electricity to homes in April to protest plans to partially privatize public utilities, the Associated Press reported. Electricite de France and Gaz de France employees marched in Paris, with smaller rallies in other cities, to protest against plans to sell stock in the state-owned power and gas utilities. Unions said they did not approve cutting power to homes. They had

called for outages to target politicians and government institutions.

► **12 Electrocuted:** Twelve workers were killed and three others were injured by electric shock in April at a construction site in Jieyang City of south China's Guangdong Province, Asian Labor News reported. Witness said the accident occurred around 8 pm when the workers were removing an iron-framed work shed, which touched the high-tension line at the construction site.

► **Suicide Wage Protest:** A number of rural migrant workers from China's countryside seeking work in Beijing have jumped to their deaths from buildings to protest non-payment of their wages, leading officials in the city to call for more efficient labor representation, according to Radio Free Asia. An official from the Haidian District Industrial Safety Inspection Bureau in the capital told RFA that 100 or more workers are involved in the suicide protests. "They have their own organized pattern. One person goes up [to the top of the building to jump]—and another calls the emergency number. They organize it," he said.

► **Kenyan Power Strike:** Kenya Electricity Generating Company workers went on strike May 17 to protest poor working conditions, allAfrica.com reported. The KenGen managing director called the strike illegal. Ernest Nadome, the union's secretary general, said workers had resorted to the strike after realizing that management could not grant their demands. He said the strike would continue until the management gives in.

Work Safe!

Q & A: Urine testing at PG&E

What happens if you are not at work on the day that you are selected for random testing?

You will be tested when you return to work if you return to work during that month's selection period. At the end of each calendar month, names of employees who were selected for random testing but not available are returned to the pool. [Section K-1].

What happens if you are off the active payroll on Workers Compensation, LTD or a Leave of Absence? Do you have to be tested when you return to work?

If you are off the active payroll for 30 days or more, you must be tested prior to your return to work in a covered position. [Section H-1].

If you test positive for any reason, when can you return to work?

To return to work an employee must (1) test negative and (2) have a release from the Substance Abuse Professional. This may be during rehabilitation if the SAP releases you. [Section N-1].

What are the fatal flaws that will automatically invalidate a test?

(1) There is no printed collector's name and no collector's signature; (2) The specimen ID numbers on the specimen and the CCF do not match; (3) The specimen bottle seal is broken or shows evidence of tampering (and a split specimen cannot be redesignated); or (4) Because of leakage or other causes, there is an insufficient amount of urine in the primary specimen bottle for analysis and the specimens cannot be redesignated. [65 FR 40.199].

What happens if you adulterate? Dilute? Refuse to test?

Refusal to test will be deemed a positive. Adulteration or diluting a sample will result in immediate termination. [Section D-1].

When is an employee entitled to a shop steward?

The four situations where a shop steward is allowed are set forth in Item of Understanding #4 – page A-1.

What are the disciplinary consequences of a first positive?

A first positive produces a written reminder. If an employee is already on positive discipline, the written reminder may escalate that discipline, up to and including termination.

How is the random selection performed?

By a random number generator. [Section K-1]

What happens if an employee has a shy bladder and cannot produce a sufficient sample?

The specific steps that the company must take are set forth in Section P-9 of the agreement.

What happens if an employee attempting to transfer into a covered position fails the transfer test?

They are not allowed into the position but the positive does not count as a DOT positive unless they fail another transfer test; a second positive result in transfer tests will lead to termination. [Section H-2]

What about demotion or displacement?

An employee who is being demoted or displaced into a covered position and who tests positive on the transfer test will be laid off. [Section H-2].

Does an employee have to comply with rehabilitation recommendations?

Yes. [Section N-1].

What drugs are in the screen?

Marijuana, cocaine, amphetamines, PCP, and opiates. [Page B-3].

How is this different from a fitness for duty test?

The company-wide fitness for duty test involves an examination by a physician and optional drug testing. The DOT testing does not involve a doctor examination and drug testing is not optional.

Urine test program at PG&E

► From Page 1

ness Manager Tom Dalzell. "Urine testing for drug use is still on-going for pipeline employees and commercial drivers at PG&E, and the consequences for testing positive can include termination if the employee already has an active discipline record."

The union urges members to be fully aware of the possible consequences that drug use can have in terms of their employment. Highlights of the updated Letter Agreement with PG&E appear elsewhere on this page. The full text of the Letter Agreement and the related "Attachment" can be viewed on the Local 1245 website at www.ibew1245.com, or on the Local 1245 website on the PG&E Intranet.

Local 1245 members who served on the committee that renegotiated the urine testing policy, in addition to Dalzell, were Leroy Foster, Peggy Daniel, and Jim Findley.

"We still don't like urine testing, we still believe it violates our members' rights, but urine testing is a matter of law and a fact of life at PG&E.... The consequences for testing positive can include termination if the employee already has an active discipline record."

**Tom Dalzell
Senior Assistant
Business Manager**



Jonathan Rouse



Vickie Borst



John Wilson



Rita Weisshaar



Craig Whipple



Dave Baker



Chuck Rader

When is it a grievance?

Learning to distinguish a grievance from a mere complaint is an important survival skill for a union steward. A steward's principal job, after all, isn't to right every wrong; it's to enforce the labor agreement.

On April 17, Local 1245 stewards from area employers gathered at the Peppermill Hotel in Reno, Nev., for a refresher course on grievance handling, Business Rep. Randy Osburn presiding.

Some grievances stand out like a whale in a cornfield: you couldn't miss it if you were Mr. Magoo.

Other times, the union steward can just put down the notepad and listen, knowing right off the bat that a sympathetic ear is all that's needed.

But more often than not, a grievance will hide in a thicket of conflicting stories. The only way to get at it is with a thorough investigation.

"That means interviews with all the available witnesses—the grievant, supervisor, and others who may have seen what happened," said Osburn.

The steward must also check the labor agreement, company policies, past grievances, and relevant laws in order to figure out exactly what the violation is.

If the steward determines there is not sufficient basis to pursue a grievance, the member who brought the complaint must be the first person informed.

"It shows respect for the member," said Osborn. "You don't want them to be hearing from somebody else that you decided against filing their grievance, or settled a grievance in the company's favor."

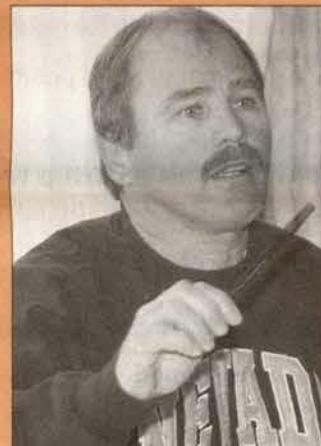
For new stewards, there can be a strong temptation to respond to any member complaint with a grievance against the company. Osborn explained why this can create future



John East



Smiley Stahl



Chip Chadwick



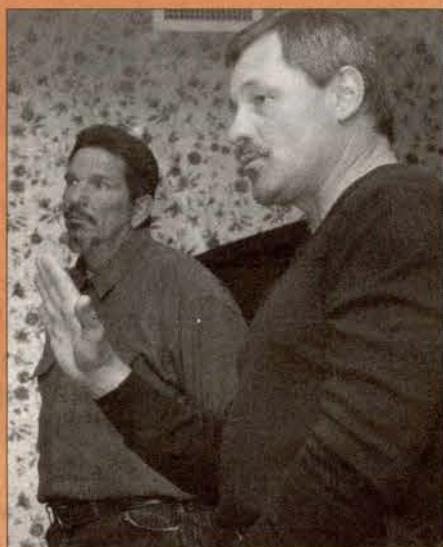
Donnie Lough and LeTina Mills



Business Rep. Sal Salazar, left, confers with Business Manager Perry Zimmerman.



Assistant Business Manager Dennis Seyfer gives stewards hypothetical situations to respond to.



Dale Huntsman, left, and Wayne Paterson discuss "two man grievance investigation."



Business Rep. Randy Osborn discusses how to tell a genuine grievance from a mere complaint.

and what do you do about it?

problems.

"Grievances that can't be substantiated hurt the steward's credibility and the union's credibility. It's just time taken away from dealing with more serious issues," Osborn said.

Even if a problem is not grievable, there may be ways a steward can help the member. The steward can offer to set up a meeting between the member and the supervisor, with the steward present as a facilitator.

If there's a broader issue involved, it could be useful to invite the member to raise it at the next unit meeting. In this way, the steward can work on another important part of the steward's mission: to encourage involvement in the union.

Building on Osborn's presentation was Assistant Business Manager Dennis Seyfer, who presented the stewards with a series of hypothetical situations, and then asked whether the situations provided a basis for filing a grievance.

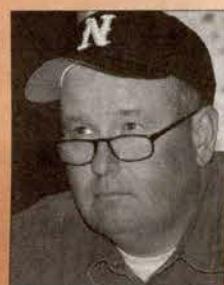
Sierra Pacific Power stewards Wayne Paterson and Dale Huntsman gave a presentation on "two-man grievance investigation." Under the Sierra labor agreement, the joint grievance committee can choose to refer a grievance to a two-person team of investigators, one from the company and one from the union.

Such teams have the full authority to resolve grievances on their own. If the union and company investigators are unable to resolve a grievance, they can refer it back to the full grievance committee, along with written reports on their respective points of view.

Also participating in the conference was Nevada Business Rep. Sal Salazar.

The conference featured a new locally-produced video tracing the history of mining unions on the Comstock.

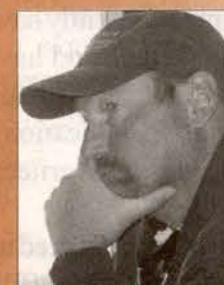
Business Manager Perry Zimmerman, President Ed Mallory and Executive Board member Kathy Tindall all brought greetings to the stewards.



Tom Cornell



Mike Connell



Bruce Warmouth

Truckee-Meadow Water Authority

Chip Chadwick
Jonathan Rouse

Truckee-Donner PUD

Mike Connell

Plumas Sierra Rural Electric

LeTina Mills

Sierra Pacific Power Co.

Dave Baker

John East

Craig Gillett

Rito Gross

Jeff Henriod

Dale Huntsman

James Jensen

Dan Lott

Donnie Lough

Wayne Paterson

Chuck Rader

Smiley Stahl

Bob Vieira

Bruce Warmouth

Rita Weisshaar

Craig Whipple

John Wilson

Others

Randy Osborn, Business Rep.

Sal Salazar, Business Rep.

Perry Zimmerman, Business Mgr.

Dennis Seyfer, Asst. Business Mgr.

Kathy Tindall, Executive Board

Ed Mallory, President

Nevada AFL-CIO offers scholarship opportunities

The Nevada AFL-CIO is offering three \$3,000 scholarships for graduating high school seniors in 2004.

The scholarships will be awarded based on a competitive essay contest. The topic for the 2004 essay is:

The Bush Administration is proposing to change the laws governing overtime pay—changes that could take away overtime protections from at least 8 million workers. “What effects would the changes have on the average American worker and what do the changes mean to our economy?”

To qualify for this scholarship competition, one of the student's parents or step parent must be a member of a local union affiliated with the Nevada AFL-CIO. Requirements for participation are as follows:

1. There will be three (3) \$3,000.00 scholarships awarded to three students.

2. Applicants must be a natural or legally adopted child of an active or retired member in good standing of any local union affiliated with the Nevada State AFL-CIO.

3. Applicants must be graduating high school seniors when making application.

4. Applicants must currently have a 2.0 grade point average and have maintained such for their last full year of school prior to application.

5. Financial need is *not* a criteria for this scholarship.

6. Applications may be picked up at any Nevada State AFL-CIO affiliated local union.

7. A copy of the grade transcript to support claim of 2.0 grade point average and a statement of career goals or intent must accompany the application.

8. All applications must be accompanied by a written essay, 1,000 words minimum, on the subject designated by the Nevada State AFL-CIO Executive Board.

9. Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicants' written signature at

the conclusion of the essay.

10. Applications must be mailed by registered or certified mail only and postmarked by July 31, 2004 to:
Danny L. Thompson
Executive Secretary-Treasurer Nev. AFL-CIO
602 East John Street
Carson City, Nevada 89706-3044

11. The Scholarship Committee will review all applications to assure that all eligibility criteria and requirements have been followed and met.

12. Essays will be reviewed by a selected committee and scored by at least three readers.

13. Failure on the part of the applicant to meet the rules may subject the applicant to disqualification by the Committee. If disqualified, the decision of the Scholarship Committee will be final.

14. Scholarships will be awarded after acceptance to school of applicant's choice.

15. An appropriate notification will be presented to the winners by an Officer of the Nevada State AFL-CIO prior to August 31, 2004.

16. The Scholarship will be awarded at the Nevada State AFL-CIO Annual Convention in September 2004.

Any questions, please contact the Nevada State AFL-CIO at 775-882-7490.

SCHOLARSHIP APPLICATION

Sponsored by: the NEVADA STATE AFL-CIO

602 East John Street Carson City, Nevada 89706 775-882-7490

Date _____

I hereby initiate my application to compete for the Arnold/Jones/Evans Scholarship Essay Contest sponsored by the Nevada State AFL-CIO.

Name _____
(last) (first) (initial)

Date of Birth _____

Address _____
(street)

Telephone _____
(city) (state) (zip)

Name of Parent: _____

Local Union & Local Union No. _____

Name of High School _____ Telephone # _____

Address of High School _____

I plan to attend _____ College or School _____

School Address _____

Applicant's Signature

This is to certify that the above-named candidate is currently enrolled as a student at _____, and will be graduating in _____, 2004. He or she is currently maintaining a 2.0 grade point average and has maintained such during his/her last full year prior to this application.

Principal or Counselor's Signature

This is to certify that I am an active or retired member in good standing of _____ and the candidate, whose name is signed to this application, is my son/daughter and will graduate during the term ending _____, 2004.

Parent's Signature

Members spell it out for PG&E's new VP



Working Foreman "B" Lonnie Crawford urges Tom King to look at the issue of recapturing new business.



King dismissed the rumor that overtime had been eliminated and shared data on current overtime utilization.



"Spend on a couple of tankfuls of gas and get out and go to the source."

**Steve Pastor,
East Bay Lineman**

► From Page 1

throughout the organization, coming into management, the better," King said.

Steve Pastor, an East Bay Lineman, suggested the company spend less money on taking surveys and more time talking to employees. "Spend on a couple of tankfuls of gas and get out and go to the source."

While King came to Weakley Hall to listen, he also took time to dispute various rumors circulating through the company. He dismissed the rumor that overtime had been

eliminated and shared data on current overtime utilization.

On another rumor front, he said there had been "no edict from Tom King" to eliminate alternate work schedules.

King projected numbers onto the wall indicating that budgets had not been cut to any significant extent, and that substantial hiring had taken place: about 900 new hires in 2002, 1089 new hires in 2003.

Only 21 new people were hired to date in 2004, but King said that the company would soon be hiring more.

"Positions are getting filled, positions are getting funded.... We know over the next few years we have a significant amount of attrition" and the company has a plan to deal with it, King said.

San Jose Electrician Fred DeAguinaga pointed out that filling positions in certain areas was nearly impossible due to the high cost of living.

"The cost of living issue is real and it's serious," King acknowledged. "We've got to find a solution. It's so real we can find ourselves with a serious lack of talent."

Sacramento Lineman Bob Gerstle had a suggestion for dealing with the shortfall: "Use some of the \$87 mil-

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Story & Photos by Eric Wolfe

Participants

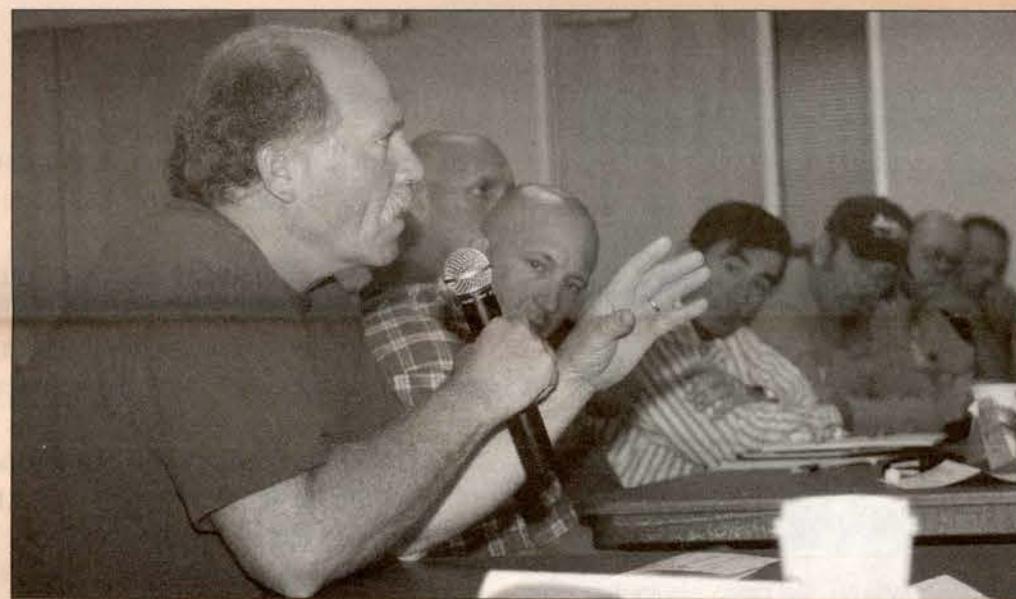
In addition to Local 1245 staff, the following Local 1245 members participated in the May 6 meeting with PG&E Senior Vice President Tom King.

Doyle Alcorn
Terry Andreucci
Anna Bayless
Willie Bouzek
Jeff Campondonico
Bryan Carroll
Lonnie Crawford
Robert Crone
Peggy Daniel
Fred De Aguinaga
Jerry De Baca
Jeff Ding
Will Durinick
Leroy Foster
Al Fox
Art Freitas
Bob Gerstle
Chris Habecker
Joe Johnson
Brian Kapaun
John Kent
Ed Mallory
Mark McCrea
John Mendoza
Ron Moon
Steve Moore
Stu Neblett
Mark Newman
Dan Parmenter
Steve Pastor
Joe Pena
John Petrovitz
Bob Quinn
Katharine Reeves
Darryl Rice
Norma Ricker
Liz Rounds
Karen Russell
Mike Scafani
Dave Scott
Ray Shepherd
Steve Smith
Lem Stubblefield
Al White
Todd Wooten

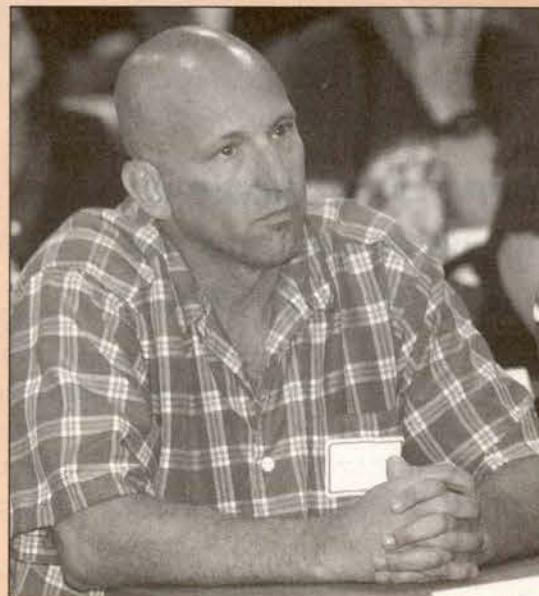


"I was embarrassed and ashamed for the company when I found out how much was spent on CorDaptix ... If we're getting favorable comments from employees (about CorDaptix) I'd like to know who they are. I don't know any myself."

**Norma Ricker
Senior Service Rep II**



John Petrovitz, San Francisco Gas Crew Foreman, shares his views with Tom King.

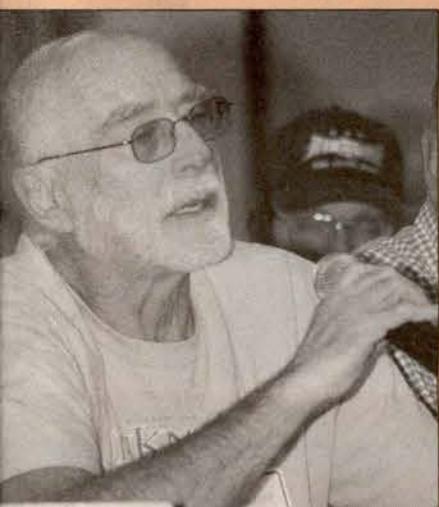


"Use some of the \$87 million (in recent executive bonuses) to fund budgets."

**Bob Gerstle
Sacramento Lineman**

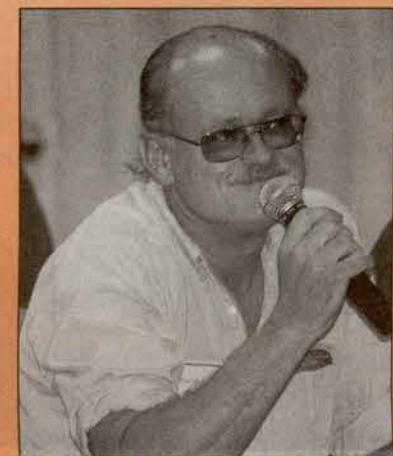


PG&E Senior Vice President and Chief of Utility Operations Tom King, right, responds to a question raised by Liz Rounds about whether the utility is pursuing new business as fully as it should.



"There's not enough people to do the job. We've had trouble getting that message up to the top level (of management)."

Leroy Foster
Electric Crew Foreman



Telecom Crew Lead Mark Newman offers feedback to Tom King.

Members spell it out for PG&E's new VP

► From Page 9

lion (in recent executive bonuses) to fund budgets."

Local 1245 Executive Board member John Mendoza, a General Construction Miscellaneous Equipment Operator, couldn't resist the opportunity to twist the knife a little: "If you want to give a million dollars to run a company into the ground, then give it to me because I can do it quicker and cheaper."

King also came in for sharp questioning on the subject of new business. For many years, PG&E has been losing ground to contractors when it comes to wiring new residential and commercial developments. Operator Clerk-Typist Liz Rounds and Working Foreman "B" Lonnie Crawford both asked what the company planned to do about it.

King said to fully fund new business work would require taking funds away from maintenance.

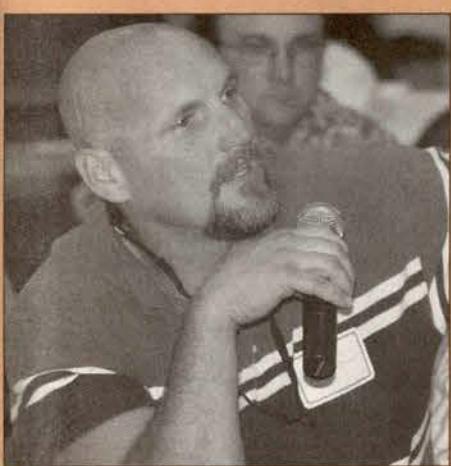
"We have to make significantly greater investment in aging infrastructure than we had anticipated," noted Senior Vice President for Transmis-

sion & Distribution Jeff Butler, another top manager in attendance at the meeting.

In response to a question by Electric Crew Foreman Dave Scott about the future of Division work, Butler said the company looked at the Division workforce as the "maintainer of infrastructure" and the General Construction workforce as the "primary" for reconstruction and new construction.

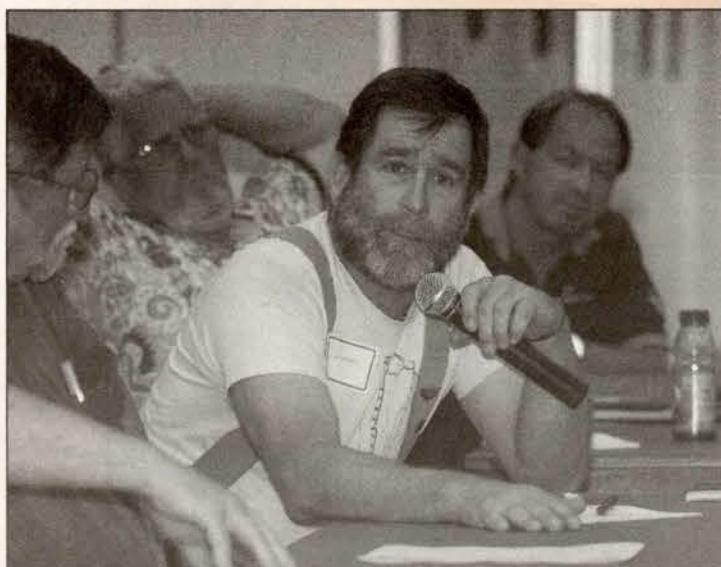
Despite their strong feelings and hard questions, stewards maintained a polite reserve throughout much of the meeting. But they erupted into loud applause after Sacramento Senior Service Rep II Norma Ricker delivered a stinging indictment of the company's ill-starred adoption of CorDaptix, the company's new data management system.

"I was embarrassed and ashamed for the company when I found out how much was spent on CorDaptix," said Ricker. She dismissed company claims that some employees spoke favorably of the



Jeff Campondonico

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"There aren't people to do this work now. With retirements (things will get even worse) ... We want to train people to take our jobs. They're not there."

John Kent
Napa Lineman



East Bay Gas Service Rep Ray Shepherd grills King over inconsistent messages from management about workforce levels.



Advisory Council member Peggy Daniel, Senior Maintenance Assistance, right, presses home a point with Tom King, standing.

Members spell it out for PG&E's new VP

► From Page 11

system. "If we're getting favorable comments from employees I'd like to know who they are. I don't know any myself."

Ricker said if the system isn't working properly in a year, "I wouldn't give it another year."

Ricker also blasted the new credit policy of automatically charging a deposit that is geared to the customer's highest monthly bill.

"Everyone should pay their bills," said Ricker, "but we're using a credit rating that's unreal. I don't know how we can keep the company reputation up when we're treating customers like this."

But for all their frustration, the employees who gave King a piece of their mind at Weakley Hall on May 6 are the same employees who care enough about the company to insist that it improve, and are generous enough with their expertise to suggest ways it can be done.

This level of dedication was clearly not lost on King, who never lost his composure though he occasionally appeared troubled by

what he was hearing.

Senior Assistant Business Manager Tom Dalzell closed the meeting by telling the stewards: "You did your job today. We couldn't be prouder of you."

At the same time, Dalzell said the union had "great hope for the relationship with Tom King in coming years." Noting that King had begun the meeting by calling himself a "beginner" at PG&E, Dalzell said it would be good to have the "eye of a beginner" taking a fresh look at problems that have been "kicking around for 20 years."

Dalzell reiterated the union's concerns over new business, contracting, and the high cost of living. These are areas, he said, "where the eye of a beginner could help."

During his opening remarks, King noted that "One of the biggest assets we have in this company is the loyalty of the employees." By the end of the day, he had more reason than ever to appreciate how enormous that asset is.

See Tom King's letter, next page



San Jose Electrician Fred DeAguinaga tells Tom King that filling positions in certain areas is nearly impossible due to the high cost of living.



**Pacific Gas and
Electric Company**

May 14, 2004

Thomas B. King
Senior Vice President and
Chief of Utility Operations

Mailing Address:
Pacific Gas and Electric Company
Mail Code B32
P.O. Box 770000
San Francisco, CA 94177-0001

Overnight Mail:
Pacific Gas and Electric Company
77 Beale Street, 32nd Floor
San Francisco, CA 94105-1814
415.973.7431
Fax: 415.973.9485

Dear Fellow PG&E Employee:

Thank you for attending the May 6 meeting at the IBEW Union Hall to meet with Tom Bottorff, Jeff Butler, and me. I appreciate Perry Zimmerman extending an invitation to us to meet with you to discuss key issues that are on your mind.

While I did not have answers to all of your questions, listening is an important part of communication. I appreciate the candor of your comments and your sincere interest to improve our service levels to our customers.

While there were many issues that surfaced, I've grouped your comments into the following major subject areas:

Staffing
New business
Customer service
Budget
Overtime
CorDaptix

The Utility Operations Management Team will reflect on your comments in these areas as we develop our future business plans.

I mentioned to Perry Zimmerman that I would like to continue the dialogue we started on May 6 and I hope to be invited back to the Union Hall towards the end of the year to revisit these issues. In the meantime, thank you for your continuing efforts to serve our customers and please remember to keep your focus on safety.

Regards,



Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

East Bay Chapter:
Meets 2nd Thursday each month, 10 a.m., at IBEW Local 595, 6250 Village Parkway, Dublin, CA.

San Jose Chapter:
Meets 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose.

Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in – or start! – a Retirees Club chapter in your area.

Frank Pennisi, 32 years
Walnut Creek, CA

Estella Perez-Ortiz, 23 years
Fresno, CA

Phillip Rivas, 33 years
Clovis, CA

Leland Silva, 37 years
Lodi, CA

Ronald Spirlock, 32 years
Paradise, CA

William Sullivan, 41 years
Healdsburg, CA

Steven Swanson, 36 years
Arnold, CA

James Thomas, 32 years
Port Costa, CA

Donald Vaught, 18 years
Winton, CA

Kenneth Watkins, 39 years
Fremont, CA

Billy Wright, 42 years
Vallejo, CA

Local 1245 retiree spreads joy with accordion

By Orville Owen

Often in my retirement years I have the opportunity to meet and greet other Local 1245 retirees. We take time to inquire about our health and families, and how we are dealing with the trials and tribulations of the golden years.

We exchange stories of the cruises we have taken and the trips we have enjoyed with family and old friends. And of course we reminisce about the "good old days" when "men were men" and "women were women" and it could not get better than that.

Last week while I was waiting in the doctor's office at Kaiser hospital, I met Local 1245 retired member Jim Mueller who I had not seen since 1980. We exchanged stories and I became enthralled with how Jim has spent his retirement years. With his permission, I would like to share his story with the brotherhood.

First, some background on Brother Jim Mueller. He is a Korean War veteran and served his country as a member of the US Marine Corps. from 1953 through 1956.

He hired on with PG&E in 1957 as a laborer in the electric line department. His employment with PG&E ranged from laborer, line truck driver,

transportation trainer and safety specialist to supervision.

He retired from PG&E in 1992 at 58 years young.

Jim invited me to his home in Cupertino to show me his music room and to meet his lovely wife Lois. Both Jim and Lois are really enjoying their retirement. They travel a lot with their four children on cruises, in Europe and Canada, etc. Their love and lust for life was sincere, warm and refreshing. I certainly admire how they have met their golden years.

While I was at Jim's home, he showed me his music room and all of his accordions and recording equipment. The walls of this room displayed all the many awards and certificates he has received for his music performances.

Jim has played accordian since

1946. He is a professional Music Therapeutics Accordionist. He has performed on radio and television programs, at weddings and private parties. He has made CDs and cassettes. He has played at the Rotary Club, Chamber of Commerce, DeAnza College, on radio programs in Germany, and for 15 years at the Danish Festival at Solvang.

I do not know if it easier to become emotional in your older years, but when Jim told me that he has entertained senior citizens at 49 senior citizen homes in four counties with his music, it brought tears to these old eyes.

Jim, I applaud and salute you for your service to your country, your union, and to senior citizens. Your passion for music and your love of life has rewarded many and inspires us all.

Keep the faith!

Orv Owen is former Assistant Business Manager and a member of the San Jose Chapter of the Local 1245 Retirees Club.



Local 1245 retiree and accordianist Jim Mueller.



"They no longer give retirees a gold watch,
so I got the time clock instead!"

New Medicare Rx Discount Cards: Proceed with Caution!

Editor's Note: The following letter was prepared by PG&E for its retirees. It is reprinted here as a service to our members.

As you may know, a new Medicare-approved prescription drug discount card program is now available to Medicare beneficiaries. This is an interim measure until the full Medicare Part D prescription drug benefit begins in 2006.

You may be wondering if you will benefit from obtaining one of these cards. The short answer is: If you participate in a PG&E medical plan—probably not.

PG&E medical plans already include prescription drug coverage, so you only pay your coinsurance or a copayment, with no dollar limits on how much you can purchase. The Medicare card program is intended for people with limited or no drug coverage under their medical plan.

The Medicare discount card program has very different rules for UnitedHealthcare-sponsored plan members (CAP, ROP and MSP plans), who are covered by Medco Health Solutions, and Medicare HMO plan members (Kaiser Senior Advantage, Health Net Seniority Plus and PacifiCare Secure Horizons). (*Note: Health Net Medicare Supplemental Plan members are covered by the same provisions as Medco members.*)

For Medicare HMO plan participants:

- You can only have the card sponsored by your own HMO, which basically replicates the drug choices and limitations you already have. *Note: Kaiser will not be sponsoring a card.*
- Your discount card may either

be embedded in your regular medical identification card or you may receive another card at no charge. Your current coverage should not change, so always use your current medical card first when obtaining prescriptions.

- Low-income participants (less than \$12,659/year for individuals or \$16,862 for couples) may qualify for a low-income discount drug card credit of up to \$600 a year.

For Medco-administered plan participants:

- You can purchase any of the drug discount cards offered. However, your medical plan already provides drug coverage for almost all FDA-approved drugs, so this is very likely unnecessary and a waste of money.
- Medicare has approved more

than 70 different card programs, but eligibility is based on which cards are available in your particular zip code. Also, benefits, drug limitations, prices and availability vary widely among the different card programs, so shop carefully.

- You may only purchase one discount drug card plan, and should not pay more than \$30 for a card. Don't forget that almost always you will want to use your current Medco card when obtaining a prescription.

- Low-income members do not qualify for the low-income drug card credit.

For further information on how the program works and which cards are available in your area, you can call Medicare toll-free at 800-MEDICARE (800-633-4227), or by visiting their Web site, www.medicare.gov.



25 Years



Merced, CA
March 20, 2004



30 Years

40 YEARS
Corbin, L. D.
Winn, Ervin A

35 YEARS
Haley Jr, Lester F
Johnston, Jim

30 YEARS
Chew, Harry W
Cooksey, Leon

Freitas, Steve A
Galan, Tony F
Hendren, Ronald
Leonardo, Joe
Mattos, Leonard D
Nazario, Alicia
Torres, Susan M

25 YEARS
Chavez, Jorge
Cortinas, Larry V
Duran, Donna
Etcheverry, Mike D

Galan – Garcia, Patricia
Henson, Phillip L
Hernandez, George G.
Jones, Steve
Lambert, Terry D
Mc Gowan, Benny D
Patchell, Jerry M
Paulsen, Lowell S
Schaefer, Ruby A
Splitt, Donald F
Thornton, Jerry D
Turner, Wayne E
Weathers, Darrell A
Wicker, Donald G

TEN THINGS UNION MEMBERS NEED TO KNOW ABOUT CHANGES IN WORKERS' COMPENSATION

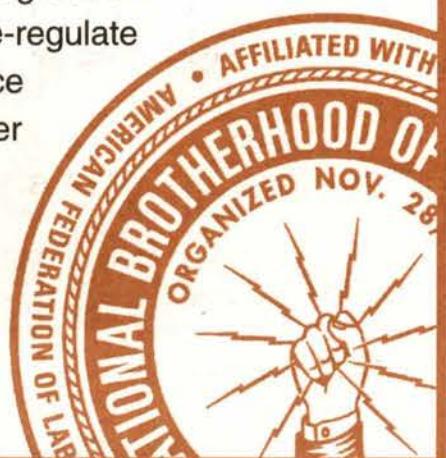
- 1.** Predesignate your doctor before you get injured. If you have group health insurance, like Kaiser or Blue Cross, you can choose your doctor to treat your injury. You must complete and submit a personal physician form to your employer. Even if you have previously completed such a form, do it again because the laws have changed. Your doctor must agree to be predesignated.
- 2.** Injured workers will receive immediate medical treatment, up to a \$10,000 cap, until their workers' compensation claim is accepted or denied. Previously, injured workers had to wait - sometimes up to 90 days - for their claim to be accepted prior to getting medical care.
- 3.** The most severely disabled workers will receive seven additional weeks of benefits for each percentage of disability rating over 70%. The least severely disabled workers will receive one week less of benefits for each percentage of disability rating below 15%.
- 4.** Injured workers who cannot return to work will get a 15% increase in their permanent disability award. Injured workers who return to work will get 15% less in permanent disability benefits, provided that they keep their jobs for at least a year. Once back at work, if you lose your job through no fault of your own, you will once again get your full permanent disability award.
- 5.** Temporary disability benefits will be limited to two years. Although the vast majority of claims receive less than 2 years of TD benefits, injured workers could previously receive up to 5 years of TD benefits. Injured workers with specified injuries, like amputations, chronic hepatitis or severe burns, will remain subject to the 5-year cap.
- 6.** Unions and their employers can pursue alternative dispute resolution programs (carve-outs) to create an integrated system of medical treatment, also known as 24-hour care. Group health coverage and medical treatment for injured workers would be seamless. They can also negotiate to integrate temporary disability payments and non-industrial disability payments to create a seamless system of temporary wage replacement benefits without regard to how or where the injury occurred. .
- 7.** Employers will be eligible for financial incentives to take injured workers back to work. Worksites with bad accident records will be inspected by insurance companies as an additional check for safer workplaces.
- 8.** Permanent disability benefits will be apportioned between work and non-work related causes. Injured workers will not get more than 100% disability rating for repeated injuries to the same body part. Temporary disability benefits and medical treatment will not be affected by the new apportionment rules. A worker whose cumulative injury is 30% caused by non-work related factors will receive only 70% of his/her permanent disability award.
- 9.** A draconian anti-worker initiative, championed by Governor Schwarzenegger and the Chamber of Commerce, will not be on the November, 2004 ballot. This legislative compromise takes away the risk of losing the heart of our workers' comp system.
- 10.** The big winners of this compromise are profiteering insurance companies. Not only did they and their brokers escape any form of regulation, but they also exacted specific benefits in this legislation. We must sustain our efforts to re-regulate workers' compensation insurance companies or this crisis will never be solved.

Please Post

IBEW Local 1245

Source: California Labor Federation, AFL-CIO

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Do everyone a favor: stay home

Workers who come in sick cost their employers an average of \$255 each per year, according to labor researchers at Cornell University.

People who don't feel well, it turns out, harm productivity, the study found. Sick employees have trouble concentrating, work more slowly and have to repeat tasks. Sick employees also risk spreading their ailment to other employees, although the study did not take this factor into account.

Economists, who have a name for every number, call productivity losses from ailing workers "presenteeism." The Cornell researchers say "presenteeism" may cost employers even more than illness-related absenteeism.

Other studies have estimated that presenteeism costs US businesses \$180 billion annually in lost productivity.

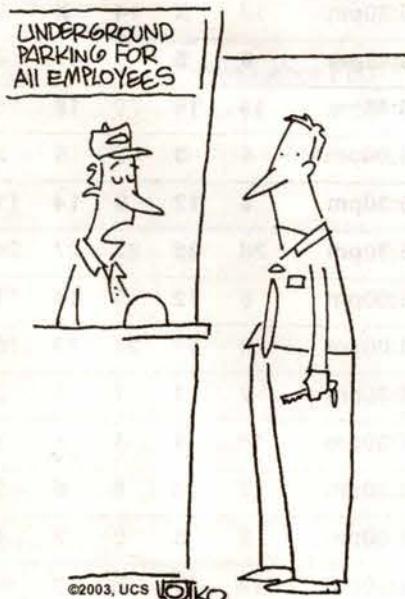
Ron Goetzel, director of Cornell's Institute for Health and Productivity Studies in Washington, which conducted the research, said the study is



the first to add the cost of on-the-job productivity losses from common health problems to an employer's total health-related expenses.

Researchers obtained their figures by analyzing information from a medical database of about 375,000 employees. They combined the data with findings from five published productivity surveys for 10 health conditions that commonly affect workers.

The study found that presenteeism accounted for 61% of an employee's total medical and lost productivity costs.



Safety Tailboard

Receive an IBEW shirt for submitting a safety question selected for publication in the Utility Reporter's Safety Tailboard. Safety Tailboard is an open forum for discussion and learning about safety issues. Submit your question, along with your name and phone number, to:

Safety Tailboard,
c/o Jim McCauley, IBEW 1245, PO Box 2547, Vacaville, CA 95696

By the Local 1245
Safety Committee



Too much water

Summer is upon us and almost everyone loves to be in the water.

But water can also be a hazard. When you think about drowning, you may think about swimming pools, rivers and lakes. But there are other ways that people, especially kids, can drown: in bathtubs, buckets, toilets and hot tubs.

Between 1996 and 1999, according to the National Safety Council, 459 young children have drowned.

Bathtubs can be a major threat. Never leave young children alone in the bath while you answer the door or telephone. Keep babies in arm's

reach.

Buckets with water in them are also a significant threat. If you are done using a bucket, dump out the water!

Toilets can also be killers. When the toilet is not in use, keep the lid closed. You can use a latch for added protection.

Hot tubs: keep them covered when not in use! Some non-rigid covers, such as solar covers, can allow a small child to slip into the hot tub.

We're the adults. We need to keep children safe around water.

David Vipond

Not enough water

Most of us have heard that our bodies consist of about 60% water, and that water is impossible to live without.

The human body can live for months without solid food, yet die without water in a matter of days.

When higher than normal temperatures signal the need for high water intake in order to keep our bodies in balance, most of us still fail to drink enough water. We reach for sodas or other drinks that do little to eliminate toxins that build up during the course of the day.

So, if we don't drink enough water, how much is enough? Nutritionists believe that the proper amount

of water per day can be estimated by drinking, in ounces, half of one's body weight in pounds. For example, if your weight is 150 lbs., drink up to 75 oz. of water per day.

For dieters, water consumption acts as a diuretic, making weight loss easier. For those who work out, eight ounces of water every ten minutes is the minimum recommended.

No matter if the seasons are hot or mild, proper water intake is key to maintaining a healthy body.

If you want to increase your water intake, do so steadily over a period of time. You may notice a real change in how you feel as a result.

Rich Lane

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Art Torres, Sacramento Municipal Utility District; Gil Suarez, Davey Tree; Bob Burkle, City of Santa Clara; and Assistant Business Manager Jim McCauley.

IBEW 1245 Unit Meeting Schedule: July - December 2004

CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jul	Aug	Sep	Oct	Nov	Dec
Alturas(Frontier)	4013	The Brass Rail, Hwy 395	M. Nelson	Wed	5:30pm	14	11	15	13	10	15
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Road	G. Day	Thur	4:00pm	15	19	16	21	18	16
Antioch	2317	Aladino's Pizza, 1324 Sunset Drive	D. Tucker	Wed	5:00pm	14	11	8	13	10	8
Auberry	1129	Daddy Joe's Java, Auberry Road	D. Cannon	Tue	5:45pm	13	10	14	12	9	14
Auburn	3511	Round Table Pizza, Auburn-Folsom Road *	T. Andreucci	Tue	5:00pm	13	10	14	12	9	14
Bakersfield	1112	Labor Hall, 200 W. Jeffery Street	D. Scott	Wed	6:00pm	14	11	8	13	10	8
Buelton	1221	Antonio's Pizza, 280 E. Highway 246	T. Mathews	Mon	4:00pm	5	2	13	11	8	6
Burlingame/Pennisula	1512	TWU Local 505, 1521 Rollins Rd. Burlingame	B. Quinn	Wed	5:30pm	14	11	8	13	10	8
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	W. Rodriguez	Tue	6:00pm	6	3	7	5	2	7
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Trowbridge	Tue	5:30pm*	13	10	14	12	9	14
Carson City, Nevada	3312	Carson City Fire Station #5, Stewart & 5th	S. Cherry	Tue	5:30pm	13	X	14	X	9	X
Chico / Utility */ Provco	4710	CWA Hall 1009 Sycamore Street	J. Lococo	Thur	4:30pm	22	26	30	28	18	30
Chilicoot	3514	Wooden Rose Café, Hwy 70	C. Begley*	Wed	6:00pm	14	X	8	X	10	X
Coalinga	1121	PG&E Service Center, Merced Ave.	D. Baldwin	Wed	4:00pm	21	18	15	20	17	15
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R. Lassus	Thur	5:00pm	15	12	9	14	11	9
Elk Grove (Frontier)	4014	Holiday Inn Express, 9175 W. Stockton Blvd.	S. Lawton	Thur	6:00pm	8	12	9	14	18	9
Elko, Nevada	3318	Stockman's Casino	T. Norlen	Wed	5:30pm	14	X	15	X	17	X
Ely / Mt. Wheeler, Nevada	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Mon	4:30pm	12	X	13	X	8	X
Eureka	3111	Labor Temple, 9th & E Street	C. Wood	Tue	6:00pm	13	10	14	12	9	14
Fallon, Nevada	3316	Fallon Country Club, 2655 Country Club Drive	S. Cunningham	Tue	5:30pm	X	10	X	12	X	14
Fort Bragg / Point Arena	3717	To Be Announced	G. Fernandez	Thur	5:00pm	22	19	23	21	18	23
Freno	1111	Cedar Lanes, Cedar & Shields	C. Habecker	Tue	5:00pm	6	3	7	5	2	7
Freno / EPA Provco*	4712	Round Table Pizza, 5763 N. First St & Bullard	S. Castaneda	Wed*	6:00pm*	7	4	1	6	3	1
Grass Valley	3513	Swiss House, 535 Mill St. (Hwy 49 & Hwy 20)	J. Maslov	Wed	6:00pm	14	11	8	13	10	8
Gridley / Utility / Provco*	4716	Gridley Moose Lodge*	D. Bruemmer*	Tue*	5:00pm*	20	24	28	26	16	28
Hayward / Fremont	2314	Bronco Billy's Pizza, 3940 Smith St. Union City	I. Araquistain	Wed	5:30pm	21	18	15	20	17	15
Hinkley	1311	VWF HALL	P. Earl	Wed	5:30pm	X	4	X	6	X	1
Hollister	1219	Straw Hat Pizza, 191 A San Felipe	J. Vermilyer	Wed	5:00pm	7	4	8	6	3	8
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tue	4:00pm	6	3	7	5	2	7
Kettleman	1314	Kettleman Compressor Station	M. Guzman	Tue	5:30pm	13	X	14	X	9	X
King City	1213	Round Table Pizza, 500B Canal St.	F. Padilla	Thur	3:45pm	8	5	9	7	4	9
Klamath Falls, Oregon	3022	Mia & Pia's Pizza 3545 Summers Lane	B. Ironside	Mon	5:45pm	19	16	20	18	15	20
Lakeport	3715	Senior Center, 527 Konocti Ave.	B. Dawson	Tue	5:00pm*	6	3	7	5	2	7
Lemoore	1128	Fleet Reserve, 788 "D" Street	M. Omonde	Thur	5:30pm	8	12	9	14	11	9
Livermore*	2315	Round Table Pizza, 1024 Stanley Blvd.	K. McCoy Jr.	Wed	5:30pm	28	25	22	27	24	22
Lodi, City of	2516	Round Table Pizza, Kettelman Lane	R. Willett	Thur	5:00pm	8	12	9	14	11	9
Los Banos	1115	Stockmans, 615 "I" Street	J. Walpole	Tue	4:00pm	20	17	21	19	16	21
Manteca	2510	Moose Lodge, 1185 North Main St.	J. Mendoza	Wed	6:30pm	7	4	1	6	3	1
Marysville	3611	Stassi's, Fourth Street	M. Anderson	Wed	5:00pm	14	4	1	6	3	1
Merced	1123	Branding Iron, 640 W. 16th Street	P. Galen	Wed	5:30pm	7	4	8	6	3	8
Merced ID	1122	Branding Iron, 640 W. 16th Street	J. Ellet	Thur	5:00pm	8	5	9	7	4	9
Modesto	2515	Days Inn, 1312 McHenry Blvd.	T. Fortune	Wed	5:30pm	14	11	8	13	10	8
Modesto / Modesto Irr.Dist.	2518	Pizza Pub, Kansas Ave. & Emerald	R. Wright	Wed	4:30pm	7	4	1	6	3	1
Morror Bay	1222	RoundTable Pizza, 1050 Los Osos Valley Rd.	R. Tapia	Thur	4:15pm*	15	12	9	14	18	16
Napa	3716	Round Table Pizza, 3331 Solano Ave. Napa	J. Kent	Thur	6:00pm	8	5	9	7	4	9
N. Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Warmuth	Wed	5:30pm	21	18	15	20	17	15
Novato / Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Wed	5:30pm	14	11	8	13	10	8
Oakland Physical	2311	Francesco's Hagenberger & Pardee	B. Simmons	Tue	4:45pm	6	3	7	5	2	7
Oakland, City of	2211	Francesco's Hagenberger & Pardee	L. Rodriguez	Thur	4:00pm	15	19	16	21	18	16
Paradise	3417	RoundTable Pizza, 6038 (B) Clark Road *	R. Bentler	Wed	5:30pm	14	11	15	13	10	15
Placerville	3813	Spanky's Pizza, 197 Placerville Drive	H. Garcia	Tue	5:00pm*	6	3	7	5	2	7
Placerville / Davey Tree	4714	Round Table Pizza, 512 Main St.	S. Speak	Mon	4:00pm	5	2	6	4	1	6

IBEW 1245 Unit Meeting Schedule: July - December 2004

CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jul	Aug	Sep	Oct	Nov	Dec
Pollock Pines / Fresh Pond	3912	50 Grand Club	G. Stoffer	Wed	5:00pm	7	4	1	6	3	1
Portland, Or / PG&E GTNW	3026	PGT Headquarters-Portland	S. Corey	Wed	12:00pm	21	18	15	20	17	22
Red Bluff	3214	Crystal Restaurant, 343 S. Main St.	S. Burton	Thur	5:30pm	8	5	9	7	4	9
Redding	3212	Round Table Pizza, 2808 McMurry Dr. Anderson	R. Rylee	Wed	5:15pm	7	4	8	6	3	8
Redding, City of	3217	Round Table Pizza, 900 Dana Drive	D. Norman	Tue	4:30pm	6	3	7	5	2	7
Redding/ Davey / Utility	4419	Round Table Pizza, 900 Dana Drive	J. Shepherd*	Wed	5:00pm	21	25	29	27	17	29
Redmond, OR	3028	PGT Headquarters - Redmond	J. Kisse	Thur	5:00pm	8	12	9	14	11	9
Redwood City/Asplundh	4711	Mountain Mike's Pizza, 120 El Camino Real	H. Morales*	Tue	6:00pm*	20	17	21	19	16	21
Reno, NV	3311	IBEW LU 401, 2713 E. 4th Street	W. Patterson	Wed	7:00pm	7	4	1	6	3	1
Richmond	2318	La Strada Rest. 2215 Church Lane, San Pablo	C. Jackson	Wed	4:45pm	7	4	1	6	3	1
Richmond / E. Bay Clerical	2301	La Strada Rest. 2215 Church Lane, San Pablo	D. Ambeau	Wed	6:00pm	7	4	1	6	3	1
Riverside/Outside Line So.	4912	1074 E. La Cadena Drive #5	B. Van Noy	Sat	10:00am	17	21	18	16	20	18
Roseville, City of	3512	Fast Freddie's Pizza 130 Main St.	T. Bakkie	Tue	4:15pm	13	10	14	12	9	14
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd.	L. Mennel	Wed	5:15pm	7	4	1	6	3	1
Sacramento Clerical	3801	Sacto Central Labor Council, 2840 El Centro	D. Ryan	Thur	5:30pm	15	19	16	21	18	16
Sacto. Muni Utility District	3911	Espanol Restaurant	G. Dremmel	Wed	4:30pm	14	11	8	13	10	8
Sacto Regional Transit	3011	Espanol Restaurant	C. Bibbs	Wed	5:00pm	21	18	15	20	17	15
Salinas	1211	Mountain Mike's Pizza, 315 E. Alisal St.	TBA*	Tue	5:15pm	6	3	7	5	2	7
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry Street	V. Jones	Wed	4:30pm	7	4	1	6	3	1
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave	F. DeAguinaga	Wed	5:15pm	14	11	15	13	10	15
San Jose / Asplundh Tree	4713	Denny's 1390 S. First St.	E. Arellano	Thur	6:00pm*	8	8	9	14	11	9
San Luis Obispo & Pismo	1215	Vallarta's Cantina 1761 Monterey , SLO	T. Castanon	Thur	4:00pm	8	5	2	7	4	9
San Luis Obispo / DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Wed	5:30pm	7	4	1	6	3	8
Santa Clara, City of	1411	Vesuvios Restaurant, 3044 El Camino	R. Muraca	Thur	4:00pm	8	12	9	14	11	9
Santa Cruz	1513	VFW Post # 7263, 2259 7th Ave. Santa Cruz	A. Freitas	Tue	6:00pm	13	10	14	12	9	14
Santa Maria	1216	Round Table Pizza, 2508 S. Broadway *	M. Landeros	Tue	4:00pm	6	3	7	5	9	7
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tue	6:00pm	6	3	7	5	2	7
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	P. Sandoval	Thur	4:30pm	15	12	16	14	11	16
Shasta - USBR	3218	Keswick Dam Road, Keswick, Power Plant	G. Huber	Tue	5:15pm	6	3	7	5	2	7
Sonora	2517	The Peppery, 13494 Mono Way	B. Owens	Tue	4:00pm	13	10	14	12	9	7
Sonora /Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way	C. Brewer	Mon	4:00pm	5	2	6	4	1	6
South Lake Tahoe	3314	Round Table Pizza 1062 Emerald Bay Rd.	P. Stahl	Thur	5:00pm	1	5	2	7	4	2
Spankel, WA / Rosalia	3027	Harvester Restaurant, Spankel, WA	P. Brown	Thur	5:00pm	8	12	9	14	11	9
Spokane, WA	3025	PGT Headquarters-Spokane	Vacant	Thur	12 noon	15	19	16	21	18	16
Stockton	2511	Ed Stewart Am. Legion #803, 3110 N. West Ln	A. Martinez	Thur	6:30pm	8	12	9	14	4	9
Susanville (Frontier)	4012	The Pizza Factory	K. Merrill*	Thur	5:30pm	15	12	16	14	11	16
Templeton	1217	The Pizza Place, 105 Main Street	G. Burk	Tue	4:00pm	13	10	14	12	16	14
Tiger Creek / Pine Grove	2519	Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove	R. Davis	Tue	6:00pm	20	17	21	19	16	21
Topock	1313	PSEA Mobil Hm., Topock / Moabi	G. Shettco	Thur	4:45pm	X	5	X	7	X	2
Truckee Meadows Wtr Auth	3310	Chalk Bluff Wtr. Treat. Plant, 9605 S. McCarran	Romeo/Bergland	Mon	5:00pm	28	X	29	X	24	X
Turlock	1126	Chmbr. of Commerce 115 S. Golden State Blvd	R. Lane	Thur	4 / 5 pm	1	5	2	7	4	2
Ukiah	3714	Ukiah Garden Café, 1090 S. State St.*	TBA*	Wed	5:00pm	7	4	8	6	3	8
USBR / CVO	3012	Rnd Table Pizza, 7943 Greenback Ln,Citrus Hts.	M. McKay	Tue	5:00pm	13	10	14	12	9	14
Vacaville	3812	Pietro's#2 679 Merchant Street	E. Owens	Wed	5:00pm	14	11	8	13	10	8
Vacaville/Outside Line No.	4911	Ron Weakley Hall 30 Orange Tree Cir. Vacaville	L. Thomson	Sat	10:00am	10	14	11	9	13	11
Walla Walla / PG&E GTNW	3023	PGT Headquarters - Wallula	M. Prior	Thur	5:00pm	8	12	9	14	11	9
Wells R.E.C.	3319	Silver Sage Senior Citizens Ctr, 1st St, Wells NV	T. Leach	Thur	5:00pm*	15	X	16	X	18	X
Winnemucca	3317	47 E. Winnemucca Boulevard	S. Morris	Wed	7:00pm	X	11	X	13	X	8
Woodland	3814	American Legion Hall, 523 Bush Street	B. Wallace	Thur	5:00pm	8	12	9	14	11	9
Yerrington	3313	Pacific Avenue Firehouse	L. Soukup	Mon	5:00pm	26	X	27	X	22	X

All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.

*Indicates change since schedule was last published in December 2003.



35 Years: Business Rep. Rich Cowart, left, presents 35-year awards to Marion Quitquit, middle, and Cliff Spaletta.



The Honorees

40 YEARS
Shafer, D M

35 YEARS
Quitquit, Marion
Silva, Robert E
Spaletta, Clifford
Williams, Mike

30 YEARS
Bishop, Clifford
Chestovich, Alan D
Devlin, Patrick J
Ecker Jr, Dale
Lynd, James M
Ramirez, Steven G
Roederer, Mike
Tullos, James W

25 YEARS
Dooley, Raymond A
Eaves, Charles W
Gekas Jr, James S
Hutcheson, Alton B
Johns, Michael L
Lowe, Stephen R
Lowery, Lynn H
Meek, Robert M
Myers, Sidney G III
Pedro, John J



30 Years: Assistant Business Manager Howard Stiefer presents 30-year awards to, from left, Patrick Devlon, Mike Roederer, and James Tullos.



25 Years: From left: Senior Business Rep. Frank Saxsenmeier presents 25-year awards to Alton Hutcheson, Mike Johns, Steve Lowe and Sidney Myers.

Ukiah, CA
March 19, 2004