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**News briefs**

**A Strike** by Cleveland city electrical workers was launched May 25 after the City Council rejected a fact-finder's report that suggested a 4% pay increase retroactive to April 2004, a second 4% increase as of April 2005 and a 3% increase as of April 2006. The city's offer was a 3% pay increase this year. The strikers, members of IBEW Local 39, had been working without a contract since April 1, 2004.

**www.electrifying careers.com** is a new multimedia website created by the IBEW and the National Electrical Contractors Association to provide students, parents and guidance counselors with information on opportunities available to young people in the electrical industry.

**Negotiations at SMUD** will get underway this month for a new labor agreement between Local 1245 and the Sacramento utility.

**100 Religious Leaders** traveled to Philadelphia last month to the annual shareholders meeting of Comcast to demand that the cable giant establish a corporate code of conduct. Comcast has fiercely resisted attempts by its workers to form unions.

**Energy Independence**, good jobs, curbs on gasoline price hikes and less global-warming pollution are the key goals of an energy bill proposed last month by Democrats in the US Senate.

# Utility Reporter

Volume 55 No.5 • June 2006 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

## Executive Board appoints Tom Dalzell as Local 1245 Business Manager

By Eric Wolfe

The Local 1245 Executive Board voted unanimously on May 31 to appoint Tom Dalzell as the union's Business Manager.

The action came in the wake of Business Manager Perry Zimmerman's announcement that he was stepping down effective Aug. 1. Zimmerman, who was elected to the post in 2001 and re-elected in 2004, said he was resigning to help ensure continuity of leadership.

"I said when I ran back in 2001 that I would serve only two terms," said Zimmerman, who is 64. "I love this job and I love serving the members, but I really believe that the union will benefit

from a smooth transition to new leadership, and I know that the union will be in good hands with Tom Dalzell."

Dalzell, who has been staff attorney for 25 years and Senior Assistant Business Manager since 2001, has negotiated many of the union's major labor agreements as well as directing the activities of the union's staff. He said he was honored to be selected by the Executive Board for the union's top leadership position.

"These are incredibly challenging times, but I've personally seen our members rise to these challenges—at PG&E, at Sierra Pacific, in the public sector and tree trimming, at all of our

Business Manager Perry Zimmerman will leave office Aug. 1



represented employers," said Dalzell. "To lead a union like this is the honor of a lifetime."

The last leadership transition occurred in 2001, when Zimmerman ran against former Business Manager Jack McNally, who had held the position for a record 21 years. After a hard-fought campaign where feelings ran high, Zimmerman knew his first challenge was to restore

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Senior Assistant Business Manager Tom Dalzell reports to Advisory Council last month on the union's response to PG&E "Transformation." On May 31 the Executive Board unanimously voted to make Dalzell Business Manager when Perry Zimmerman leaves office.

### Dalzell hails "heroes"

**Members push back on Transformation proposals**

Through months of engagement in PG&E's "Transformation" process Local 1245 members have successfully turned around some of the most extreme proposals originally put forward in 2004 by PG&E and its consultant, Accenture.

Reporting to the May 6 meeting of the Local 1245 Advisory Council, Senior Assistant Business Manager Tom Dalzell praised the efforts of the dozens of Local 1245 members who have exposed weaknesses in various Transformation initiatives.

"It's an uphill battle, but our members are there every day hammering away at some of the worst things that Accenture wants to do. These members are my heroes because they are there every day pushing back," said Dalzell.

Since last autumn, several dozen IBEW members

have participated in Transformation work groups, working alongside representatives from PG&E's other union—Engineers and Scientists of California—as well as management. Many more IBEW members have been recruited in recent weeks to add their voices to the process through the Transformation Partnership Network. As many as 200 IBEW members now have the opportunity to learn about, and offer their views on, various topics related to Transformation.

"We are involved in Transformation because we believe through our involvement we can take off some of the sharpest edges of what the company wants to do," Dalzell told

*continued on page 4*

## PG&E Analysts now have shot at job protections

PG&E Analysts can win the same job protections enjoyed by Local 1245 members if they choose union representation in an organizing campaign that gets underway this month.

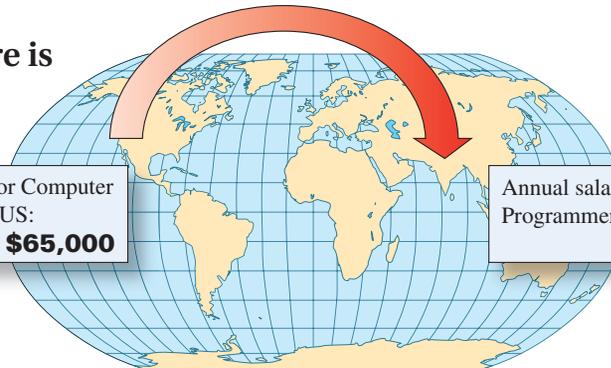
Under the terms of a neutrality agreement between PG&E and Local 1245, Analysts can gain union representation through a "card check" procedure. When a simple majority of Analysts have signed a union authorization card, PG&E will automatically grant union recognition and Analysts will automatically be covered by key job security provisions in the existing IBEW labor agreement.

**Union organizing campaign begins in earnest**

How secure is your job?

Annual salary for Computer Programmer in US: **\$65,000**

Annual salary for Computer Programmer in India: **\$7,500**



PG&E has already contacted the California Public Utilities Commission about moving technology work to India.

"In the coming weeks we intend to give every Analyst the opportunity to meet with a union representative, organizer or other Analyst and sign a card," said Assistant Business Manager Bob Choate, who is coordinating the organiz-

ing campaign. "We know that Analysts will have many questions about union representation. When they hear about the advantages in terms of job security, overtime wage protections and other is-

*continued on page 4*

# YOUR UNION



**Perry Zimmerman**  
BUSINESS MANAGER

## Thanks

**O**n May 31 I told Local 1245's Executive Board that I am resigning effective Aug. 1.

My five years as your Business Manager have been the best years of my working life. I spent as much time as I could in the field, listening to you and telling you what we were thinking and doing. The job of Business Manager comes with constant demands for my time, but I fought to stay in touch with Local 1245's membership as much as I could. I did not do this just because I think it is important. I also did it because it was my favorite part of the job - talking with you. You didn't always agree with me and I didn't always agree with you, but we listened to each other and debated our differences on issues without losing respect for each other.

My five years as your Business Manager also have gone by very quickly. As I looked ahead, it became clear to me

that I would not run for office again in a year. My health is as good as a 64-year-old man could hope for, and I want to take advantage of the good years that I have left by spending time with my wife, children, and grandchildren.

After I decided that I would not run for office again, the decision to resign this summer came easily. Acting on my recommendation, the Executive Board appointed Tom Dalzell to finish my term as Business Manager. Tom has worked for Local 1245 for 25 years, 20 as staff attorney and the last five as my senior assistant as well as staff attorney. I believe that he is the best choice for Business Manager and that his leadership will unite our staff and memberships.

I have great respect for the judgment of Local 1245's members. When you are asked to elect your Business Manager and Executive Board next year, you will have the opportunity to judge Tom on his performance as Business Manager, not just his reputation. You will be able to see how he has done and vote accordingly. I will be surprised if you are not as impressed as I have been.

I will be leaving this job with no regrets. I have enjoyed every minute of serving you. I will miss you and I will miss the chance to make your working lives better, but you'll do fine without me. I could not have accomplished even a small part of what I have accomplished over the last five years without your strong and constant support. I am grateful and humbled by the confidence

that you have shown in my leadership and the support that you have given over the years.

It has been a great five years. Thanks.

## Sierra Pacific talks drag on

Protracted negotiations with Sierra Pacific Power dragged on last month as the company continued to press for major concessions from the union.

Local 1245 Senior Assistant Business Manager Tom Dalzell joined the negotiations in Reno on May 18-19 and again on May 25. Among the issues discussed were clerical, meter reading and hiring hall.

Local 1245 Business Rep. Randy Osborn said the union's bargaining committee remained "dedicated to getting the best agreement possible." The next meeting is scheduled for June 8.

Be sure to check the union's website at [www.ibew1245.com](http://www.ibew1245.com) for the most current information.

## John Mendoza brought on staff

Executive Board member John Mendoza has been hired to a permanent position on the Local 1245 staff.

Mendoza, a 22-year member of Local 1245, works as a Miscellaneous Equipment Operator for Pacific Gas & Electric, but had been serving recently in a temporary position as Local 1245 Business Representative for PG&E General Construction.

Mendoza has long been active in union affairs. He was appointed to the Executive Board in 1997 and won election to the Board in 1998, 2001 and 2004. In 2001 he represented Local 1245 at Congressional hearings concerning in Oakland on the energy crisis.

Welcome aboard, Brother Mendoza!



**John Mendoza**

## APPOINTMENTS

### IBEW LOCAL 1245 SAFETY COMMITTEE

Carl Lamers

### PACIFIC GAS & ELECTRIC

#### Clerical Ballot Committee

Lem Stubblefield  
Adrienne Franks  
Katharine Reeves  
Sylvia Leon  
Ruth Bailey

#### Work & Resource Coordinator Committee

Jairo Serrano  
Mark Shoulet  
John Grennan

#### Neutrality Agreement Committee

Stuart Neblett  
Mark Newman  
Lem Stubblefield

#### ISTS Labor Management

Jim Hood

### CITY OF WILLITS

#### Bargaining Committee

J.C. England  
Joe Mondo

### GTN TRANSCANADA

#### Labor Management

Lidia Bec

### LASSEN MUD

#### Bargaining Committee

James Lovercheck  
John Deal  
Sonya Hubbard

### CONFERENCES & CONVENTIONS

#### Coalition of Labor Union Women National Executive Board Meeting

Dorothy Fortier  
Chris Habecker  
Anna Bayless-Martinez  
Gloria Flores  
Cecelia De La Torre

## Executive Board,

continued from page 1

unity among his staff.

"One of the reasons I hired Tom to be my Senior Assistant Business Manager was because I knew he had the respect of the staff," said Zimmerman. "I didn't want us to be fighting among ourselves, and Tom had the ability to bring people together."

Zimmerman, who was initiated into IBEW Local 1245 in 1961 and hired as a Business Representative in 1981, has witnessed divisive transitions in the past. They included Dean Cofer's unseating of Business Manager L.L. Mitchell in 1977, McNally's defeat of Cofer in 1980, and Zimmerman's own election in 2001.

Zimmerman moved quickly to heal the divisions of the 2001 contest. He did not seek to retaliate against any of the business representatives who had opposed his candidacy (he even engaged McNally as a consultant) and worked hard to unify the staff around his chief priority: direct and frequent contact with members.

"This union exists for the members, not for the staff," said Zimmerman. "Nobody understands that better than Tom Dalzell. It doesn't matter whether he's fighting for just one person in an arbitration case or negotiating a contract that affects thousands of people, he

knows it's the job of this union to serve its members."

In a separate action, the Executive Board named Advisory Council Member Tom Cornell to serve as the board's Northern Area Member. He replaces Kathy Tindall, who died April 18.

*A retrospective on Zimmerman's years in office will appear in a future issue of Utility Reporter.*



**Tom Cornell**

## CALENDAR

**June 9:** Service Awards, Eureka, CA

**June 14:** Retirees Club, Vacaville, CA

**June 16:** Special PG&E Meeting with Retirees, Vacaville, CA

**July 5:** Retirees Club, Santa Rosa, CA (moved from July 4)

**July 6:** Retirees Club, San Jose, CA

**July 11:** Retirees Club, Merced, CA (moved from July 4)

**July 12:** Retirees Club, Vacaville, CA

**July 13:** Retirees Club, Dublin, CA

**Aug. 13:** Advisory Council, Reno, NV



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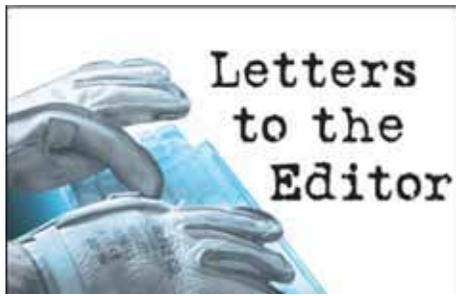
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## Immigration: Divide and Rule

There is certainly a loose policy when it comes to immigration from our southern border; a policy that has been conveniently ignored for economic reasons over the years. It's been a source of cheap and disposable labor, one that is not protected, can be cheated and tough to organize.

It has become an issue because of its political convenience of the far right to further divide the working class in an election year—pitting one group of workers against the other and fight over scraps. The jobs the U.S. is losing to immigrants isn't the high paid auto jobs being sent overseas by GM or Ford. It isn't the high-tech, banking or communication jobs outsourced to Asia. It's work in the fields or light manufacturing/construction, food processing, and fast food that have generally paid minimum wage or less.

There are those who soapbox the legal issues and the costs of democracy. But they ride a high horse. The self-proclaimed border militias aren't made up of the growers/agribusiness/fast food/construction/landscape employers that use these workers as their base. For all of those who condemn illegal entry, would be willing to switch employers or jobs with the illegals? Or let their sons or daughters work for such low wages or conditions? I wonder.

It's about divide and rule. Name one illegal immigrant who benefited from the California energy crisis? The current gasoline spike and oil company record profits? The lies of WMD and Iraq? How many illegals were running Enron or getting kickbacks from lobbyists? How many run the drug companies who are jacking up prescription costs for the elderly who signed up for the Medical shakedown? Were illegals behind the botched Katrina disaster? Global warming? The collapse of our infrastructure? National debt? Trade deficit?

Illegal immigration is an issue. But it isn't the main one that should concern most of us.

*Greg Kestel, Guerneville, CA*

## When you retire

To Current PG&E Employees:

My name is Fontaine W. Madkins, Jr. I worked for PG&E for 37 years. I worked in the Gas Department for 3 years and in the Electric Department for 34 years.

UtilityReporter

I have been retired for six years. We need an annual cost of living adjustment and we desperately need the continuation of our health care supplement.

Please consider these concerns, because some day you will retire and have all these concerns yourself.

*Fontaine W. Madkins Jr., Merced, CA*

## Thank You: In Memory Of Katherine Faye Tindall

On behalf of the "Kathy" Tindall family, we would like to thank the members of the IBEW 1245, members of the Executive Board and local employees of Sierra Pacific Power company for your attendance at Kathy's funeral. We felt there was an excellent representation and would like to extend a special thanks to Eric Wolfe for your kind words expressed at the services.

*Diana McNeal, Reno, NV*

## Treatment of retirees is "disgrace"

I would strongly suggest that active members attend the Retirees Club meetings as well as their local unit meetings so they may get a better understanding of the dilemma retirees are faced with. I am sure the retirees would welcome any support given them by active members.

I would like to see a web site made available for the Retirees Clubs also.

I have been an advocate of annual cost of living raises for retirees since being employed with PG&E and am greatly disappointed that after 37 years of membership in the IBEW there has been nothing done to insure a cost of living for retirees. Not to mention retirees having to pay for medical insurance when for all the years they worked believed they would have lifetime medical benefits paid by PG&E.

It is a disgrace the way retirees are treated after being loyal employees for the majority of their lives.

The active members need to be involved with the retirees so they can see first hand the great losses retirees suffer in retirement. I can only hope that active members wake up and support retirees and their own future.

*Gib Bonner, Rodgers Flat, CA*

## Company has let us down

I am writing to you as a retiree from PG&E for 13 years. I was employed for 42 years, started as a Groundman and

worked my way to a Troubleman in Merced in 1965.

I worked many hours of overtime and always took pride in my work and in the company I worked for. Since retirement I find it difficult to keep up with the high cost of living and increase in medical expenses. We feel the company has let us down after all the years we have given them.

*John Martin*

## "Family" no longer

I worked for PG&E in the electric department for 32 years.

During the years I worked the company promoted the "PG&E family" theme. In the past year of retirement PG&E has not considered us a family. They have not helped us keep up with the cost of living—\$3 gas, everyday food and living expenses, medical, dental and vision costs.

This leaves us with only enough money to stay home and work around the house, with no enjoyment funds.

*William Formby, Merced, CA*

## Retirement pay reduced by medical costs

I gave over 30 years of service to PG&E. Many times I was called in on my own time. I appreciated the company and at the time, I felt the company appreciated me.

Now that I am retired I am feeling disappointed. The company is forgetting about me. My retirement pay is being reduced by medical costs on my paycheck. I've had no cost of living increase and soon the retirement premium offset account will be depleted. I am hoping the company will hear my concerns and take the necessary steps.

*John Barth, Merced, CA*

## Tired of the way retirees are being treated

The IBEW Retirees Club of Merced are getting tired of the way we retirees are being treated. After all, we made the company what it is today. We need a cost of living and health benefit raise. Thank you.

*James Burgin, Dos Palos, CA*

## Take care of the retirees

I am the wife of a PG&E employee, who worked for the company 32 years. He was a Troubleman 17 years out of the 32 years. He went out to work after hours everytime the company called. He was very proud of the PG&E Company.

Now that he is retired for the past 15 years, the cost of living has greatly increased, but our pension has not increased. I think PG&E should take care of the retirees, who helped the company become what they are today.

*Doris Formby, Merced, CA*

## My pension has eroded

I retired from PG&E in 1995. In the 11 years since I have seen my medical insurance costs increase dramatically and the coverage decrease. Since there are no pension cost-of-living increases my pension has eroded significantly in what I can buy with it. We need some kind of help from PG&E.

*Bill Howard, Los Banos, CA*

## What the future holds

I am Mike Hall. I have been retired about two years from PG&E. Currently there are retirees who have been retired much longer than I and they are suffering financially because of health care premium cost increases and increasing costs of living while their pension remain frozen.

For myself, I have not suffered much yet. But I can see what the future holds if something doesn't change regarding retirees of PG&E. Thank you for your consideration.

*Mike Hall, Merced, CA*

## \$600 for medical supplement

My name is Kirk Jones. I worked in Merced Electric T&D as a lineman for 33 years. I have been retired for 12 years and just turned 65.

My wife is 64 years old and at this time I pay about \$350 for our medical supplement. When my ROPA is used up about the first of next year my medical will be over \$600 per month. This amount and co-pays and drugs will take over one-third of my pension. At this rate I can count on spending three-fourths of my pension on medical costs in the future.

*Kirk Jones, Merced, CA*

## Our standard of living is important

I am a retired PG&E employee of 16 years. I have had one raise, which amounted to about \$25.

I don't have to tell you (but I will) the price of fuel has caused everything else to go "sky high."

We must have cost of living wage increase every year, like civil service

*continued on page 4*

## Letters, *continued from page 3*

and state and federal retirees! Our standard of living is important as any other retiree.

*William Phillips, Atwater, CA*

## Please hear my plea!

I worked with PG&E 35 years. I worked in General Construction Gas. I have just retired and I have already felt the pinch of the finances on my family. We need to have an adjustment on our annual cost of living and our health care supplement.

I still love this company. I'm proud to have worked and grow with it. Please hear my plea!

*Daniel Perez, Merced, CA*

## Very worried

I worked in Gas Service at PG&E from 1972 to 2002. As a retiree of four years I am very worried how our retirement costs are going. Each year costs are going up and the amount of our retirement checks are not keeping up with it at all.

We have always been a family, but PG&E is not taking care of those who made the company. We would thank you for any support you could give us.

*Jim Rentfrow, Atwater, CA*

## Falling behind

I am a retired PG&E employee. I worked in the Gas Department for 35 years. I had a great deal of pride while an employee and did my job with a lot of satisfaction.

Why has the company failed to supply us with a cost of living adjustment for all these years? As a stockholder with PG&E I would be treated more fairly. As the cost of living goes up and the health care skyrockets upward my pension and savings are falling behind. I have a negative outlook for my remaining years of retirement.

*Fred Smith, Merced, CA*

## Each year our livelihood deteriorates

I have been retired 20 years with only two pay increases, which is very disappointing. I have worked 32 years for the company. I enjoyed it very well, always doing my utmost performing my duties, which were long and demanding.

I would like very much having a COLA yearly to keep up my living standard. The way things are now each year our livelihood deteriorates. Hopefully things will get better for us retirees.

*Richard Stout*

## PG&E Analysts

*continued from page 1*

issues, we think they will want to take advantage of what the union has to offer."

Local 1245 notified PG&E on May 4 that the union intended to organize Analysts. PG&E, in accordance with the Neutrality Agreement, is now required to send a letter to Analysts, notifying them that the company will remain neutral during the campaign and that no Analyst will be subjected to any form of harassment or discrimination for organizing activity.

Now that the organizing campaign is underway, there is a big role for current union members at PG&E.

"We encourage all Local 1245 members to contact Analysts who may be working in your area, and also to contact the union so that we can make sure that the Analysts get all the information they need to make their decision," said Choate. "PG&E has made it as easy as possible for Analysts to be represented during this time of change at the company, and now is the time to move forward."

Job security is likely to be a major concern of Analysts as PG&E forges ahead with its Transformation plans. The company has already contacted the California Public Utilities Commission about moving work to India and Analyst jobs are square in the bulls-eye when it comes to exporting jobs.

The number of technology jobs lost in California alone from 2001 to 2003 was a whopping 200,000, while India's information technology sector is growing by 60% a year.

If you have information that could assist the union in this organizing drive, or if you yourself are a PG&E Analyst, please contact Assistant Business Manager Bob Choate at 707-452-2707.

## Dalzell/Transformation, *continued from page 1*

the Advisory Council. There was no significant contractual barrier to PG&E creating Resource Management Centers (RMCs) or consolidating its dispatch operations, so the union's chief opportunity to exert leverage was to become engaged in the process.

As a result, Local 1245 has been able to reduce the impact and scope of the RMC proposal and has increased compensation for members in Dispatch. The union also negotiated a \$3,000 "special allowance" for Clerical members who volunteer to go to the RMCs. In addition, the union negotiated a two-year contract extension for Clerical members that extends job security provisions under the current agreement and guarantees parity with any wage increases negotiated for the Physical bargaining unit for 2009 and 2010. (See "Joint State-

ment," Page 5.)

## Personnel Changes

The Advisory Council meeting began on a somber note with an announcement by President Mike Davis that the meeting would be dedicated to the memory of Northern Area Executive Board Member Kathy Tindall, who died April 18 after 30 years service on the Board.

The Board also lost the services of its At-Large Member, John Mendoza, who resigned to accept a position on the Local 1245 staff. Mendoza will assume the Stockton-area assignment formerly held by Gary Hughes.

In other staff news, former Bargaining Committee member Mike Saner will temporarily serve in Hunter Stern's General Construction assignment while Stern works on special projects.



An empty space between Executive Board member Anna Bayless and Recording Secretary Chris Habecker at the front table was a sad reminder throughout the day of the recent death of Northern Area Executive Board Member Kathy Tindall. President Mike Davis dedicated the meeting to her memory.

## Ad Council Snapshots



Advisory Council Member Carl Lamers, left, and Business Rep. Junior Ornelas discuss line clearance tree trimming issues.



Dennis Thompson, representing PG&E-San Jose and the City of Santa Clara on the Advisory Council, raises an issue. Listening closely are, from left, Dan Mayo, Art Torres, Lou Mennel and Tom Cornell.

Mark Saner, Advisory Council representative for PG&E-GC, right, puts a question to Assistant Business Manager Howard Stiefer.



Advisory Council Member Jim Findley, left, and alternate Russ Rylee yuk it up during the morning break.



Advisory Council Member Dan Mayo, left, discusses the mysteries of the universe with Business Rep. Landis Marttila. Or it might have been basketball.

# PG&E-IBEW Joint Statement on Resource Management Center Staffing

Following up on recent critical Business Transformation-related agreements, PG&E and IBEW have moved to address further clarifications related to staffing at the new Resource Management Centers. The Centers will consolidate multiple functions under one roof, and combined with our ongoing discussions and agreements, will allow the company to transform the way it does business and serves customers.

## Resource Management Centers - IBEW Clerical Vacancies

PG&E and the union previously agreed to fill up to 10 clerical positions at the Concord Resource Management Center using the normal Title 18 bidding process. The company received more than 100 bids for these positions. Ten job awards have been made with report dates on June 5, 2006.

In Letter Agreement 06-26, the company and IBEW have agreed to a staffing procedure for filling the remaining Resource Management Center clerical vacancies. Below are the procedures:

The company will post Resource Management Center Operating Clerical positions as new jobs in headquarters. The Concord Resource Management Center positions were previously posted. The positions at the other Centers were posted May 16, 2006.

All employees in the Operating Clerical Line of Progression will receive Section 19.1 notice and preferential "a" bidding rights.

In June, noticed employees will be provided a list of vacancies and will have seven calendar days to prioritize their interest in vacancies. Employees will be advised that their elections will be considered binding and entitle them to the provisions of Letter Agreement 06-19. This includes wage protection and the \$3,000 special allowance offer, which employees have the option of whether to accept.

PG&E will make assignments based on seniority and qualifications.

Any remaining Resource Management Center positions will be filled through the normal bidding process.

## Resource Management Centers - IBEW Dispatch Vacancies

In Letter Agreement 06-23, PG&E and IBEW have agreed to a staffing procedure for filling Resource Management Dispatch vacancies. Below are the procedures:

PG&E posted Resource Management Center Dispatch positions as new jobs in headquarters on May 16, 2006.

All Service Operators and Relief Service Operators will be provided Section 206.1 notice and preferential "a" bidding rights.

Meetings with impacted Service Operators and Relief Service Operators were held the week of May 15. They were provided a list of vacancies in Concord and Fresno. They will have seven days to prioritize their interest in Dispatch vacancies, available Gas Service Rep vacancies, severance, a transitional or educational leave of absence as specified in LA 05-66, or to exercise their Title 206 displacement rights.

PG&E will make assignments based on seniority and qualifications.

Any remaining Service Operators/Relief Service Operators will receive Section 206.2 notice and will be given a displacement assignment, which may include a Dispatcher vacancy in Concord or Fresno.

Any remaining vacancies will be filled through the normal bidding process.

## Transitional Leaves of Absence

In Letter Agreement 06-18, PG&E and the union have agreed to modify the eligibility for impacted employees to take a Transitional Leave of Absence. The eligibility for the Transitional Leave of Absence has been expanded to impacted employees who are age 52 and above at the time of notification. Impacted employees may convert their severance into either a 100 percent or 50 percent paid leave of absence. PG&E may provide Section 19.1/206.1/306.1 written notification to provide accelerated bidding rights without invoking the severance and leave of absence provisions in Letter Agreement 05-66. In this case, severance and the leave of absence options will be made available to employees who have not been placed when the Section 19.2/206.2 displacement notice is provided.

Further details can be found in the new Letter of Agreements, which can be accessed on the PG&E Transformation @Work and IBEW Local 1245 Web sites.

We will continue to keep you posted on Business Transformation-related issues, and there will be joint company and union meetings in the near future to further discuss the details of all the various agreements. At the same time, we are committed to support employees through these necessary changes.

*Russ Jackson, PG&E Senior Vice President Human Resources*  
*Perry Zimmerman, Business Manager IBEW Local 1245*



## PG&E Tomorrow

PG&E this summer will attempt to reach every one of its 20,000 employees with a crash course on the future called "PG&E Tomorrow." Billed as a half-day "interactive event," the program will give employees a preview of some of the business and technological changes that PG&E hopes to achieve through Transformation. IBEW Local 1245 steward Donna Ambeau (center) was among several dozen Transformation Partnership Network participants to get a preview of the PG&E Tomorrow displays at San Ramon last month.

## 'TPN' creates two-way communications

# Shaping the Transformation debate at PG&E

A lot has changed in the nearly two years since Pacific Gas & Electric brought in the consulting firm Accenture to help initiate a major transformation of the company.

Although some initiatives have gone over about as well as lead boots on a lineman, others now look like they can fly. The challenge to PG&E has been figuring out which is which.

To help it separate the brilliant from the less-than-brilliant, PG&E last November enlisted the help of Local 1245. About two dozen IBEW members, starting in November, joined with management and members from Engineers and Scientists of California to analyze Transformation proposals. Those efforts have been aided in recent weeks by a dramatic expansion of the company's Transformation Partnership Network, or TPN.

The TPN is a weekly Thursday conference call that tackles subjects related to Transformation. The purpose is two-fold: to give employees the information they need to spread the word about Transformation, and to give employees an opportunity to raise issues of their own.

"It is not the purpose of TPN to be a cheerleader for Transformation," says Local 1245 staff member Marlayne Morgan. "The purpose is to pass information in both directions and raise questions with decision makers."

It's a great opportunity, she says, to "shape the debate."

There has certainly been much to debate. PG&E's Transformation initiatives, as originally shaped by Accenture, have tended to be biased in favor of contracting out what has traditionally been IBEW and ESC work. IBEW mem-

bers have identified faulty assumptions in some of the Transformation initiatives, and have raised serious questions about whether other initiatives could actually deliver the promised benefits.

To its credit, PG&E has worked hard not only to include union voices in its Transformation deliberations, but also has paid attention to many of the arguments that union members have made. Morgan believes that the outsourcing model is now being reconsidered in four key areas: Corporate Real Estate, Materials Distribution, Fleet, and Information Technology.

In addition, Local 1245 and PG&E have crafted Letter Agreements that will ease the impact of change on the unionized workforce. (See Joint Statement, this page).

But the Transformation process is far from over, and the union will continue to rely on the vigilance of its members to encourage good ideas and resist poorly developed ones. The Transformation Partnership Network provides an opportunity for IBEW members to be part of the discussion on a weekly basis.

Topics in the Thursday phone calls are not limited to specific Transformation initiatives. They can range from a discussion of difficult-to-fill vacancies at the company, to the application of benchmarking data, to the larger issues shaping Transformation, such as the repeal of the Public Utilities Holding Company Act and the merger and acquisition activity that is emerging in its wake.

Anyone interested in participating in the TPN can check with a Local 1245 officer, steward or business representative, or contact Marlayne Morgan directly at mam1@ibew1245.com.

## Law offers new protections against heatstroke

Preventing heatstroke was always a good idea. Now it is the law in California.

Heatstroke is a summertime threat to many Local 1245 members who work outdoors, including Local 1245 line clearance tree trimmers. State law now requires employers to train their employees on how to minimize the risk of heatstroke, and how to respond if an employee shows signs of heatstroke.

Perhaps the most important protection concerns water. The Heat Illness Prevention regulation (Title 8, Section 3395) states that, "Water shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift." Employers are permitted to begin the shift with smaller quantities if they are able to replenish supplies as needed to allow employees to drink one quarter per hour. The frequent drinking of water "shall be encouraged," the regulation states.

Training for employees is supposed to include:

- Environmental and personal risk factors for heat illness.
- The employer's procedures for identifying, evaluating, and controlling exposures to the environmental and personal risk factors for heat illness.
- The importance of frequent consumption of small quantities of water, up to 4 cups per hour under extreme conditions of work and heat.
- The importance of acclimatization, that is, giving the body time to adapt to working in the heat.
- The different types of heat illness and the common signs and symptoms of heat illness.
- The importance of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers.
- The employer's procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary.
- Procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider.
- How to provide clear and precise directions to the work site.

What makes heatstroke so dangerous is that the body's normal mechanisms for dealing with heat stress, such as sweating

and temperature control, are lost, according to MayoClinic.com. The main sign of heatstroke is a markedly elevated body temperature—generally greater than 104° F—with changes in mental status ranging from personality changes to confusion and coma. Skin may be hot and dry, although in heatstroke caused by exertion, the skin is usually moist.

Other signs and symptoms may include:

- Rapid heartbeat
- Rapid and shallow breathing
- Elevated or lowered blood pressure
- Cessation of sweating
- Irritability, confusion or unconsciousness

Protect yourself against heatstroke. By law, that is your right.

## La ley ofrece nuevas protecciones contra la insolación.

Evitar la insolación siempre ha sido una buena idea. Ahora es la ley en California.

La insolación es una amenaza durante el verano para los muchos miembros del Local 1245 que trabajan bajo el sol, incluyendo los podadores de árboles del Local 1245 que limpian la vegetación fuera de las líneas eléctricas. La ley del estado requiere ahora que las compañías adiestren a sus empleados acerca de la forma de reducir el riesgo de sufrir una insolación y la forma de responder si un empleado muestra señales de sufrir una insolación.

Quizás la protección más importante es el consumo de agua. La regla acerca de la prevención de la insolación (Título 8, Sección 3395) requiere que "Agua deberá ser suministrada en una cantidad suficiente al comienzo de la jornada de trabajo, para proveer un cuarto de galón de agua por empleado por hora, para tomar durante toda la jornada de trabajo". Los empleados podrán comenzar la jornada con una cantidad más pequeña si se pueden obtener cantidades adicionales de agua, como sea necesario, para permitir que los empleados puedan beber un cuarto de galón de agua por hora. La regla requiere que los empleados sean exhortados para que beban agua frecuentemente.

Se supone que el adiestramiento de los empleados incluya:

- Los factores ambientales y personales del riesgo de sufrir insolación.
- Los procedimientos del empleador para identificar, evaluar y controlar las exposiciones a los riesgos ambientales y personales de sufrir inso-



Local 1245 members working for Asplundh Tree in Merced, Ca. are, from left, Jose Urena, Foreman and 28-year IBEW member; Ricardo Rodriguez, Foreman and 11-year IBEW member; and Wayne Schortzman, Climber and 4-year IBEW member. Photo: Junior Ornelas

- La importancia del frecuente consumo de pequeñas cantidades de agua, hasta 4 tazas de agua por hora bajo condiciones extremas de trabajo y calor.
- La importancia de la aclimatación, o sea, darle al cuerpo el tiempo necesario para adaptarse a trabajar en el calor.
- Los diferentes tipos de insolación y las señales y síntomas comunes de la insolación.
- La importancia de reportar inmediatamente a la compañía, directamente o a través del supervisor del empleado, los síntomas o señales de la insolación en uno mismo o en los compañeros de trabajo.
- Los procedimientos de la compañía para responder a los síntomas de una posible insolación, incluyendo la forma de proveer servicios médicos si tales servicios se vuelven necesarios.
- Los procedimientos para llamar a los servicios médicos de emergencia y, si fuera necesario, para transportar a los empleados donde puedan ser alcanzados por un suministrador de

servicios médicos.

- La forma de suministrar direcciones claras y precisas para llegar hasta el sitio del trabajo.

Lo que hace que la insolación sea tan peligrosa es que los mecanismos normales del cuerpo para combatir el exceso de calor, como el sudor y el control de la temperatura, dejan de funcionar según MayoClinic.com. La señal más importante de insolación es una marcada elevación de la temperatura del cuerpo, generalmente por encima de 104°F, con efectos en el estado mental, incluyendo cambios en la personalidad hasta llegar a la confusión y coma. La piel puede sentirse caliente y seca, aunque en la insolación causada por exceso de trabajo, la piel usualmente está húmeda.

Otras señales y síntomas pueden incluir:

- Latidos rápidos del corazón.
- Respiración rápida y poco profunda.
- Presión arterial elevada o baja.
- Interrupción del sudor.
- Irritabilidad, confusión o pérdida del sentido.

Protéjase usted mismo contra la insolación. Por ley, ese es su derecho.



## Ladder safety

By David Vipond

With the arrival of spring many of us will be pulling out our ladders to work on the house and around the yard. Here are some quick notes on ladder safety:

1. Select the right ladder for the job you want to do. Remember: do not use aluminum ladders working around electric wires.
2. Inspect the ladder before using it.
3. Place your ladder at a safe angle. The ladder should be out about one-quarter of the ladder's height. For example, if you ladder is 16 feet high, then the

base of the ladder should be out 4 feet.

4. The ladder should extend at least 3 feet above its upper resting point—for example, three feet above the roof.
5. Always face your ladder—whether climbing or descending.

Take that extra minute to think about what you are doing when you set up a ladder. Using a little common sense can help keep you safe.

David Vipond is a member of the Local 1245 Safety Committee.

## Local 1245 Safety Committee

Current members of the Local 1245 Safety Committee are Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Kurt Celli, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Bob Burkle, City of Santa Clara; James Gorman, Davey Tree; and Assistant Business Manager Howard Stiefer.

# Outside Construction

In the Construction market we're starting the summer ramp-up for utilities' work.

We have been running open calls for Journeyman Lineman. We have work for about 100 linemen in various areas.



Ron Cochran

## THE NUMBERS

Since last month's report, we've had 42 calls for Journeyman Lineman; 3 calls for Equipment Specialist; 12 calls for Groundman; one call for Cable Splicers; 18 calls for UG Techs; and 4 calls for Apprentices, for a total of 80 calls.

The books, as of May 10:  
 Journey Lineman, Book 1: 19  
 Journey Lineman, Book 2: 1  
 Lineman, Book 3: 2  
 Lineman, Book 4: 41  
 Equipment Specialist, Book 1: 5  
 Equipment Specialist, Book 2: 7  
 Equipment Specialist, Book 3: 5  
 Groundman, Book 1: 23  
 Groundman, Book 2: 14  
 Groundman, Book 3: 40  
 Groundman, Book 4: 104  
 Cable Splicer, Book 1: 3  
 Cable Splicer, Book 2: 0  
 Cable Splicer, Book 3: 0

Total crews working on:  
 Outside Agreement: 48  
 U.G. Agreement: 43 crews  
 Pole and Test Agreement: 10 crews

Teledata Agreement: 10 crews  
 Total crews working: 111

Currently we have 313 apprentices; 46 are working out of Local 1245.

## Negotiations

We are negotiating with San Francisco NECA on the Light Rail Agreement, which is coming along very well. We met May 15 and came up with a table settlement, and we are now working out the details.

Canus Corporation has a table settlement for a one-year agreement with an increase of 8.5%.

Henkels & McCoy Teledata table agreement is complete. We will vote by hand within next 30 days

We have table agreements for NECA and Henkels & McCoy for Outside Line Construction Agreement.

## Other

Work outlook is great.

Railway Electric is starting a 2-year project on the Light Rail in San Francisco.

Parr is picking up 200 poles in San Francisco.

ILB picked up an extra 100+ poles in Fall River.

Henkels and McCoy are ramping to 20 crews in Bakersfield and 10 crews in Stockton.

At the May 10 unit meeting we discussed the Outside Line table agreement. The meeting lasted over three hours and was very productive. The ratification vote will be conducted by mail. The ballots are to be sent out May 11. The ballots will be counted May 30.

First Aid & CPR is the 3rd Saturday of every month in Sacramento.

Ron Cochran, *Business Rep.*



IBEW members Brad Kubiak and Jim Groner are two of eight Wellington Energy employees who installed gas and electric meters for Pacific Gas & Electric this spring as part of PG&E's Automated Metering Infrastructure pilot program in Vacaville. In all, the pilot calls for 5,000 meters to be installed. Kubiak and Groner, whose home local is IBEW Local 80, were dispatched through the IBEW Local 1245 Hiring Hall. Photos: Darryl Norris

## Even more giveaways to rich are in the works

# New tax cut approved: you get 20 bucks

The nation's richest people are walking away with millions but middle-income Americans get peanuts in the \$70 billion tax-cut reconciliation package approved by Congress and signed by President Bush last month.

The final package offers virtually no benefits to low- and moderate-income households, but showers high-income households with very large tax cuts.

The major provisions in the package—including a two-year extension of capital gains and dividend tax cuts and a one-year extension of relief from the Alternative Minimum Tax—would funnel about 22% of the benefits to households earning more than \$1 million a year, according to a study by the Urban Institute-Brookings Institution Tax Policy Center. These households

favored by Bush comprise just two out of every thousand households.

Another way of looking at it is this: middle-income Americans will receive a grand total of \$20 in tax relief, on average. For those with incomes above \$1 million, the average tax cut would be \$42,000.

And there's still more relief coming for the fat cats if Bush gets his way.

Bush's Republican allies in Congress are now debating repeal of the estate tax. They try to paint the estate tax as a "death tax" that will eat up even a \$1,000 inheritance.

But that's simply not the case. The estate tax only applies to estates larger than \$2 million (\$4 million for a married couple). That adds up to tax savings for about 3 out of every thousand taxpayers. The other 997 of us get squat.

## Distribution of Major Reconciliation Tax Cuts (Assuming They Are Fully In Effect in 2006)

Income Class	Average Tax Cut
Middle 20 percent	\$20
Top 1 percent	\$13,800
Over \$1 million	\$42,000

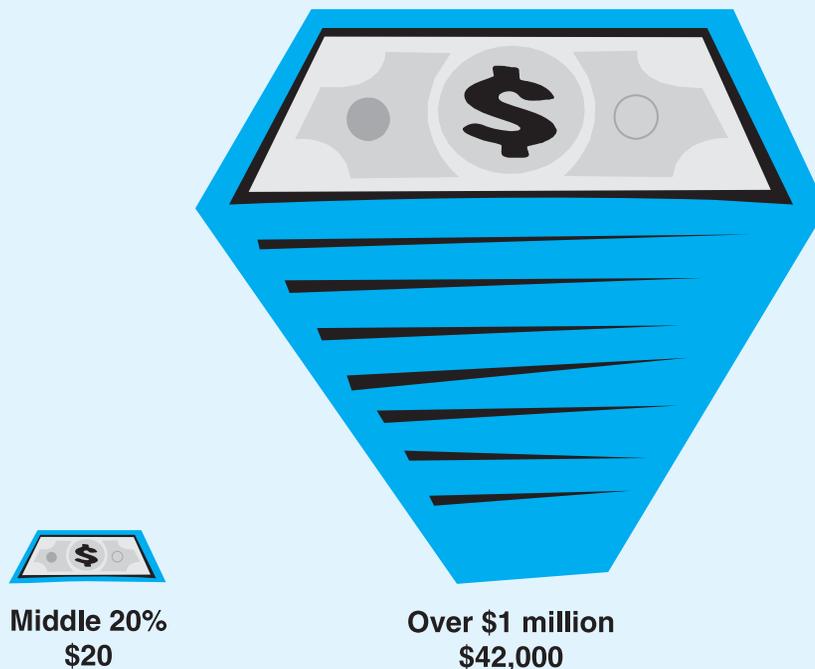
Source: Urban-Brookings Tax Policy Center



## Canus assists plant overhaul

Test Specialist James Crockett performs testing last month at PG&E's John Black Power Plant on the Pitt River west of Burney. The plant is getting a major overhaul, including new bearings in the generators, new relays, and new "exciters." Crockett, one of two Canus Corp. employees performing the tests, is a retired PG&E Elect-Tech. Local 1245 recently reached a table agreement in negotiations with Canus; ratification will be by mail ballot.

Photo: Ron Cochran



**I**NFRASTRUCTURE. It's like the old joke about weather: everybody complains, but nobody does anything about it.

In an era when much of America's infrastructure is on the decline, Local 1245 members at PG&E General Construction Gas are doing something about it. This spring a crew under Al Calleros, Working Foreman "A", has been hard at work in San Francisco's Sunset District upgrading natural gas pipeline—part of PG&E's on-going effort to replace the city's aging natural gas infrastructure.

The project doesn't tear up a neighborhood as much as you might think. A "guided bore" reduces the amount of excavation that is needed, minimizing inconvenience for residents and business owners.

A significant portion of the work is simply making things ready for the guided bore. First the crew digs vertical bell holes to "daylight" other services. In other words, make them visible "so we can actually see them when the bore comes through and make sure we don't hit anything," explains Calleros.

The task of digging the bell holes is facilitated by a vacuum truck, which sucks up the sandy dirt as crew members down in the hole knock it loose with their shovels. The dirt is dumped on the road, scooped up by a backhoe, and loaded onto a truck for removal. On this particular block of 27th Avenue the crew dug 32 bell holes in late February and early March. Metal plates are used to keep the bell holes covered when they're not being worked on.

Sometimes the work looks more like archeology than construction. This ground has been worked many times before and some of the abandoned gas pipe they have to remove has a definite look of antiquity about it.

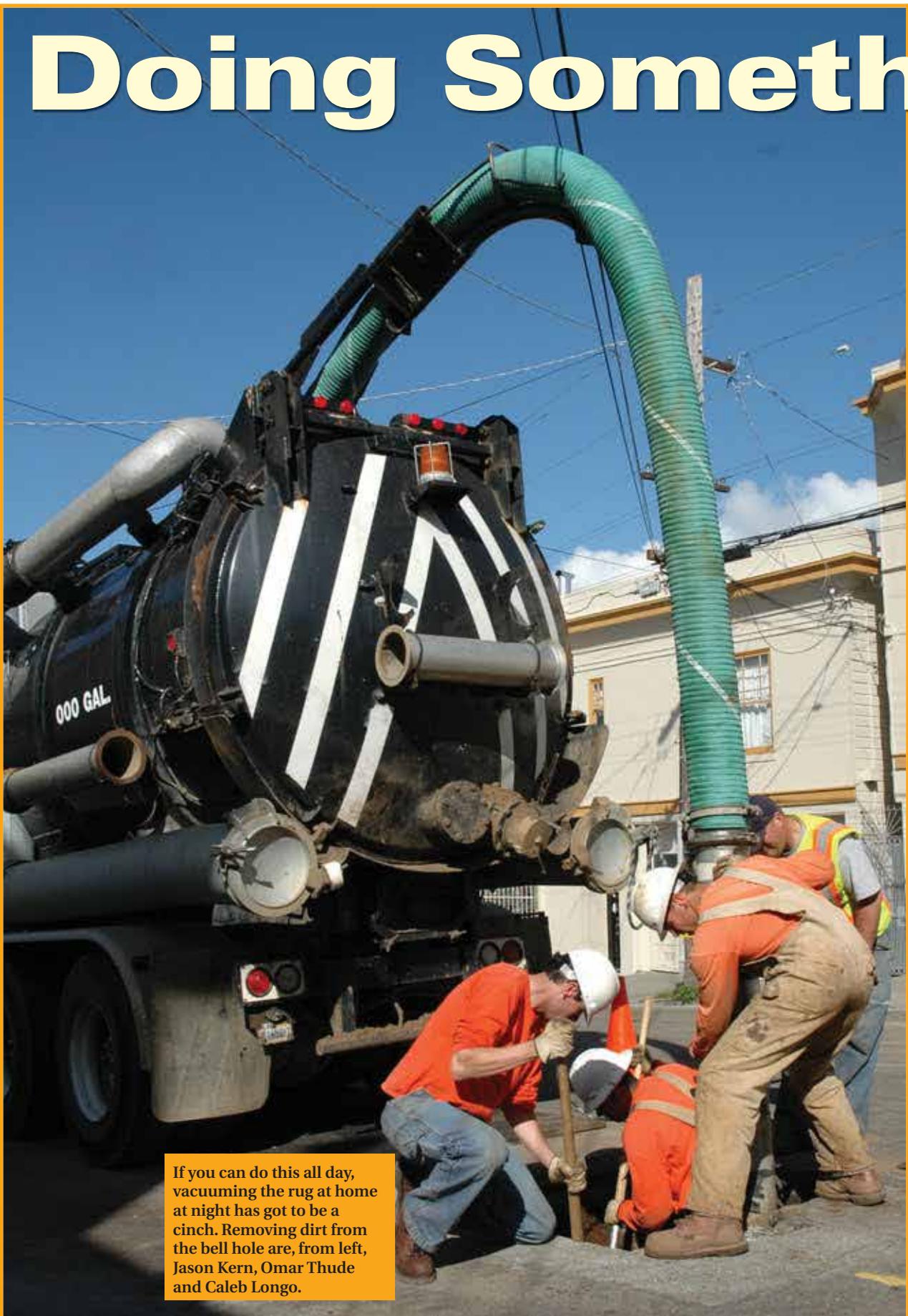
After the bore comes through, the



Story and photos by Eric Wolfe



# Doing Someth



If you can do this all day, vacuuming the rug at home at night has got to be a cinch. Removing dirt from the bell hole are, from left, Jason Kern, Omar Thude and Caleb Longo.



Fieldman Omar Thude, left, and Caleb Longo guide the vacuum pipe into the hole.

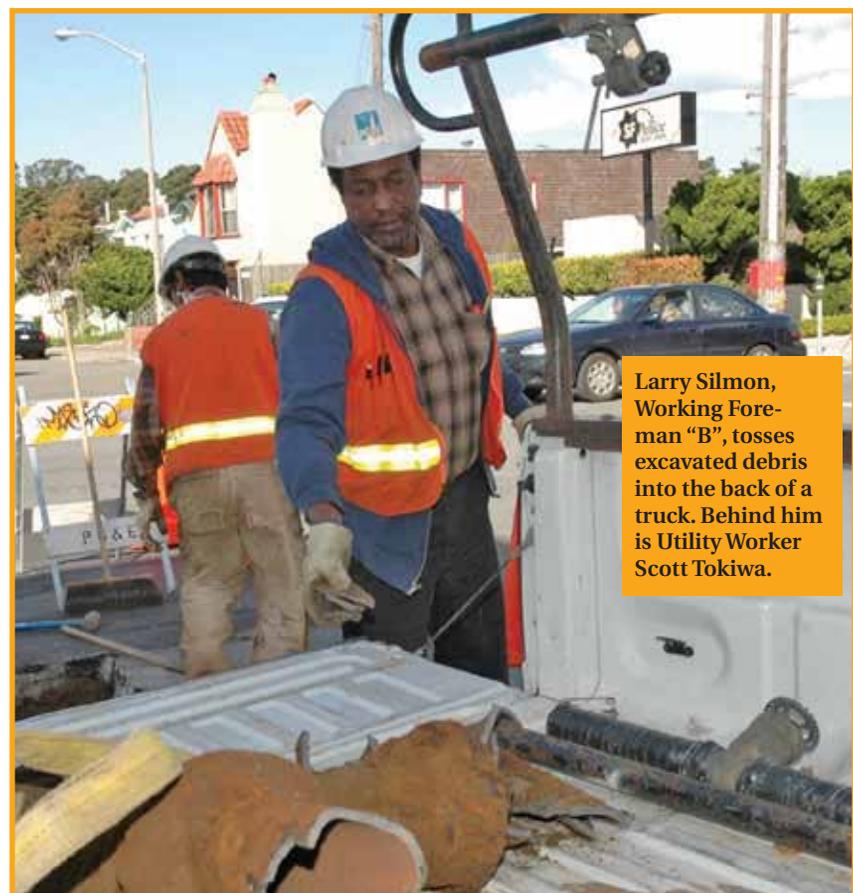


Talk about suction. Working Foreman "A" Al Calleros shows a piece of vacuum pipe that collapsed under the pressure.

# ing About It



Working Foreman "A" Al Calleros, in the back hoe, removes a piece of abandoned pipe with assistance from Scott Tokiwa, at right.



Larry Silmon, Working Foreman "B", tosses excavated debris into the back of a truck. Behind him is Utility Worker Scott Tokiwa.



The vacuum truck dumps the dirt from the hole into the street, where it is promptly removed by a back hoe and (BELOW) dumped into a truck for removal.

crew transfers the service for each customer and then moves to the next block. Calleros figures each block has taken about three weeks. This particular job, which began Jan. 16, consists of 10 adjacent blocks, with completion expected sometime in August.

People will go on complaining about the weather, no doubt. And they will go on complaining about much of America's infrastructure, too, which got an overall grade of "D" last year from the American Society of Civil Engineers based on a depressing assessment of the "congested highways, overflowing sewers and corroding bridges" that serve as "constant reminders of the looming crisis that jeopardizes our nation's prosperity and our quality of life."

Local 1245 members may gripe about the weather along with everyone else. But when it comes to San Francisco's aging gas distribution system, they don't have a lot of time to complain. They're too busy doing something about it.



Steve Posey at the controls of the back hoe.



Back Hoe Operator Steve Posey hauls a metal plate over the bell hole to keep the road as serviceable—and safe—as possible during construction.

# IBEW 1245 Unit Meeting Schedule: July–December 2006

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	12	9	13	11	8	13
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd.	G. Day	Thu	4:00pm	20	17	21	19	16	21
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr.	D. Tucker	Wed	5:00pm	12	9	13	11	8	13
Auberry	1129	Daddy Joe's Java, Auberry Road	C. Riggs	Tue	5:45pm	18	8	12	10	14	12
Auburn	3511	Round Table Pizza @ Auburn-Folsom Road	T. Andreucci	Tue	5:00pm	11	8	12	10	14	12
Bakersfield	1112	Labor Hall, 200 W. Jeffrey, Bakersfield*	S. Branch	Wed	6:00pm	12	9	13	11	8	13
Buellton	1221	Antonio's Pizza 280 E. Highway 246	B. Swanson	Mon	4:00pm	17	7	11	9	13	11
Burlingame/Peninsula	1512	TWU Local 505, 1521 Rollins Rd., Burlingame	B. Quinn	Wed	5:30pm	12	9	13	11	8	13
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	E. Hood*	Tue	6:00pm	4	1	5	3	7	5
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Trowbridge	Tue	6:00pm	18	15	19	17	21	19
Carson City, NV	3312	Fire Station #5, Stewart & 5th Street	M. Grimm*	Tue	5:30pm	11	X	12	X	14	X
Chilcoot	3514	Beckworth Tavern, Highway 70, Beckworth	C. Bagley	Wed	6:00pm	12	X	13	X	8	X
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R. Lassus	Thu	5:00pm	13	10	14	12	9	14
Davis General Construction	3000	Steve's Pizza, Davis	K. Goodner	Thu	4:00pm*	6	10	7	5	9	7
Donner	3309	TDPUD Board Room (temp)	N. Evans	Thu	5:00pm	X	3	X	5	X	7
Elk Grove (Frontier)	4014	Round Table Pizza, 5110 Laguna Blvd.*	S. Lawton	Tue*	5:00pm	25	22	26	24	28	26
Elko, NV	3318	Stockman's Casino, Elko	T. Norlen	Wed*	5:30pm	12	X	13	X	15	X
Ely, NV/Mt. Wheeler	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Mon	4:30pm	10	X	11	X	13	X
Eureka/Tree Trimmers*	3111	Labor Temple, 9th & "E" Street	vacant	Tue	6:00pm	11	15	12	10	14	12
Fallon, Nevada	3316	Fallon Country Club, 2655 Country Club Drive, Fallon	C. Robertson	Tue	5:30pm	X	8	X	10	X	12
Fort Bragg/Pt. Arena	3717	PG&E Yard, 3539 Walnut Street*	G. Fernandez	Thu	5:00pm	20	24	21	19	*16	21
Fresno	1111	AMF Sierra Lanes, 6450 N. Blackstone	C. Habecker	Tue	5:00pm	11	1	5	3	7	5
Fresno/EPA-Provco	4712	Round Table Pizza, First & Bullard, Fresno	R. Ramos*	Wed	5:00pm	5	2	6	4	1	6
Grass Valley	3513	Swiss House, 535 Mill St. (Hwy 49 and Hwy 20)	J. Maslov	Wed	6:00pm	12	9	13	11	8	13
Hayward/Fremont	2314	Bronco Billy's Pizza, 3940 Smith St., Union City	I. Araquistain	Wed	5:30pm	19	16	20	18	15	20
Hinkley	1311	Clubhouse, Hinkley Compressor Station*	P. Earl	Wed	5:30pm	X	2	X	4	X	6
Hollister	1219	Straw Hat Pizza, 191 A San Felipe, Hollister	J. Vermilyer	Wed	5:00pm	12	2	6	4	8	6
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tue	4:00pm	*5	1	5	3	7	5
Kettleman	1314	Kettleman Compressor Station	M. Guzman	Tue	5:30pm	11	X	12	X	7	X
Klamath Falls	3022	Mia's and Pia's Pizza, 3545 Summers Lane, Kfalls	B. Ironside	Mon	5:45pm	17	21	18	16	20	18
Lakeport	3715	Senior Center, 527 Konocti Ave.	B. Dawson	Tue	5:00pm	4	8	5	3	7	5
Lemoore	1128	Fleet Reserve, 788 "D" Street, Lemoore	J. Brager	Thu	5:00pm	13	10	14	12	9	14
Livermore	2315	Round Table Pizza, 1024 Stanley Blvd., Livermore	D. Diebner	Wed	4:00pm*	26	23	27	25	22	27
Lodi, City of	2516	Mountain Mike's Pizza, 550 S. Cherokee, Lodi	K. Enzi	Thu	5:00pm*	13	10	14	12	9	14
Los Banos	1115	Stockmans, 615 "I" Street, Los Banos	J. Esparza	Tue	4:00pm	25	15	19	17	21	19
Madera	1113	Madera Valley Inn, 317 "G" Street	G. Weaver	Wed	4:30pm	19	9	13	11	15	13
Marysville	3611	Stassi's, Fourth Street	M. Anderson	Wed	5:00pm	5	2	6	4	1	6
Merced	1123	Branding Iron, 640 W. 16th St., Merced	M. Jameson	Wed	5:30pm	12	2	6	4	8	6
Merced ID	1122	Firehouse, 560 W. 18th St., Merced*	J. Fletcher	Thu	5:00pm	13	3	7	5	9	7
Mirant	2319	Skipolini's Pizza, Fitzhuren Drive, Antioch	J. Ricard*	Wed	4:00pm	26	23	27	25	22	27
Modesto	2515	Days Inn, 1312 McHenry Blvd.	T. Fortune	Wed	5:30pm	12	19	13	11	8	13
Modesto/Modesto Irr. Dist.	2518	Hero's Sports Lounge, 821 "L" Street*	M. Quigley*	Wed	5:00pm*	5	2	6	4	1	6
Napa	3716	Round Table Pizza, 3331 Solano Ave. Napa	J. Kent	Thu	6:00pm	6	10	7	5	9	7
North Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Warmuth	Wed	5:30pm	19	16	20	18	15	20
Novato/Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Wed	5:30pm	12	9	13	11	8	13
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	R. Shepherd	Tue	4:45pm	11	1	5	3	7	5
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	A. Fortier	Thu	4:00pm	20	17	21	19	16	21
Paradise	3417	Round Table Pizza, 6038 (B) Clark Road, Paradise*	R. Jaster*	Wed	5:30pm	12	9	13	11	15	13
Placerville	3813	Spanky's Pizza, 197 Placerville Dr.	G. McNamara	Tue	3:45pm	4	1	5	3	7	5
Placerville/Davey Tree	4714	Round Table Pizza, 512 Main Street, Placerville	S. Speak	Tue	5:00pm	11	1	5	3	14	5
Pollock Pines/Fresh Pond	3912	50 Grand Club, Pollock Pines	R. Curtis	Wed	5:00pm	5	2	6	4	1	6
Portland, OR	3026	TC Headquarters - Portland	L. Bec*	Thu	12:00 noon	20	17	21	19	16	21
Red Bluff	3214	Crystal Restaurant, 343 S. Main Street, Red Bluff	J. Johnstone*	Thu	5:45pm*	6	3	7	5	9	7
Redding	3212	Round Table Pizza, 2808 McMurry Dr., Anderson	R. Rylee	Wed	5:15pm	5	2	6	4	8	6
Redding, City of	3217	Round Table Pizza, 900 Dana Drive, Redding	D. Norman	Tue	4:30pm	*5	1	5	3	7	5
Redding/Davey Utility	4419	Round Table Pizza, 900 Dana Drive, Redding	J. Shepherd	Wed	5:00pm	23	23	27	25	22	20
Redmond, OR	3028	TC Headquarters - Redmond	J. Kissee	Thu	5:00pm	13	10	14	12	9	14
Redwood City/Asplundh Tree	4711	Mountain Mike's Pizza, 120 El Camino Real	D. Urbino*	Tue	6:00pm	25	15	19	17	21	19
Reno, NV	3311	IBEW LU 401, 2713 E. 4th St.	D. Moler	Wed	6:00pm*	5	6	4	1	6	
Richmond	2318	La Strada Rest., 2215 Church Lane, San Pablo	T. Verndon	Wed	4:45pm	5	2	6	4	1	6
Richmond/E. Bay Clerical	2301	La Strada Rest., 2215 Church Lane, San Pablo	D. Ambeau	Wed	6:00pm	5	2	6	4	1	6
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main Street, Roseville	M. Barton	Tue	4:15pm	11	8	12	9	14	12
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd., Sacramento	L. Mennel	Wed	5:15pm	5	2	6	4	1	6
Sacramento Clerical	3801	Sacto Central Labor Council, 2840 El Centro	D. Ryan	Thu	5:30pm	20	17	21	19	16	21
Sacramento/Asplundh-Davey	4717	Round Table Pizza, 8760 La Riviera Drive	Vacant*	Tue	4:00pm	18	8	12	10	21	12
Sacto. Muni Utility District	3911	Dante Club, Sacramento	D. Trigeirio	Wed	4:30pm	12	9	13	11	8	13

# IBEW 1245 Unit Meeting Schedule: July–December 2006

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JUL	AUG	SEP	OCT	NOV	DEC
Sacto. Regional Transit	3011	Espanol Restaurant, Sacramento	C. Bibbs	Wed	5:00pm	19	16	20	18	15	20
Sacto./Outside Line No.	4911	Ron Weakley Hall, IBEW 1245, 30 Orange Tree Circle	L. Thomson	Wed	7:00pm	12	9	13	11	8	13
Salinas	1211	Firestone Walker Brewery Co., Buellton*	D. Montanez	Tue	5:15pm	11	1	5	3	7	5
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St.	V. Jones	Wed	4:30pm	5	2	6	4	1	6
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave., San Jose	F. DeAguinaga	Wed	5:15pm	12	9	12	10	14	12
San Jose/Asplundh Tree	4713	Denny's, 1390 S. First Street	E. Arellano	Thu	6:00pm	6	3	7	5	2	7
San Luis Obis./Pismo Beach	1215	Vallarta's Mexican Food, 1761 Monterey Street, SLO	Vacant	Thu	4:00pm	13	3	7	5	9	7
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Wed	5:30pm	5	2	6	4	8	6
Sandpoint	3021	Sandpoint Headquarters	D. Christman*	Wed	5:00pm	12	9	13	11	8	13
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	B. Burkle	Wed	4:30pm	12	9	13	11	8	13
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave., Santa Cruz	G. Bargas	Tue	4:30pm	11	8	11	9	13	11
Santa Maria	1216	Round Table Pizza, 2508 S. Broadway, Santa Maria	M. Landeros	Wed	4:00pm	19	9	13	11	15	13
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tue	6:00pm	*5	1	5	3	7	5
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	P. Sandoval	Thu	4:30pm	20	10	14	12	16	14
Shasta - USBR	3218	Keswick Dam Rd., Keswick	G. Walpole	Tue	5:15pm	18	X	19	X	21	X
Sonora	2517	The Peppery, Mono Way	B. Owens	Tue	4:00pm	11	8	12	10	14	12
Sonora/Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way, Sonora	S. Hix	Mon	4:00pm	3	7	11	2	6	4
South Lake Tahoe	3314	Round Table Pizza, 1062 Emerald Bay Road	P. Stahl	Thu	5:00pm	6	X	7	X	2	X
Spankel, WA/Rosalia	3027	TC Headquarters - Rosalia	P. Brown	Thu	5:00pm	13	10	14	12	9	14
Spokane, WA	3025	TC Headquarters - Spokane	vacant	Thu	12:00 noon	20	17	21	19	16	21
Stockton	2511	Ed Stewart American Legion Post #803, 3110 N. West Ln.	J. Martine*	Thu	6:30pm	13	10	14	12	9	14
Stockton Clerical	2509	8110 Holman Road, Ste. #1, Stockton*	K. Krummes*	Thu	4:00pm	13	10	14	12	9	14
Stockton/EPA-Provco*	4718	Eddie's Pizza, 1048 Waterloo Road	J. Cervantes*	Wed	6:00pm	12	9	13	11	28	13
Susanville (LMUD/Frontier)	4012	The Pizza Factory	K. Merrill	Thu	5:30pm	13	10	14	12	9	14
Templeton	1217	The Pizza Place 105 Main St.	G. Burk	Tue	4:00pm	18	8	12	10	14	12
Tiger Creek/Pine Grove	2519	Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove	R. Davis	Tue	6:00pm	18	15	19	17	21	19
Topock	1313	PSEA Clubhouse, Moabi Park, Topock	G. Shettco	Thu	4:45pm	X	3	X	5	X	7
Truckee Meadows Water Auth	3310	TMWA Corporate Office, Sparks	D. Romeo	Tuesday	4:30pm*	X	1	X	3	X	5
Turlock	1126	Turlock Chamber of Commerce, 115 S. Golden State Blvd	R. Lane	Thu	4:00/5:00 p.m.	6	3	7	5	2	7
Ukiah	3714	Ukiah Garden Café, 1090 S. State Street	C. Spaletta	Wed	5:30pm*	5	9	6	4	8	6
USBR/CVO	3012	Round Table Pizza, 7943 Greenback Lane, Citrus Hts.	M. McKay	Tue	5:00pm	11	8	12	10	14	12
Vacaville	3812	Pietro's #2 679 Merchant St., Vacaville	E. Owens	Wed	5:00pm	12	9	13	11	8	13
Walla Walla	3023	TC Headquarters - Wallula	M. Prior	Thu	5:00pm	13	10	14	12	9	14
Wells R.E.C.	3319	Silver Sage Senior Citizens Center, 1st St., Wells NV	T. Leach	Tue*	5:00pm	11	X	12	X	14	X
Winnemucca	3317	Los Marguerits, 47 E. Winnemucca Boulevard	S. Morris	Wed	7:00pm	X	9	X	11	X	13
Yerington	3313	Pacific Avenue Firehouse	L. Soukup	Thu	5:00pm	X	3	X	5	X	7

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

\*Indicates change since schedule was last published in December 2005.

## I hardly knew you, Kenny boy

A federal jury on May 25 convicted former Enron leaders Ken Lay and Jeffrey Skilling of conspiracy and fraud.

Lay, who used his friendship with President Bush to rise to the pinnacle of corporate power—and to seduce California into a disastrous experiment with energy deregulation—was found guilty of conspiracy and five counts of fraud—all the charges he faced. Skilling was convicted of one count of conspiracy, 12 counts of fraud, five counts of making false statements and one count of insider trading.

After the Enron crash, President Bush attempted to distance himself from Lay, despite having flown on the company's jet on at least eight occasions. "I have not met with him personally," Bush said after the scandal broke.

But Freedom-of-Information requests have unearthed documents that tell a different story:

"Dear Ken, one of the sad things

about old friends is that they seem to be getting older — just like you!" wrote then-Texas Gov. Bush in April 1997. "Thank goodness you have such a young beautiful wife."

Just the sort of thing you would say to someone you had never met with "personally."

Despite the fact that Bush never met "personally" with Lay, he did find time as governor of Texas in 1997 to lobby a fellow governor on behalf of Lay's hare-brained deregulation schemes. Lay penned this thank you letter on Oct. 7, 1997: "I very much appreciated your call to Gov. Tom Ridge a few days ago. I am certain that will have a positive impact on the way he and others in Pennsylvania view our proposal."

Lay played a key role in drafting the Bush administration's energy policy. He also submitted a key memo opposing price caps in response to the energy crisis in California that Enron had helped engineer. Lay's fingerprints were also all over the abrupt dismissal of Curtis Hebert Jr. as Federal Energy Regulatory Commission chairman. FERC subsequently turned a deaf ear to California's loud pleas for help.

## Mirant seeks contract to keep plants open

Mirant Corp. has given notice to the California Independent System Operator that it intends to shut down Pittsburg Power Plant Unit 7 and Contra Costa Power Plant Unit 6 in Antioch if the company cannot find buyers for the electricity.

Company officials informed IBEW Local 1245, which represents employees at the plants, that they were not ready to discuss the possibility of downsizing the workforce because they still hope to find a buyer for the power. It is possible that Pacific Gas & Electric, which is required by the state to maintain "spinning reserves," would view the Mirant plants as a way to meet that requirement.

The plants were originally owned by PG&E, but were sold to Mirant in conjunction with California's disastrous experiment with electric deregulation in the late 1990s.

"If Mirant is unable to find a buyer

for the power, our members could be adversely affected," said Local 1245 Business Rep. Hunter Stern.

Three other Mirant units at the Pittsburg and Antioch complexes will continue to operate under "must run" contracts with the ISO, according to the Contra Costa Times. Those contracts are meant to ensure power reliability in the Bay Area by paying the company to keep them online and available to generate electricity.

The two units at threat of closure can generate about 1,000 megawatts, about the same amount of power that the three remaining units can generate.

Mirant has said that operating the two targeted units is not economical unless the company can find a buyer for the power or obtain the "reliability compensation" that must-run contracts provide.

The market is soft for sellers of electricity in northern California, particularly those trying to sell power from older units like the Mirant plants, which are more expensive to run, Jim Bushnell, research director for the University of California Energy Institute, told the Times.

# WORKING Women



## Women Mariners Take On the Sea

By Amie Williams

"Shipping Out: The Story of America's Seafaring Women" is a comprehensive, spirited look at the women of today who sail the seas for a living. Made for public television, the video documentary opens with striking images of intrepid women on tanks and tugs, climbing on board container ships, piloting through dangerous waters, and yes, even cooking up a gourmet meal in a ship's galley.

Over the next 56 minutes, the viewer gets to know a dynamic, diverse group of women who have been drawn to the Merchant Marines, not just in the last 20 years since significant restrictions have been lifted on women's access to these jobs, but as far back as the late 1800s, when women disguised themselves as men to be able to "ship out."

The question of what drives these women becomes the central theme of the video. What inspires them to pursue the life of a captain on a container ship, piloting the Columbia River Bar, or restoring old tugboats off the San Francisco Bay?

As one female tug captain, Jeanne Pinto, puts it early on, "It's really fun, pushing this huge ship around." But another woman, Capt. Carol Curtiss tempers this with, "The truth is, this is a hard job. It's not for every woman, it's not for every man."

To meet these women is to encounter the stuff that determination and dreams are made of. More than anything, we learn how much they are dedicated to



Melissa Parker and Mary Rose.

the work. Whether getting scarred from a boiler-room accident, or being away from loved ones for months at a time, what unites these women is an undeniable, infectious passion. The best part of the video is when they talk about what they love about the job, such as when engineer Mary Helen Smith mentions "the sunsets, wind through the hair, being taken seriously for once."

The documentary introduces women like Mary Frances Culnane, the first woman to graduate from King's Point, the Merchant Marine Academy.

Since 1974, women have been allowed into the academy, but very few make it. You have to be that much bet-

ter, than a man, they tell you, and the training takes years. In fact, to make it all the way to pilot, a top job in the hierarchy of maritime work, the training is rigorous. To date, only three percent of the world's pilots are women.

On some level, the subtext of "Shipping Out" really is a direct engagement in the evolving nature and purpose of a woman's life, particularly her choice of profession. The profiles of seafaring women fly in the face of notions of gender and social constructs. It's as if getting off of land-based ideologies and "shipping out" to sea, these women challenge both themselves and all of society.

One story that resonates is single-mom Melissa Parker, who recently had to give up her beloved tugboat business after she had a baby. But she manages to find a real estate job that supports her love of restoring old tugboats, and is able to spend quality time with both her daughter and the boats. Captain Deborah Dempsey may not have a traditional family, in the sense of a husband and children, but she's proud of what she sees as an ancient family, the family that is the merchant marines, and ultimately, the sea itself.

The absence of family and the presence of the sea is a recurrent theme. For a lot of the women interviewed, finding the right partner is difficult, not just because they are gone for so long, but because they are used to being in charge.



Tugboat captain Jeanne Pinto.

"You want to be in command at home, as well," one of them remarks.

"These boats are my significant other," Melissa laughs, almost wistfully.

"Shipping Out" is available on DVD for \$24.95 plus \$4.00 mailing. Make checks payable to: Waterfront Soundings Productions / 3252 Kempton Avenue / Oakland, CA 94611. An accompanying study guide, to help teachers explore subjects raised in the documentary, is available for \$5.00 or can be downloaded for free at [www.shippingoutvideo.com](http://www.shippingoutvideo.com).

Independent filmmaker and activist, Amie Williams has recently finished the film "Eye of the Storm" on the 2002 ILWU longshore lockout and contract negotiations and a film for PBS about American Apparel, titled "No Sweat."

## Beware workplace surveillance

Whether it's at home or at work, your right to privacy may be considerably slimmer than you realize.

The increasing use of technology, and its increasing sophistication, makes it possible for employers to track the activities of employees. At Pacific Gas & Electric, for example, employees who use company computers leave footprints that the company can easily follow. Even though limited personal use of company equipment is permitted, "personal" does not mean "private."

"If one of our members views an inappropriate site or spends all day monitoring E-Bay, the company computer will have a record of that," said Local 1245 Assistant Business Manager Sam Tamimi.

Likewise, personal e-mails can be viewed by PG&E if they are sent on company computers—even if the messages are going through the employee's personal e-mail account on Yahoo or AOL.

"The company may not be inter-

ested in monitoring you, but the technology gives them the ability to go back and find this information if they decide they need it," said Local 1245 Assistant Business Manager Ken Ball.

With the advent of global positioning satellite technology, companies are also increasing their ability to track equipment. Before using a company vehicle, make sure you're remaining within the rules for the use of that vehicle.

Surveillance is increasingly a fact of life. A word to the wise: if you want your private personal activity to remain that way, don't let that activity become entangled with company equipment.



## Clerical pact approved

Members of the IBEW Clerical bargaining unit at Pacific Gas & Electric overwhelmingly approved an agreement to extend the protections contained in the current Clerical union contract by two years (through 2010). Under the terms of this agreement, Clerical members will also receive wage increases in 2009 and 2010 equal to whatever is negotiated for the Physical bargaining unit. Serving on the Ballot Committee are, standing, from left: Adrienne Franks, Lem Stubblefield and Katharine Reeves. Seated, from left, are: Sylvia Leon and Ruth Bailey.

# Retirees' Corner



## Retiree Medical Costs: A Ticking Time Bomb for Current Employees

The chart accompanying this story was developed by George Murphey, a member of the Vacaville/Sacramento Chapter of the Local 1245 Retirees Club. Additional assistance was provided by Stuart Neblett, a member of the negotiating committee during the last round of bargaining with PG&E. The chart shows how the current cap on PG&E's contribution to retiree medical insurance premiums will shift an increasing share of medical costs onto the backs of retirees, so that *IBEW members who retire in 2025 could see a pension check of just \$914 per month* after medical premiums are deducted.

Using a Gas Serviceman who retires in 2025 as an example, let's see what happens to his pension check after we apply a few assumptions about medical cost-sharing over the next 20 years.

In 2005, a Gas Serviceman earned \$1290 weekly. Wage increases during this current contract term are 3.75% annually. If we assume he receives 3% wage increases in subsequent years, his weekly wage at retirement in 2025 will be \$2387, yielding a monthly pension benefit of \$4,758. Doesn't sound too bad... until you start thinking about inflation in medical costs

In 2005, employer health insurance premiums increased by 9.2%—nearly three times the rate of inflation, while the annual premium for an employer health plan covering a family of four averaged nearly \$11,000, according to the 2005 Annual Survey of Employee Health Benefits by The Henry J. Kaiser Family Foundation.

Using this data as a guide, our chart assumes a 10% annual increase in Kaiser premiums through 2025, yield-

ing a monthly Kaiser premium in 2025 of \$4373.

Our chart assumes a maximum monthly PG&E contribution of \$500 toward this premium, leaving a balance of \$3,873.

If PG&E continues to agree in negotiations with IBEW to fund a Retirement Offset Premium Account (ROPA) at the rate of 50% (which is by no means assured), PG&E would pay \$1,936 of that monthly premium, with the employee paying the other \$1,936, leaving a net pension check of \$2822.

At the current level of PG&E funding for the ROPA—\$7500 for each retiree for the contract period that began in 2003—a new ROPA beginning in 2025 would last just four months. This would leave the retiree on the hook for \$3844 per month for the remainder of the contract period—in other words, for years.

What does that mean in terms of the retiree's \$4758 monthly pension benefit? It means that the retiree would receive a net pension payment of \$914. And if you think that's a paltry amount right now, think about what \$914 will actually be worth in 2025—after 20 more years of inflation in the cost of everyday goods and services!

The chart allows you to make similar calculations for an employee who retires in 2008, 2010, 2015 or 2020. Although these figures are only estimates, they give you some indication of what will happen to your future pension income if nothing is done to correct the situation.

Go ahead, do the math. The financial crisis facing Local 1245 retirees today is lying in wait for the retirees of tomorrow—a ticking time bomb.

## PG&E to meet with retirees June 16

In response to mounting frustration among Local 1245 retirees over skyrocketing medical costs and stagnant pensions, PG&E has agreed to talk.

The sit-down meeting will occur on Friday, June 16 at Weakley Hall in Vacaville, from 2 to 4 p.m. The meeting format

calls for participation by up to three representatives from each of the five chapters in the Local 1245 Retirees Club: East Bay, San Jose, Vacaville/Sacramento, Santa Rosa and Merced.

A report on the meeting will appear in the July edition of Utility Reporter.

## Retiree Club Meeting Schedule

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

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

**Vacaville/Sacramento Chapter:** 2nd Wednesday each month, 10 a.m., at IBEW Local 1245, 30 Orange Tree Circle,

Vacaville, CA.

**Santa Rosa Chapter:** 1st Tuesday each month, 10 a.m., at IBEW Local 551, 2525 Cleveland Ave., Suite B, Santa Rosa. (July meeting moved to July 5.)

**Merced Chapter:** 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th St., Merced. (July meeting moved to July 11.)

## Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in the East Bay, San Jose, Sacramento/Vacaville, Santa Rosa or Merced. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Richard Anderson 31 years Concord, CA	Kenneth Brownlee 34 years Dixon, CA	Tommy Hensley 32 years Garberville, CA	Frank Lucchese 31 years San Francisco, CA
Edward Austin 29 years Lakeport, CA	Sheridan Cantando 37 years Ione, CA	James Herrera Jr. 34 years Atwater, CA	Wayne Mabie 21 years San Martin, CA
Alfredo Baldosano 32 years Union City, CA	Lynda Collins 30 years Redwood City, CA	Joseph Horst 40 years Santa Maria, CA	Craig Mc Rae 35 years Vacaville, CA
Gabe Banffy 10 years Folsom, CA	John Cook 31 years San Francisco, CA	Floro Idio 32 years Fairfield, CA	Michael Myers 37 years Hydesville, CA
Roy Bax 34 years Union City, CA	Michael Dean 40 years Fresno, CA	Cirilo Jimenez 32 years W Sacramento, CA	James Nelson 28 years Grass Valley, CA
Richard Beard 34 years Livermore, CA	Ronald Del Barba 33 years Stockton, CA	Larry Johannaber 38 years Acampo, CA	Jose Ortiz 34 years Auburn, CA
Ruben Bejarano 19 years San Jose, CA	Charles Edwards 40 years Stockton, CA	Loisann Kelsey 28 years Occidental, CA	Larry Sebilian 34 years Fresno, CA
Richard Bjorklund 16 years San Luis Obispo, CA	James Edwards 30 years Oroville, CA	William Kirby 33 years Menan, ID	Richard Sorg 33 years Las Cruces, NM
Jerry Bothello 35 years Auburn, CA	Dale Frakes 26 years Auburn, CA	Walter Krebs 20 years San Luis Obispo, CA	David Stewart 35 years Patterson, CA
John Bowen 21 years Pacifica, CA	Arnold Garza 34 years Hanford, CA	Peter Krusi 41 years Nevada City, CA	Michael Thompson 44 years San Jose, CA
James Bray 32 years Penn Valley, CA	John Glover 32 years Dixon, CA	William Lovos 27 years Auberry, CA	David Townsend 26 years Mckinleyville, CA

## The increasing cost of health care for retirees is not just a retiree issue for current retirees. It is a ticking time bomb awaiting Local 1245 members at PG&E who retire in the future. Chart credit: George Murphey / Stu Neblett

Year	Serviceman Salary / wk 3.75% & 3%	Pension Monthly 30yr=46%	Kaiser Premium	PG&E Contrib. Max	Premium Balance	ROPA 50% Offset	Employee Cost	Offset Years \$7500 max	Net Pension with ROPA Offset	Net Pension w/o ROPA Offset	Net Pension w/o \$500 from PG&E
2005	1290	2571	650	500	150	75	75	8.33	2496	2421	1921
2008	1410	2810	865	500	365	183	183	3.42	2627	2484	1984
2010	1495	2981	1047	500	547	273	273	2.29	2708	2434	1935
2015	1776	3540	1686	500	1186	593	593	1.05	2947	2355	1855
2020	2059	4104	2715	500	2215	1108	1108	0.56	2997	1891	1391
2025	2387	4758	4373	500	3873	1936	1936	0.32	2822	914	414

# INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying statement of Financial Position arising from cash transactions as of DECEMBER 31, 2005 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended. These financial statements are the responsibility of the Local's management. Our responsibility is to express an opinion on these

financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements.

An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash basis transactions of Local No. 1245 for the year ended DECEMBER 31, 2005 and the financial position- cash basis at DECEMBER 31, 2005 in accordance with the basis of accounting as noted above.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 9 to 22) is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

San Bruno, California  
March 13, 2006  
DALMAS ACCOUNTANCY CORP.

## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2005

### Assets

#### General Fund:

Bank of the West - checking accounts	416,668	
Bank of the West - money market	<u>57,347</u>	474,015
Cash funds		5,350

#### Investments:

Merrill Lynch Institutional Money Fund	7,132	
Merrill Lynch-CMA Money Fund	106,921	
Corporate Bonds	682,572	
U.S. Government Securities	840,968	
Mutual Funds	115,800	
Common Stocks	1,106,482	
Bank of the West-Short term		
Treasury Portfolio	158,825	
Franklin Income Fund	<u>1,733,424</u>	
Total General Fund		5,231,489

Political Donation Fund- checking account	<u>43,306</u>	
Total Current Assets		6,143,284

200 shares PG&E common stock - at cost	3,388	
Loan receivables-Energy Workers Center, Inc.	929,426	

#### Fixed assets, (Note 1):

Automobiles (45) at cost	990,624	
Less: allowance for depreciation	<u>708,177</u>	282,447
Furniture and office equipment - at cost	517,345	
Less: Allowance for depreciation	<u>192,277</u>	325,068
Total Assets		<u>6,817,004</u>

### Liabilities and Net Assets

#### Liabilities:

IBEW per capita portion of December receipts to forward	202,000	
Vacation payable	<u>398,578</u>	
Current Liabilities		<u>600,578</u>

#### Net Assets:

Unrestricted	6,171,240	
Temporarily restricted- Political Donation Fund	<u>45,186</u>	6,216,426
Total Liabilities and Net Assets		<u>6,817,004</u>

The accompanying notes are an integral part of this financial statement.

## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS POLITICAL DONATION FUND TEMPORARILY RESTRICTED For the Year Ended DECEMBER 31, 2005

Cash balance, December 31, 2004	43,306	
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#### Receipts:

Portion of Local Union dues directly deposited to this fund	89,120	
Write off old outstanding checks	<u>35</u>	
Total receipts and balance		<u>132,461</u>

#### Disbursements:

Santa Clara Building Trades Council-PAC	125	
Lloyd Leaven for Assembly	2,500	
California Leadership Fund	2,500	
Merced Mariposa CLC	400	
Napa Solano CLC	400	
Secretary of State Political Reform Division	13,790	
Capitol Web Works	230	
Nevada State AFL-CIO	500	
Santa Clara Democratic Party	200	
2005 Cope Dinner	1,425	
Kakishiba for City Council	250	
Kern, Inyo & Mono CLC	1,495	
Coalition of Organized Labor	90	
San Mateo CLC-Cope	1,275	
Joe Coto for State Assembly 2006	1,000	
Friends of Nouen Evans for Assembly	1,000	
The Klehs Committee	1,000	
Joe Simitan for State Senate	1,500	
Sacramento CLC- Salute to Labor Dinner	1,000	
Workers Rights Protection Fund	12,285	
Tri - Counties CLC - Labor Leader of the Year	200	
Nevada State AFL-CIO Campaign	10,000	
KP Corporation - Prop. 80 postage	7,416	
Cibula for Supervisor	250	
Harrington Mc Innes - CA Proposition Printing	3,482	
Cisneros for Treasurer	250	
Phil Ting for assessor	250	
Dina Titus for governor	1,000	
Brown for Attorney General	500	
Jack Hooper for M.I.D. board of directors	250	
Timothy L. Pellissier	250	
Palmer for City Council	250	
Cope of the North Bay	1,250	
IBEW LU 1245 - reimbursement - Lobbying 2005		
Nevada legislative Session	15,000	
Harrington Mc Innes - Prop 80 flyers	2,024	
K P Corporation - Prop 80 flyers mailing	1,538	
Washoe County Democrats	300	
Committee to Elect Debbie Smith	100	
Cash balance, DECEMBER 31, 2005	<u>87,275</u>	
Bank of the West checking account		<u>45,186</u>

The accompanying notes are an integral part of this financial statement.

## EXHIBIT C. INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET ASSETS For the Year Ended DECEMBER 31, 2005

Cash balance, beginning December 31, 2004	6,099,978	
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#### Receipts:

Local Union portion of receipts:		
"A" members' dues	187,390	
"BA" members' dues	8,981,595	
Initiation fees	37,194	
Reinstatement fees	888	
Agency fees	100,552	
Working dues	922,501	
Hiring hall dues	328,868	
Retiree's club dues	<u>20,697</u>	10,579,685

#### Reimbursements to General Fund:

Interest and investment income	441,002	
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#### Refunds and reimbursements:

Union Shopper	6,150	
Other receipts	19,266	

#### Energy Workers Inc. improvement loan payments:

Principal	118,636	
Interest	31,140	
Furniture & equipment sales	38,000	
Automobiles sales	<u>34,713</u>	650,907

#### International portion of receipts:

"A" members' per capita	356,365	
"BA" members' per capita	1,762,386	
Initiation fees	37,269	
D.B.A.F. fees	254	
Reinstatement fees	4,804	
Agency fees	<u>22,540</u>	2,183,618
Total receipts		13,414,210
Total balance and receipts		19,514,188

#### Disbursements, per Page 15

of Schedule of Disbursements	14,282,699	
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Cash balance, December 31, 2005, Details in Statement of Financial Position arising from cash transactions

5,231,489

The accompanying notes are an integral part of this financial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS LOCAL NO. 1245 STATEMENT OF CASH  
DISBURSEMENTS UNRESTRICTED NET ASSETS  
For the Year Ended DECEMBER 31, 2005

**Affiliation fees:**

International Brotherhood of Electrical Workers	2,315,159
Santa Clara C.L.C.	8,580
Alameda C.L.C.	11,520
Nevada State AFL-CIO	4,200
Nevada State Electrical Association	840
Sacramento C.L.C.	9,600
San Francisco C.L.C.	5,388
State Association of Electrical Workers	164,000
Contra Costa C.L.C.	9,900
California Federation of Labor	96,115
California State Association of Electrical Workers	33,072
Marin County C.L.C.	4,776
San Joaquin and Calaveras C.L.C.	2,100
Butte-Glenn C.L.C.	1,500
Napa-Solano C.L.C.	1,926
Kern-Inyo-Mono C.L.C.	1,350
Fresno-Madera C.L.C.	4,200
Merced-Mariposa C.L.C.	1,350
Stanislaus-Tuolumne C.L.C.	1,116
Marysville C.L.C.	1,200
Humboldt-Del Norte C.L.C.	603
Five Counties C.L.C.	852
Monterey County C.L.C.	3,639
Government Coordinating Council	600
San Mateo C.L.C.	3,600
Idaho State AFL-CIO	151
Joint Executive Conference-S.C. Electrical Workers	15
Joint Executive Conference-N.C. Electrical Workers	100
Tri Counties C.L.C.	1,920
Maritime Trades Post Council	600
C.U.E.	262,000
Northern Nevada C.L.C.	1,650
San Bernardino & Riverside C.L.C.	201
TCC-2	30
San Diego-Imperial C.L.C.	86
Congress of California Seniors	125
Forum - Alameda Retired Members	25
TCC-6	383
C.U.R.E.	24,724
	<u>2,979,196</u>

**Staff expenses:**

Salaries	4,717,337
Expenses	245,555
Automobile expenses	100,621
Fitness plan	1,506
Automobile purchases	142,247
	<u>5,207,266</u>

**Research and Education:**

Subscriptions and publications	24,540
Scholarship fund	2,100
	<u>26,640</u>

**Office salaries:**

Administration office salaries	390,856
Bargaining unit salaries	603,224
	<u>994,080</u>

**Office expenses:**

Rent	265,000
Telephone	109,229
Postage mail service and meter expense	47,037
Print room/printing	42,287
Supplies	16,472
Equipment maintenance	23,834
Data processing	11,317
Equipment rental	19,987
Utility reporter	112,442
Miscellaneous	7,914
Bank charges	5,707
Furniture and equipment purchases	98,563
Storage	2,905
Utilities and janitorial	475
	<u>763,169</u>

	Salaries Paid or Reimbursed	Expenses	Total
<b>Committee salaries and expenses:</b>			
Executive Board meetings	31,472	25,412	56,884
Executive Board Trial Board		1,589	1,589
Advisory Council	18,673	71,208	89,881
Trustee Committee	13,505	6,216	19,721
Review Committee	5,713	634	6,347
Safety Committee	18,405	6,232	24,637
Shop Steward expenses	7,464	30,048	37,512
Other conferences	20,048	84,737	104,785
Labor Management	12,926	10,265	23,191
Organizing		1,716	1,716
Grievance/FF/LIC		4,247	4,247
	<u>128,206</u>	<u>242,304</u>	<u>370,510</u>

**Various Other Committees:**

Sierra Pacific Power	118,985	17,567	136,552
Outside Line	7,174	3,202	10,376
Davey Tree	3,019	1,503	4,522
Retirees		1,222	1,222
Central Labor		535	535
Duke Communication		2,235	2,235
SMUD		165	165
Apprenticeship committee		526	526
Joint Grievance		51	51
Regional Transit		128	128
No. Calif. Port Authority	3,199	850	4,049
Tree Inc.		470	470
Frontier committee	25,034	5,833	30,867
WAPA		969	969
Outside line conference		1,972	1,972
AC Transit	2,768	188	2,956
Financial Planning Seminar		400	400
Training Staff		1,308	1,308
Training Membership	2,273	1,813	4,086
SF Light Rail	365	477	842
No. American Energy Service	2,255	1,194	3,449
City of Gridley		41	41
New River		350	350
Internal Organizing		2,875	2,875
Arrowhead Trees		69	69
Tri Dam		282	282
Mirant Power Plant		1,085	1,085
MT. Wheeler		41	41
Truckee Meadows		488	488
City of Ukiah		463	463
Asplund	4,277	2,690	6,967
City of Santa Clara	2,096	417	2,513
Modesto I.D.	9,589	1,195	10,784
Adelphi	779	92	871
Utility Trees		91	91
PROVCO	1,160	1,780	2,940
Turlock I.D.		370	370
EPA PROVCO		252	252
City of Alameda	1,272	425	1,697
City of Willets		57	57
Training - contract costing	706	825	1,531
Training - Future is Now	606	1,211	1,817
Trans Canada	16,025	15,528	31,553
City of Yerington	233	64	297
City of Fenley	902	381	1,283
City of Healdsburg		29	29
Wells Rural Elec.		155	155
Plumas Sierra Rural		312	312
Avista Utilities		44	44
Southern Energy		870	870
	<u>205,592</u>	<u>72,215</u>	<u>277,807</u>

**PG&E Negotiation Committees:**

Departmental:			
Arbitration	3,248	70,066	73,314
Negotiations		40,185	40,185
Clerical	436	164	600
Gas Servicemen		805	805
Hiring Hall		143	143
CGT	2,743	913	3,656
Exhibit XVI	5,867	5,156	11,023
Barehand Committee		98	98
Benefits		23,148	23,148
Rubber glove		429	429
Meter readers	2,500	1,985	4,485
Lines of progression		406	406
Gas T&D	8,201	966	9,167
Ad Hoc	21,478	18,665	40,143
Lineman committee		474	474
Helicopter	5,600	662	6,262
Miscellaneous physical		312	312

CIP committee	628	876	1,504
Hydro / Sys Op		135	135
Miscellaneous Gen Off Clerical		41	41
Diablo Canyon		324	324
Transformation		1,224	1,224
Premium Standards		311	311
System Operator		1,822	1,822
Gas Stub Committee		234	234
	<u>50,701</u>	<u>169,544</u>	<u>220,245</u>

**Membership expenses:**

Supplies - Intl.	3,838
Supplies - Local	5,562
Membership fees	1,423
Flowers/donations	3,907
Golf tournament	(4,254)
	<u>10,476</u>

**Membership benefits:**

Fair give away	279
Group life insurance	89,169
Unit drawing award	550
Individual drawing award	650
Service award dinners	170,900
Social fund	11,700
	<u>273,248</u>

**Payroll taxes:**

Employee portion:	
U.S. income tax withheld	(799,960)
FICA withheld	(373,977)
California income tax withheld	(256,683)
SDI withheld	(44,428)
U.S. income tax forward	799,960
FICA forward	373,977
California income tax forward	256,683
SDI forward	44,428
Local Union's portion:	
FICA	373,977
California Unemployment	12,814
U.S. Unemployment	3,814
	<u>390,605</u>

**Employee benefits:**

Health and Welfare plans	1,123,956
Group life insurance	121,604
Pension plan	865,727
Other costs, pension plans	21,396
	<u>2,132,683</u>

**Other disbursements:**

Legal fees	227,186
Hall rentals	78,091
Workmen's compensation insurance	163,706
Refunds	24,566
PRD fees	4,380
Miscellaneous taxes	271
Insurance - auto	52,201
Insurance - bond - pension plans	1,146
Insurance - bond	1,141
Insurance - professional liability	13,227
Audit fees	23,610
Charitable donations	1,050
Miscellaneous fees	1,199
Consulting fees	45,000
	<u>636,774</u>

**Total Disbursements**

14,282,699



# Serving the community, one citizen at a time

Tim Hill, Water/Waste Water Treatment Operator, is a 22-year member of IBEW.



*“You never know what you’re going to end up doing in this town—low manpower and lots to do.”*

Story and photos by Eric Wolfe

Giving a lift to a citizen with disabilities is all in a day’s work for Linnea Brown, a Transport Operator for the City of Gridley. That lift can be quite literal: Brown’s van is equipped with a hydraulic platform to accommodate citizens who can’t make it aboard on their own.

Of course you hear about “personalized service” in the advertising slogans of big companies everywhere. But in Gridley, a city of about 5600 souls located in the southwest corner of Butte County, personal service is just the way it is. At the heart of that service are the 20 or so members of IBEW Local 1245 who provide the expertise to run the city’s Public Works and Electric Departments, as well as staffing City Hall.

Public Works sees to the city’s streets and parks, as well as water and waste water. The Electric Department, featured in the March 2006 issue of the Utility Reporter, supplies juice for the city’s residential and commercial sectors.

Handling the dough down at City Hall you will find Administrative Service Clerks Margie Tidwell and Elisa Arteaga. They do the billing, receive payments, and make things happen for new customers by coordinating transition meter readings and determining deposit amounts.

They also handle customers who come in through the front door. Yes, even in this era of call centers and pay stations, at the City of Gridley you can come on in and do your business in person.

“There’s a lot of walk-in traffic,” says Tidwell. “All your older people like to walk in and pay. It’s an opportunity to visit, get out in public.”

Also working out of City Hall is Housing and Grants Coordinator Robert Lunt, a nine-year Local 1245 member whose job is helping the city obtain resources

for community improvements. A major source of grant funding is the federal Housing and Urban Development agency (HUD) which, under President Bush’s “strengthening our communities” plan has reduced national funding by about 5%.

“I’m not sure how that strengthens our communities,” Lunt acknowledges, but that doesn’t stop him from competing for the resources that remain. Among the programs funded by grants written by Lunt are housing rehab for poor people and training assistance for local businesses.

Water and waste water treatment are vital services in cities of any size, and much of that responsibility in Gridley falls to Tim Hill, a 22-year union member. Hill maintains the wells, disinfects the water system, and maintains

fluoridation equipment, among other things.

One of the more recent “other things” came up in late February, just before the Utility Reporter paid a visit. Hill had been out fishing on a Sunday—he thought it was his day off, but in a small community like Gridley you just never know—when he spotted a section of the river bank that had been worn away by recent flooding. Sticking out of the bank was an exposed sewer line—a hazard to passing boaters. On Monday he made a closer inspection by boat and by Tuesday had notified a contractor.

“You never know what you’re going to end up doing in this town—there’s low manpower and lots to do,” says Hill.

Gridley is by no means a rich community. It ranks number 902 out of 1076 California cities in per capita income. But it is a community made richer by the skills and experience of a city workforce dedicated to serving the citizens—one person at a time.



Transit Operator Linnea Brown, helping Gridley one citizen at a time.



Robert Lunt, a nine-year IBEW member, writes grants to fund community development projects.



Roy Christianson confirms the numbers on a water meter after two addresses were reported with the same serial number.



Scott Taylor, Maintenance Worker 2 and a 21-year IBEW member, busts up asphalt in preparation for new automated metering technology.



Senior Accounting Technician Gloria Gonzalez handles accounts payable and the all-important payroll. “On payday I think I’m everybody’s favorite person,” she says.



Rick Carter, Maintenance Worker II, at an emergency storage pond, where rain water is being drained away in preparation for improving the seal on the water gates. A three-year IBEW member, Carter says he appreciates how the union will “protect my rights—stick up for the little guy.”



The front office at City Hall gets a lot of traffic. Ready to provide service are (LEFT) 22-year IBEW member Margie Tidwell and (RIGHT) six-year IBEW member Elisa Arteaga, both Administrative Service Clerk 2’s.