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News briefs

Sierra Pacific Power's CEO

Walter Higgins exercised options for 234,030 shares of stock last month, buying at \$14.80 and \$15.58 apiece and selling the same day for \$19.37 apiece, according to a SEC filing. Now that negotiations are over, there seems to be plenty of money for compensation at the top.

Poison Pill: On May 7 the US Senate voted 49-40 to adopt "poison pill" language that effectively kills prescription drug imports from Canada over supposed safety concerns, closing the door on lower prices. Advocates of drug importation have argued for years that the existing ban is more a protection for the drug industry than a safety issue.

The Federal Minimum Wage

will rise from \$5.15 to \$5.85 an hour 60 days after President Bush signs legislation approved by Congress and attached to the war funding bill. The minimum wage continues to rise annually for two years under the legislation, reaching \$7.25 in 2009.

Six IBEW members will join Business Rep. Arlene Edwards on a six-week look at Contact Center redesign, driven by the possible acquisition of the third floor at PG&E's Fresno Contact Center.

Utility Reporter

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UNITY IS STRENGTH

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GLOBAL WARMING, ELECTRIC POWER, AND IBEW 1245

"Everybody complains about the weather, but nobody ever does anything about it."

Mark Twain

FIRST IN A SERIES

Doing something about the weather

"Most of the observed increase in global average temperatures since the mid-20th century is very likely due to the observed increase in anthropogenic (human-generated) greenhouse gas concentrations."

Fourth Assessment Report of the Intergovernmental Panel on Climate Change, Working Group I

THE DEBATE IS OVER. The world's scientists now agree that global warming is real and that humans are the principal cause. Yes, people are finally doing something about the weather.

We're making it worse.

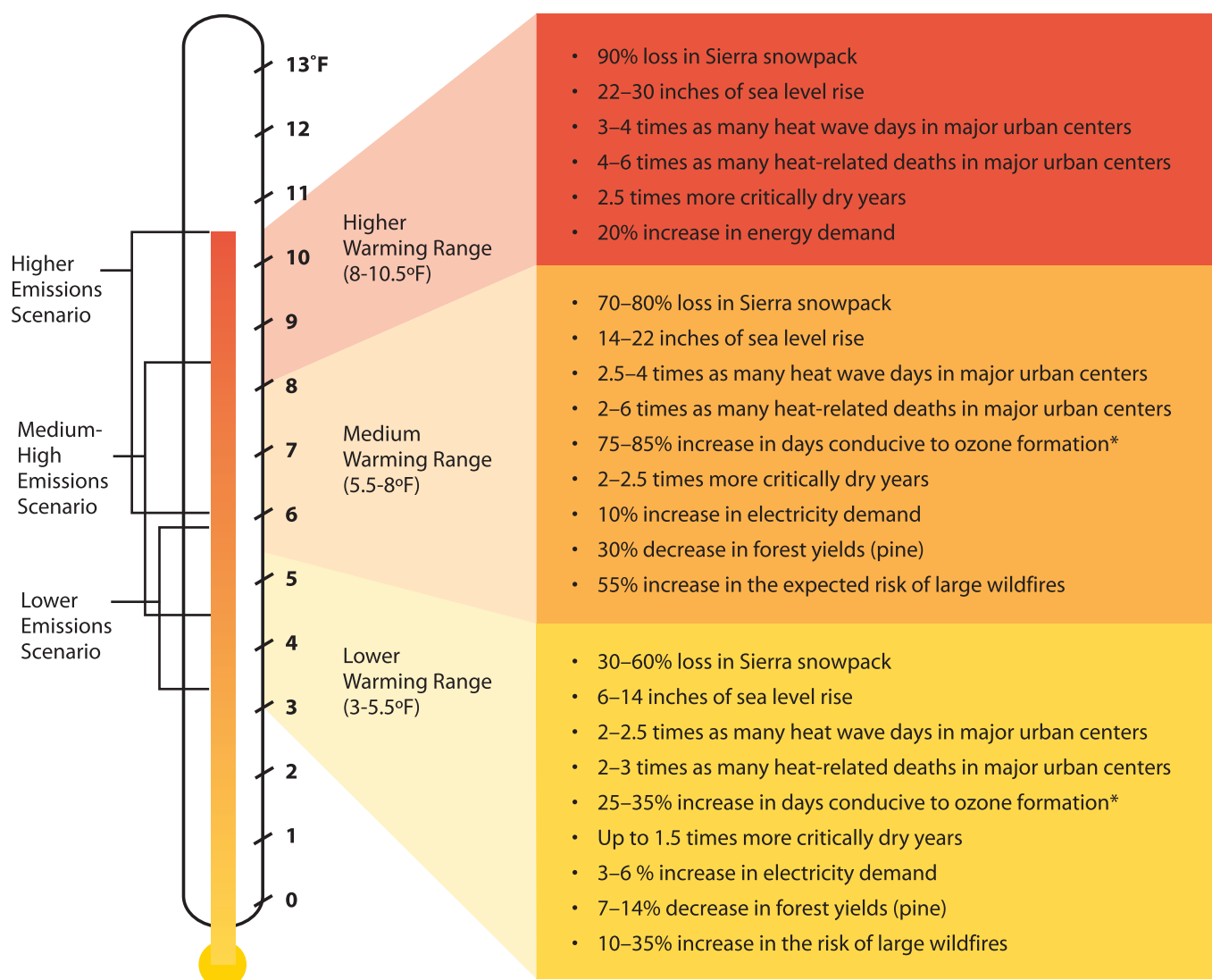
Members of IBEW Local 1245 are not mere spectators at this pivotal moment in history. The electric industry accounts for about 40% of all

greenhouse gases produced in the United States. What IBEW members do for a living puts us near the heart of the problem, and also makes us a necessary part of any solution.

Beginning this month, the Utility Reporter examines the threat of global warming and how our industry must adapt as policymakers attempt to stave off catastrophe—without unplugging the economy.

continued on page 10

Summary of Projected Global Warming Impact, 2070–2099 (as compared with 1961–1990)



* For high ozone locations in Los Angeles (Riverside) and the San Joaquin Valley (Visalia)

California Climate Change Center

Get answers to your union questions at:

www.ibew1245.com



Tom Dalzell
BUSINESS MANAGER

Sam Kagel: rock-hard integrity

A good labor man died last month, Sam Kagel.

Sam's obituary was impressive, but it could not do justice to the role he played in the labor movement in the Bay Area, in the western United States, and nationally. What can you possibly say about an arbitrator who had heard more than 10,000 cases, who worked with Harry Bridges during the general strike in 1934, and who mediated an end to the 1982 National Football League strike?

I appeared before Sam in dozens of arbitrations, shared speaking panels with him, and whenever I had time to kill in San Francisco I'd stop by his office (made famous in the television series "Crazy Like a Fox") to listen to his stories. From my years with the United Farm Workers I knew a few of the men in Sam's past, such as Harry Bridges and two of the lawyers who defended Bridges from repeated government attempts to deport him as a communist. He relished the role of old-time story-

teller, and I only wish that I had found more hours for these visits.

Sam arbitrated dozens of cases for Local 1245, and he wasn't shy to tell us when he thought that something was not working well. In the 1970's, Sam sat down with PG&E and Local 1245 to design a more efficient grievance procedure. He overshot his mark—the PG&E/Local 1245 grievance procedure is nationally recognized as one of the best in the labor movement, thanks in no small part to Sam. In the mid-1980's he stepped in to do the same with the SMUD grievance procedure; Ann Miley and the late Hank Lucas were able, with Sam's help, to re-design SMUD's grievance and arbitration procedure, again with outstanding results.

In the midst of the NFL strike in 1982, Sam returned from the East Coast to San Francisco to arbitrate a PG&E termination case. Many arbitrators—most arbitrators—would have cancelled the PG&E arbitration and focused on dividing up the hundreds of millions of dollars at stake in the NFL strike. Sam made a different choice. He had a commitment to us and he intended to honor it. The NFL and players would be there two days later when he returned.

Sam was the quintessential old-school arbitrator. He believed in short hearings. He believed in short briefs, or no briefs. He believed in short decisions. If he saw an opening to mediate a case, he took it, believing that it was better for an employer and union to mediate a settlement than to have an arbitrator decide it for them. The "med-arb" procedure that he invented (start as

mediation and convert to arbitration if a settlement cannot be reached) is one that has served Local 1245 well over the years.

At times, Sam was not afraid to take an unexpected turn in cases. In one PG&E termination case involving a lineman who had been fired for refusing to take part in a PCB spill cleanup, Sam ruled that the company had had just cause in firing the lineman, but that the lineman's position had been principled. Sam suggested that the company might conduct a job search for the lineman and see if it couldn't find a job for him where he would not come into contact with PCB's. He did not order this, just suggested it. The company found the lineman another job.

The last case that I arbitrated in front of Sam Kagel was a termination case at AC Transit. Sam had heard thousands of termination cases, and there was not an excuse that he had not heard. Presented with compelling evidence from the District of a poor attendance record, Sam sensed an unarticulated underlying problem. He probed the grievant, and in the end gave him a final chance. I would like to say that the grievant corrected his ways and is still working for the District, but he didn't make it. A few months after the arbitration, the grievant lapsed back into problems and was fired. Still respecting Sam for the chance he had been given, the employee accepted the termination.

Sam trained three other arbitrators who have played large roles in Local 1245's history. Sam's son John Kagel has arbitrated our cases for more than 30 years and continues to do so, while Barbara Chvany and Kathleen Kelley played major roles with PG&E and SMUD.

Sam's legacy goes much further that his thousands of decisions, the grievance procedures he designed, the med-arb procedure he championed, or the arbitrators he trained. Sam was a full-blooded union man, but one with such

Sam Kagel: an oral history

To read more about Kagel's historic role in the American labor movement and the 1934 General Strike, visit the Local 1245 website at www.ibew1245.com/news-items/Kagel_Interview_5-30-07.pdf

unquestioned integrity that he was accepted by employers throughout the United States as a fair neutral. It is hard to imagine that we will see someone of Sam's stature again. It was an honor to know him, to work with him, and to listen to his stories. His rock-hard integrity and compassion for working men and women lives on. Thank you, Sam.

APPOINTMENTS

PACIFIC GAS & ELECTRIC

Diablo Canyon Re-Write Committee

John "Mike" Jacobson
Warren Brown
Gary Peterson

Diablo Canyon Chemical and Radiation Department Committee

William Kelley
Bill Lalone
Mark LaCross
Todd Kodota

WOOD GROUP

Bargaining Committee

Hazel Bailey
Mark Scherer
Doug Paslay

SIERRA PACIFIC

Tracy Power Plant Interim Bargaining

Gary Bailey
Randy Bradshaw
Richard Puff

Valmy Power Plant Interim Bargaining

Chris Gillespie
Bill Robinson
Mark Newgard

IBEW LOCAL 1245

Registrar

Dorothy Fortier

CONFERENCES AND CONVENTIONS

Coalition of Labor Union Women

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

Women Building California Conference

Burnetta Kelly
Michelle Mitchell

CALENDAR

June 5: Retirees Club, Santa Rosa, CA

June 5: Retirees Club, Merced, CA

June 7: Retirees Club, San Jose, CA

June 13: Retirees Club, Vacaville, CA

June 14: Retirees Club, Dublin, CA

June 20: Ballots Counted - Local Union Election

July 3: Retirees Club, Santa Rosa, CA

July 5: Retirees Club, San Jose, CA

July 10: Retirees Club, Merced, CA (changed from July 3)

July 11: Retirees Club, Vacaville, CA

July 12: Retirees Club, Antioch, CA

Aug. 4: Advisory Council, Vacaville, CA

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Our Web Site can be viewed at www.IBEW1245.com.

Our phone number is (707) 452-2700.



Got something to share with your fellow union members? Send signed letters to: Utility Reporter Letters, IBEW 1245, POB 2547, Vacaville, CA 95696. Please note that we cannot print personal attacks or letters dealing with union politics. Opinions expressed in "Letters" are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.

I thank IBEW negotiators

Editor's note: The following e-mail from member Charlene Kinard is reprinted here with her permission. It was sent to Business Rep. Darryl Norris following the negotiation of Letter Agreement 07-10 at PG&E to provide voluntary severance for Operating Clerical members.

Hi Darryl,

I wanted to say THANK YOU so very much for all your support and friendship over these years of good times and not so good. Your support and humor have kept me pretty whole and heading in the right direction.

This Severance Offer is such a gift from heaven and I thank IBEW negotiators for their drive to bring it to fruition. We know PG&E is dropping, throwing the ball in many directions to put the plan in play, but that's their problem. As IBEW says, "They have a right to mismanage."

Thanks so much Darryl, here's a hug!
Charlene Kinard

Act for the common good

Brothers & Sisters,

I've been off the job due to an off-duty back problem and don't know when or if I'll be able to return to work. With only 6 years with PG&E and being 55 years of age, what are my chances of affording health coverage on disability/social security? Slim. Welfare here I come?

I've heard countless voices speak out against national or universal health care at union meetings and now I really want to know how selfish my own union brothers and sisters are to those 90% of fellow Americans who aren't in unions and don't have any health care. I wonder if they've heard about the unionized auto workers whose own medical coverage is being sliced or ever thought about their own situation if the company is ever sold or bought out.

If it's one thing I've found out, there are no guarantees in life and if we don't all act for the common good, eventually we all suffer.

Gregory Kestel, Guerneville, CA

Utility Reporter

Found on the WWW

The ABCs of HMOs

What does HMO stand for?

This is actually a variation of the phrase, "HEY MOE." Its roots go back to a concept pioneered by Moe of the Three Stooges, who discovered that a patient could be made to forget the pain in his foot if he was poked hard enough in the eye.

I just joined an HMO. How difficult will it be to choose the doctor I want?

Just slightly more difficult than choosing your parents. Your insurer will provide you with a book listing all the doctors in the plan. The doctors basically fall into two categories: those who are no longer accepting new patients, and those who will see you but are no longer participating in the plan. But don't worry, the remaining doctor who is still in the plan and accepting new patients has an office just a half-day's drive away and a diploma from a third world country.

Do all diagnostic procedures require pre-certification?

No. Only those you need.

Can I get coverage for my preexisting conditions?

Certainly, as long as they don't require any treatment.

What happens if I want to try alterna-

tive forms of medicine?

You'll need to find alternative forms of payment.

My pharmacy plan only covers generic drugs, but I need the name brand. I tried the generic medication, but it gave me a stomachache. What should I do?

Poke yourself in the eye.

What if I'm away from home and I get sick?



Susanville Service Awards

Honored at the Service Awards dinner in Susanville, CA on March 2 were, from left: Bob Butler, 25 years, Frontier Communications; Craig Lima, 30 years, Lassen Municipal Utility District; Jerry Will, 35 years, Frontier; and Wayne Gilmer, 35 years, Frontier.

Haentjens' poem resurfaces after 20 years

Rhyming for the working class

By Mike Haentjens

Editor's note: Working class poet and business representative Mike Haentjens read the following poem at last month's meeting of the Advisory Council, 20 years after premiering the poem at a 1987 Advisory Council meeting, when Haentjens still served on the Council as the representative from Diablo Canyon. Haentjens changed a few words to bring the poem into the 21st Century.



Business Rep. Mike Haentjens, Business Representative and poet

There I sat last night
in my motel room,
With a lot to think
about, especially
nuclear doom.

I worked in the plant,
the safest ever built.

But I still have my doubts if it's managed to
the hilt.

I started out with a shovel in my hand
and from day one I really didn't give a damn.
All I knew was that I was making a good buck
and it seemed like the rest of the people had
all the luck.

Well it took a few years to get involved
with the working conditions of my peers
And the problems that needed to be solved.
As a steward you see things that need to be
worked out,

As a Business Representative there is no
doubt

that the work you do, and the time you spend
is worth the effort and the good that comes
at the end.

Some members will curse you, most mem-
bers won't care.

But at least you know when all is laid bare
that you gave your best for the working class
and regardless of what they think you never
kissed ass.

In the political climate we find ourselves
today,

We need to pull together in a very special
way.

The fighting of unions that happened in the
past
is still with us today and is going to last.

Hopefully Accenture is on the way out but
Transformation is in.

And now is the time for us to begin
the emotional fight for our rights, hard
fought and won
and to not give up until it is done.

They would like to think that we're weak and
divided.

That the benefits we share they alone pro-
vided.

But we know better and will continue to
work

towards the rights of the working man, and
woman

and the solidarity of the clerk
and the lineman, operator, electrician and

You really shouldn't do that.

I think I need to see a specialist, but my
doctor insists he can handle my prob-
lem. Can a general practitioner really
perform a heart transplant right in
his/her office?

Hard to say, but considering that all
you're risking is the \$20 co-payment,
there's no harm in giving it a shot.

**Will health care be different in the next
decade?**

No, but if you call right now, you
might get an appointment by then.

garageman
can make this local union a brotherhood of
strong women and men.

From hot stick vs. barehanding to nuclear
waste we fight for the
safety in the workplace.

From childcare leave to floating holidays
our negotiators have fought for us in a big
way.

Now it's time for the members to unite.
To think of the good life they live because of
this fight.

Let's get the message out and let it be known
that we're working for the members and
the seeds they have sown.

When everybody's fat and happy
Our support is small and that's pretty crappy.

But when things go wrong at the job for them
It's us they come to without a whim.

We do our best to protect their rights
We all pay the dues but we spend our nights

traveling the roads to make contact
to insure that our jurisdiction remains intact.

So to the members I say, think of your
spouses,

your boats, your cars and your houses.

Get involved in your own conditions of
employment

Because if this union ever folds so will your
enjoyment

Of the good things you share with your
friends and your neighbors

and you'll wonder what happened to the
price of your labor.

Advisory Council considers by-laws change

The Advisory Council in May took the union a step closer to changing by-laws provisions that spell out who is eligible to run for the Executive Board in local union elections.

Interest in changing the by-laws began with unit motions adopted by Unit 4911, Outside Line Construction, and Unit 3218, US Bureau of Reclamation-Keswick. Both units proposed a requirement that any person running for Executive Board must live within the local union's jurisdiction and be employed or seeking employment from a Local 1245 signatory employer.

The Executive Board "non-concurred" with the unit motions, believing that the proposed new language would conflict with the IBEW Constitution. The Advisory Council, however, exercised its right to review the Executive Board's decision, and a lively discussion ensued.

Bubba Avery, alternate for Outside Construction, suggested it would be "costly to fly back people (for Advisory Council meetings) who have retired and moved out of state."

"It's cheaper for a retiree to serve, in that the union doesn't have to pay for time-off," countered Grover Day, Advisory Council member for PG&E Stockton area and City of Lodi.

"You need to have your finger on the pulse of the union, you need to know what's going on," said Terry Andreucci, Advisory Council member for PG&E Drum Division, Plumas Sierra REC, and City of Roseville, questioning how effective an Executive Board member could be if they don't live and work in the union's jurisdiction.

The Advisory Council voted by a substantial margin to overturn the Executive Board's rulings on the two unit motions. In accordance with the local union by-laws, the matter will now go out to all units for a final decision. The Advisory Council's action will be sustained if a majority of members voting at unit meetings approve it. Whether the action is in accordance with the IBEW Constitution would then have to be addressed.

Whatever the eventual outcome, it will have no bearing on local elections taking place in June, which are conducted according to the existing by-laws.

Meal Pay Ruling

The recent California Supreme Court ruling on meal pay raised a few eyebrows at the Council. Under California law, employees must be provided with no less than a thirty-minute meal period

Business Manager Tom Dalzell reviewed many union issues, and on behalf of the Advisory Council offered best wishes to Assistant Business Manager and former President Howard Stiefer, who is undergoing medical treatment, and to Ron Weakley, the founder of the union who is now 92.



when the work period is more than five hours. The penalty for not providing the interrupted meal period is payment of one hour at the straight-time rate of pay.

Business Manager Tom Dalzell reported that many Local 1245 members may be affected because certain meal practices, even if consistent with collective bargaining agreements, may be inconsistent with California law under the Court's decision.

The Old and the New

The May meeting, held on the eve of local union elections in June, was a mixture of the old and the new.

Local 1245 President Mike Davis administered the oath of office to the Council's newest members: Sergio Munoz, representing Tree Trimmers, and Brian Kapaun, representing PG&E

General Construction. Both men were appointed to fill seats recently left vacant by the hiring of Carl Lamers and Mike Saner onto the union staff.

Other "new" faces included an unusually large number of alternate members, whose photos appear on this page.

Rich Perry, who is not running for reelection, rose to thank the Council for the opportunity to serve. Nobody's saying he's "old", but Brother Perry has definitely been around, having represented the US Bureau of Reclamation on the Council since the 1980s.

Other old—well, let's just say "familiar"—faces at the May meeting were former Business Managers Perry Zimmerman (2001-2006) and Jack McNally (1980-2001).



It was the last Advisory Council meeting for USBR Representative Rich Perry, who is retiring from the Council after many years of service.



Administering the oath of office to Brian Kapaun, left, and Sergio Munoz, center, is President Mike Davis.

Photos by Eric Wolfe

General negotiations are upcoming soon at Sacramento Regional Transit, represented on the Advisory Council by William Gilliam, at right.



Representing Sierra Pacific Power is Chip Chadwick.



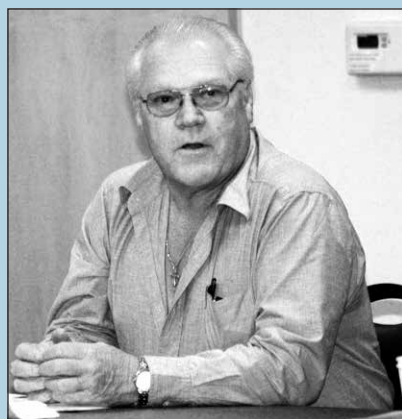
Attending as alternates at the May meeting were Karen Russell, James Brager, Don Kreuter, Linda Jurado, Bubba Avery, Al Fortier, Russ Rylee, and Lynn Moon.



Peggy Daniel, right, has a word on the side with LeRoy Foster.



Terry Andreucci discusses recent workflow problems in construction at PG&E.



Jim Findley reported he had used the recent PG&E shareholder meeting to share his views with PG&E Chairman Peter Darbee on the need to solve the problem of retiree medical costs on a society-wide basis.



Former Business Managers Jack McNally, left, and Perry Zimmerman, right, joined Business Manager Tom Dalzell at the May Advisory Council meeting.



Gas Service Rep saves man's life

Editor's note: This story by Pamela Johnstone and Chris Garza originally appeared in PG&E's Our Culture @ Work and is reprinted here with permission.

Leaping to the rescue was not something that Scott Mellor had necessarily planned to do his third week on a new job as an Area 2 Gas Service Representative for Pacific Gas & Electric. But gallantry converged with opportunity in an Antioch parking lot one recent noon hour, when Mellor—fortified from a chili dog lunch with a mentoring colleague—saved a life when he pushed a man out of the path of an out-of-control car.

It had started as an ordinary day of field training for Mellor, a 16-year PG&E employee and IBEW member who had just bid into the Antioch GSR position after working as a Livermore-based meter reader. As a new GSR, he was assigned to ride along with a veteran, who in this case was John Tiscareno, a 21-year PG&Eer and IBEW member.

Following a busy morning of gas service calls, the men took a lunch break at Jerry's Hot Dogs. They were headed back to their service truck afterward

when they ran into Henry Cabrera, an old PG&E and IBEW colleague of Tiscareno's from Emeryville. Introductions were made and they chatted for a few minutes. But in saying goodbye, Mellor's attention was suddenly diverted. A speeding sedan was headed right for them—in reverse!

"It happened so fast, I was trying to talk, but I didn't have time to...the words wouldn't come," recalled Mellor later. Recognizing the imminent danger, "I just pushed Henry out of the way."

Tiscareno, who had been farther off to the side, witnessed Mellor's swift actions. He marveled, "Within a blink of an eye from the time the guys hit the ground, the car crashed into the concrete barrier"—the same spot where they had been standing scarcely moments before.

Mellor instantly turned his attention to the errant 1981 Buick Century's driver, a visibly shaken elderly woman. Realizing that she was in shock, Mellor quickly summoned 911 and remained with her until emergency personnel arrived at the scene.

Reflecting afterward on the actions of her newest GSR, proud Antioch Gas Service Supervisor Kelly Adams said, "This is a great story of heroism. Had Scott not acted immediately to push Henry out of the way, it is clear by all accounts that the outcome would have been grave. Henry credits Scott Mellor with saving his life."

As for Mellor, he was humble when asked about literally starting his new job with a bang. Though happy to assist in this case, "I'd be just as glad if I never had another one of these incidents during the rest of my career."

Editor's note: Brother Mellor's name will be submitted for the IBEW Life Saving Award.

Scott Mellor, left, with a lucky Henry Cabrera. They are standing next to the vehicle that nearly smashed into them.



Safety Committee

Members of the IBEW Local 1245 Safety Committee are Al White, Pacific Gas & Electric; David Vipond, Frontier; ; Bob Burkle, City of Santa Clara; Keith Hopp, Pacific Gas & Electric; Michael Gomes, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Sergio Munoz, Asplundh Tree; and Senior Business Rep. Larry Pierce.

**Check out the safety information on our website at:
www.ibew1245.com/safety-section/safety.html**



Turlock Irrigation District steward Bryan Lovio asks whether an employee being held after hours for a disciplinary interview is entitled to wages for the time.



Frontier stewards, from right, John Ramos, Monte Nelson, Sheila Lawton and Eric Tanaka.



Chris Monti, City of Healdsburg, raises an issue about steward responsibilities beyond disciplinary issues.

Conference examines employee rights in detail

Public sector stewards drill deep

Local 1245 stewards drilled deep into the issue of employee rights during a conference May 19 at Weakley Hall for stewards from the public sector, Frontier Communications and the Wood Group.

Business Manager Tom Dalzell noted the increasing political pressure on pensions and post-retirement medical benefits in the public sector. He reviewed other industry-wide trends, including shortages of skilled workers and the growing likelihood of mergers among investor-owned utilities.

To prepare for these and other challenges, Local 1245 will put increasing emphasis on building the skills of its negotiators, Dalzell said.

A presentation on Weingarten rights

by Business Rep. Darryl Norris sparked an extended question-and-answer session, with stewards raising a host of issues they had faced on the shop floor. Questions like:

- As a steward, what do you do when a supervisor wants to talk to you alone in an effort to intimidate you?
- Does a steward have the right to sit in on the interview of a witness during a disciplinary proceeding?
- Is an employee allowed to have steward representation during a performance evaluation?

Business Rep. Joe Osterlund recounted some of his own experiences as a steward to offer tips on handling grievances. He said that grievants are often very nervous during a disciplinary

interview and may not remember everything that is relevant to their case.

"I always ended my interview of the grievant by asking if they were nervous. I'd ask them, 'Is it possible you might



Stewards from public sector employers, Frontier and Wood Group at Weakley Hall on May 19.

think of something tonight that would make you want to add to or modify what you've said today?" Osterlund said he always made sure that this exchange was made part of the written record.

Business Rep. Lynne Morel covered some of the basics of grievance handling, such as: What is a grievance, who can file a grievance, and who do you file it with? Business Rep. Sam Glero presented the "seven tests" for just-cause termination. Senior Business Rep. Ray Thomas reviewed the federal and state family medical leave laws.

Attending the conference were stewards from Turlock Irrigation District, Modesto Irrigation District, City of Berkeley, the Wood Group power plants, City of Healdsburg, Northern California Power Association, Port of Oakland, United States Bureau of Reclamation, City of Shasta Lake, City of Roseville, City of Redding-Maintenance, Silicon Valley Power (City of Santa Clara), AC Transit, Alameda Power and Telecom, Lassen Municipal Utility District, Sacramento Municipal Utility District, and Frontier.



NCPA steward Jana Linkiewicz asks if stewards must represent employees in an open shop situation where the employee is not a member.

Photos by Eric Wolfe



Modesto Irrigation District steward Kurt Celli asks if a steward is entitled, under Weingarten, to sit in on a management interview of a witness in a disciplinary proceeding?



Travis Watkins, lineman and steward at City of Roseville, asks about grievances on equitable distribution of overtime.



Wood Group Senior Control Operator Doug Paslay asks when a steward should deal with discrimination issues internally through the grievance procedure, and when the grievant should be advised to seek legal help from an outside agency.



Bruce Gilbert, a Frontier steward and Transmission Tech based in Palo Cedro, CA, asks how a steward should respond if the employer asks incriminating questions in writing.



David Cuthbertson, a Utility Supervisor at Port of Oakland and part of a management bargaining unit represented by Local 1245, asks if an employee was permitted to have union representation during a performance evaluation.



Hazel Bailey, a steward at the Wood Group's South Bay Power Plant in Chula Vista, CA, asks about a steward's responsibilities during disciplinary interviews.



Dan Wyand, a steward and senior control operator at the US Bureau of Reclamation, asks how a steward should respond if a supervisor asks to speak with you alone in an effort to intimidate you.



Jim Wilhelm, lineman and steward at Sacramento Municipal Utility District, says his conscience won't allow him to represent a "scab", even when the law requires the union to provide representation. Let the business representative handle it, he was advised. Listening, from left, are Diana Ridenhour, USBR, and Balta Ramirez and Jana Linkiewicz, both from NCPA.



Retiree Club news roundup

Retirees remained engaged in issues affecting active employees as well as retirees during the most recent round of chapter meetings.

In San Jose, retirees discussed the loss of all four of the “new business” operating clerks in the Salinas office and the severance package offered to Operating Clerical employees through out the PG&E system, President Jack Hill reported. The impact this could have on service is of concern to active employees, retired employees and customers alike.

In Santa Rosa, retirees discussed the upcoming 2008 negotiations with PG&E, President Larry Mead reported. “The five retiree clubs need to form committees to gather input for the negotiations,” he said.

Next year’s negotiations were also front and center at the May meeting of retirees in Merced, where discussions focused on getting retiree benefit pro-

posals for negotiations submitted at unit meetings, President Mike Bonds reported.

“The consensus of the Merced Retiree club members was that proposals should be submitted in as many meetings as possible in our area,” as well as areas where retiree club chapters have not yet been formed, “such as Fresno, Bakersfield and Santa Maria.”

The Merced chapter believes the objectives of the club’s efforts should be:

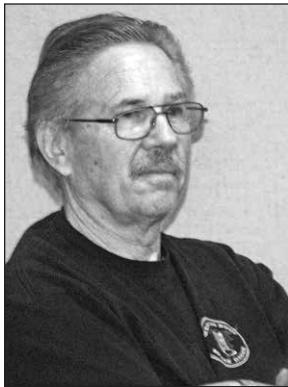
- Reinstatement of medical benefits at a level prior to the “1994” contract.
- Annual adjustment of PG&E medical benefit “CAP” to 50% of the weighted costs of each retiree’s selected medical plan.
- Cost of Living Adjustment (COLA) to retirement benefits each year for all current & future retirees.
- Change of IBEW 1245 Bylaws to allow retirees to vote at Local IBEW 1245

meetings on any and all matters that may affect the retirement benefits for current and future retirees.

“Members of the club are looking forward to discussing these proposals with Tom Dalzell at our June 5th meeting in Merced,” Bonds said.

In Vacaville, retirees were concerned with what relations will be like between PG&E and its retirees after the departure of Vice President Russ Jackson, President Bob Renoude reported. The answer to that question will rest in part on the performance of John Simon, newly-named Senior Vice President of Human Resources and successor to Jackson.

At a recent meeting in Dublin, retirees discussed health insurance issues, including the fact that PG&E had recently joined a group of large companies to look into the issue of universal medical coverage, President Mike Silva reported.



Ken Rawles, recorder for the Santa Rosa Chapter of the Retirees Club, monitored the May Advisory Council meeting on behalf of retirees.



John Simon is the newly-named Senior Vice President of Human Resources at PG&E and successor to Russ Jackson. Retirees hope Simon will be receptive to their concerns.

Time to pay your dues

It’s time to pay our annual dues of \$36 for membership in the Local 1245 Retirees Club.

Why is it important for retirees to belong to the Club? Because it gives us strength! This year Local 1245 retirees helped persuade PG&E to increase the company’s contribution to retiree medical premiums by \$25 million. With general bargaining approaching next year at PG&E, retirees will again be pressing for financial relief. You can help strengthen our voice at the bargaining table by maintaining your membership. In the world of bargaining, numbers do count!

Membership automatically qualifies you for a \$1,000 death benefit, as well as a \$500 death benefit for your spouse, among other benefits. And of course your membership entitles you to receive the Utility Reporter.

Membership runs from July 1 to June 30. To renew your membership, send \$36 payable to “IBEW Local 1245” to: Tonya Alston-Maxwell, IBEW Local 1245, P.O. Box 2547, Vacaville, CA 95696. Thank you.

Mike Silva, President, East Bay Chapter
Jack Hill, President, San Jose Chapter
Robert Renoude, President, Vacaville/Sacramento Chapter
Larry Mead, President, Santa Rosa Chapter
Mike Bonds, President, Merced Chapter

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 Dublin, San Jose, 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!

Jeronimo Adame 33 years Bakersfield, CA	Helen Barlas 36 years Daly City, CA	Lawrence Broggi 36 years Santa Rosa, CA	Alan Chestovich 32 years Cloverdale, CA
Paul Adkins 9 years Arroyo Grande, CA	Patricia Bates 8 years Dublin, CA	John Brown 24 years Colfax, CA	John Cibelli 30 years San Jose, CA
Richard Advincula 16 years Angels Camp, CA	Dennis Benning 35 years Tuolumne, CA	William Bryson 39 years Port Costa, CA	Jolene Clark 33 years Fresno, CA
Roy Alaniz 32 years Yuba City, CA	Henry Bethel 36 years Nice, CA	Ronald Bullock 38 years Redwood City, CA	Jack Collings 32 years Fortuna, CA
Dennis Albin 36 years Stockton, CA	John Birdsell 33 Antioch, CA	Gregg Burk 36 years Templeton, CA	Ronald Corda 34 years Salinas, CA
Thomas Allamprese 34 years Bakersfield, CA	Lawrence Birkhofer 36 years Ukiah, CA	Carol Cabanlit 20 years Santa Cruz, CA	Frank Courter 39 years San Jose, CA
Julia Angeli 10 years Jamul, CA	Joseph Bobian 24 years Stockton, CA	Paul Cabanlit 30 years Santa Cruz, CA	Dennis Cowden 35 years Sonora, CA
Rodinio Apolonio 12 years S. San Francisco, CA	Kathleen Boden 13 years Petaluma, CA	Richard Camarillo 34 years Visalia, CA	Charles Dalman 37 years Stockton, CA
Frank Arriaza 13 years Booneville, CA	Reiko Bolon 26 years San Luis Obispo, CA	Richard Camenzind 33 years Manteca, CA	Thomas De Gennaro 35 years Sonora, CA
Victor Badasow 40 years Orangevale, CA	Richard Bolyard 33 years El Sobrante, CA	Luckey Carter 33 years Stonyford, CA	Kenneth De Laca 34 years Napa, CA
Charles Baglin 35 years Fairfield, CA	Edgar Bradley 41 years Concord, CA	Alfonso Casas 36 years San Jose, CA	Allan De Lucio 26 years Walnut Creek, CA
Allen Baker 39 years Gold Run, CA		Celia Chan 27 years Daly City, CA	Nicholas De Meo 38 years Half Moon Bay, CA

James Di Sangro 36 years Rodeo, CA	Earl Foster 36 years Sonoma, CA
Patrick Dolan 37 years Santa Maria, CA	John Franklin 27 years Magalia, CA
Danelo Domalaog 9 years Spreckels, CA	Paul Gallon 35 years Vacaville, CA
Randy Du Bois 29 years Clovis, CA	Helen Gan 45 years San Francisco, CA
Tom Dunlavy 39 years San Jose, CA	Andy Garcia 9 years San Jose, CA
John Erreca 33 years Bakersfield, CA	Javier Garcia 36 years Auburn, CA
Bruce Wayne Eubank 8 years Huntington Beach, CA	Earl Geiger 35 years Rio Linda, CA
John Favetti 32 years Penn Valley, CA	Mavlynn Goble-Pierce 25 years Atascadero, CA
Robert Fernandez 37 years Santa Maria, CA	Ronald Golino 26 years Antioch, CA
Melinda Ferrari 20 years Pacifica, CA	John Gomes 36 years Santa Rosa, CA
Michael Ferris 29 years Paradise, CA	Roberta Goodyear 21 years Cloverdale, CA
Danny Fields 36 years Red Bluff, CA	James Graham 28 years Manton, CA
Craig Fiess 34 years Sacramento, CA	James Greydanus 35 years Selma, CA
Joseph Flores 37 years Milpitas, CA	William Grunder 24 years San Jose, CA

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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 Coco’s Restaurant, 1501 Farmers Lane, Santa Rosa.

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th Street., Merced. (Note: the July meeting will be July 10, not July 3, to avoid conflict with July 4 holiday.)



Primed to Perform

Story and photos by Eric Wolfe

Local 1245 members take their work seriously at Sacramento Regional Transit. More than 100,000 people are banking on it.

That's how many people board an RT bus or light rail vehicle each day, expecting to get from here to there—safely, smoothly and on schedule. That can only happen when the District's 254 buses and 76 rail cars are primed to perform. Like any complex mechanical device—or three-year-old child for that matter—it performs a lot better with regular attention.

When a light rail car comes in for its routine 10,000-mile checkup, the first

thing Gary Rice looks for is his wet suit.

"They get so much dirt on them we have to hose them off," explains Rice, a "C" Mechanic. "I have to get the calipers, brakes, hydraulic pressure control unit"—the whole underbelly of the car. It takes about a half hour just to get the grit off so that a proper inspection is possible.

During a recent visit by the Utility Reporter, Rice is performing a 35,000-mile check. It's a more detailed inspection for leaks, bad brakes, electrical problems—anything that could degrade safety or service if it's not detected in time.

At 300,000 miles, a light rail car's cen-

ter truck gets "mid-lived," says "C" Mechanic Daniel Talamantes. That means new bushings and new bearings, among other things.

A light rail vehicle's use of electric current for power raises an additional set of maintenance issues.

Two "propulsion inverters" control the high-voltage power system, storing power from the line, explains "A" Mechanic Brian Medeiros. "We have to inspect to see if there's any kind of arcing. We don't want any stray voltage."

At the moment, he's inspecting the main contactor for the propulsion system. He will spend a little extra time on the auxiliary contactors, which he calls "a notorious high-fail item."

Redundancy is built into the system to assure greater reliability. The two propulsion inverters, for example, work independently of one another so that the train would keep operating even if one gives out.

Riders, of course, don't generally notice things like a back-up propulsion inverter. What they do notice is how the

The RT's light rail vehicle "in the shop".

IBEW members keep Sacramento



Daniel Talamantes, "C" Mechanic, puts fenders in the part washers.

rail cars look. And that's the job of IBEW members, too.

Vehicles get banged up. Fact of life. When RT light rail cars get banged up they're going to find their way to Ivor James, "A" Body Fender Mechanic. James is the sole remaining Body Fender Mechanic on day shift after one retired and another went to rail maintenance.

"It's all in the prep," explains James. "If you don't do it right, it's not going to look right."



"C" Mechanic Gary Rice hoses down the underside of a light rail vehicle so that it can be inspected.



Kenneth Doran, an "A" Mechanic, inspects the undercarriage of a LRV.

RIGHT: Ivor James, "A" Body/Fender Mechanic, preps for painting.



"A" Mechanic Dwayne Dickerson dries off underside of an LRV to be inspected.



Brian Medeiros, an "A" Mechanic, inspects the main contactor for the LRV's propulsion system.



Turning rotors in the bus shop is Gasoline Propane Mechanic Raymond Lucero.

to Regional Transit on the move

Bus Maintenance

You'll find the same concern for looking right and running good at RT's bus maintenance facility.

Don Franks is working on a rear side panel and an access door, which got banged up somewhere along the 833 route miles the system covers. But not all the dings and scratches happen out on the road.

"The buses are wider than they used to be but the (parking) lot size hasn't increased, so scrapes are happening right on RT lots," Franks confides.

Memo to management: widen the parking spaces.

Phil Hancock, an "A" Mechanic Trainee, is working on a coolant leak. "I pulled the pipe out, cleaned it out, put some new pipe dope on it." Hancock has been

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Don Franks, "A" Body/Fender Mechanic, works on a bus's rear side panel.



ABOVE: "A" Mechanic Mark McKee in the bus shop.

BELOW: Eric Okungbowa, "A" Mechanic Trainee, changes broken pulley on an AC compressor.



"A" Mechanics Body/Fender in the bus shop are, from left: Rodney Beverly, Gary Parks and Don Franks.

Matt Mibach, left, and Robert Bonsack, both "A" Mechanics, adjust bolts holding the bus to the truck. They are replacing the truck with one that's been serviced.



RT's union legacy

Sacramento Regional Transit District began operations on April 1, 1973, with the acquisition of the Sacramento Transit Authority. But IBEW Local 1245 has been on the system a lot longer than that.

Local 1245 was already representing transit workers in Sacramento when Pacific Gas & Electric sold its electric facilities to the Sacramento Municipal Utility District and the Sacramento City Line Transportation System.

Later, IBEW went through some changes of its own when Local 1245 was amalgamated with IBEW Local 1324, which had been organizing PG&E workers in the Bay Area, and IBEW Local 50, which had organized workers in the Bay Area Key System Transit Lines, now the Alameda-Contra Costa (AC) Transit District.

When RT came into being in 1973 it completed a new maintenance facility and purchased 103 buses. Over the next decade RT continued to expand bus service to the growing Sacramento region while a cooperative effort emerged among city, county and state government officials to develop a light rail system, which was inaugurated in 1987 and has expanded considerably over the years to a system that now covers 37 miles in RT's 418 square-mile service area.

Matt Mibach, Bob Thompson, Jim Watt and Robert Bonsack



RT by the numbers

Light Rail Mechanics, Serviceworkers, Body Fender Mechanics: **55**

Bus Mechanics, Serviceworkers, Body Fender Mechanics, Painters: **80**

Linemen: **18**

Rail Workers: **10**

Facility I, II, III, and Tech: **60**

IBEW Local 1245 Stewards:

Lauren Bartlett
Rod Beverly
Connie Bibbs
William Gilliam
Dwayne Dickerson
Gary Parks
Brian McCord
Rick Curtis
Donnell Williams

Doing Something About the Weather, continued from page 1

It's 2097. Massive floods have just wiped you out for the third time in 20 years. You decide it's time to leave Santa Cruz for good.

You used to dream about catching a job bid to hydro and the good life up in the mountains. But the Sierra snow pack has dwindled to almost nothing and PG&E is looking to sell its hydro plants. Without reliable water, hydro jobs are drying up, along with the ski industry and all the jobs it used to support.

There was a time when your in-laws wanted you to come back to the Central Valley and help manage the family business. But their fruit orchards disappeared along with the cool nights that the trees needed for proper bud-setting. The 25% reduction in water for agriculture didn't help, either. In fact, it was a major body blow to the whole industry.

Moving to Southern California is an option. Or is it? In the 90 years since your grandparents moved there for the great climate, the weather has turned plain nasty. A heavy blanket of air pollution, brutal heat waves, epidemics of infectious diseases. The number of days with dangerous levels of ozone have doubled. "Extreme heat" deaths from dehydration, heat stroke, heart attack, stroke and respiratory disease have tripled.

Time to face reality. Your options are limited. You'd like to escape for a week of hunting. But the game animals you remember from your childhood were wiped out by massive wildfires or gradually drifted up to Oregon and Washington, following their old habitat as it shifted north.

Trying to escape the intensifying heat.

Temperature Spikes and Mass Extinctions

This brief glimpse of how life might appear to an IBEW member in 2097 is based on research conducted by the world's leading climatologists, including a trio of authoritative reports issued this year by the Intergovernmental Panel on Climate Change (IPCC).

If we humans continue on our present course of burning carbon to heat

our homes, power our businesses and fuel our cars, temperatures on earth could increase as much as 8 to 10.5 degrees Fahrenheit by the end of the century, these scientists tell us.* In the past, temperature spikes of this magnitude on our planet are associated with mass extinctions, when between 50 and 90%

*For the sake of consistency, this article will use the familiar Fahrenheit scale in reporting all temperatures, even if the original source uses the Celsius scale.



of the species on earth disappeared. This is not the sort of problem we can solve by turning up the air conditioning.

The basic mechanics of global warming are well understood. Certain gases in the atmosphere like carbon dioxide and methane trap infrared radiation arriving from the sun, heat that otherwise would be reflected back into space. This so-called "greenhouse effect" benefited humans for eons—keeping the earth warm enough for our species to survive and even thrive.

But modern society, by harnessing the power of fossil fuels, has been emitting carbon dioxide in ever increasing amounts. As a result, the global atmospheric concentration of carbon dioxide has increased from about 280 parts per million (ppm) in pre-industrial society to 379 ppm in 2005. And the process is accelerating. The largest growth rates have happened in the past 10 years. This concentration of carbon dioxide, says the IPCC, "exceeds by far" any concentrations that have happened naturally during the last 650,000 years.

As people drive more cars and build more fossil fuel power plants, these concentrations of carbon dioxide will continue to increase. The greenhouse gases that once made our existence possible will begin to snuff us out, the IPCC scientists tell us, in the form of "increased deaths, disease and injury due

to heat waves, floods, storms, fire and droughts."

On the other hand, if we rapidly and radically change our use of fossil fuels, we may be able to stabilize the level of greenhouse gases in our atmosphere at levels we can live with, on a planet we can still recognize.

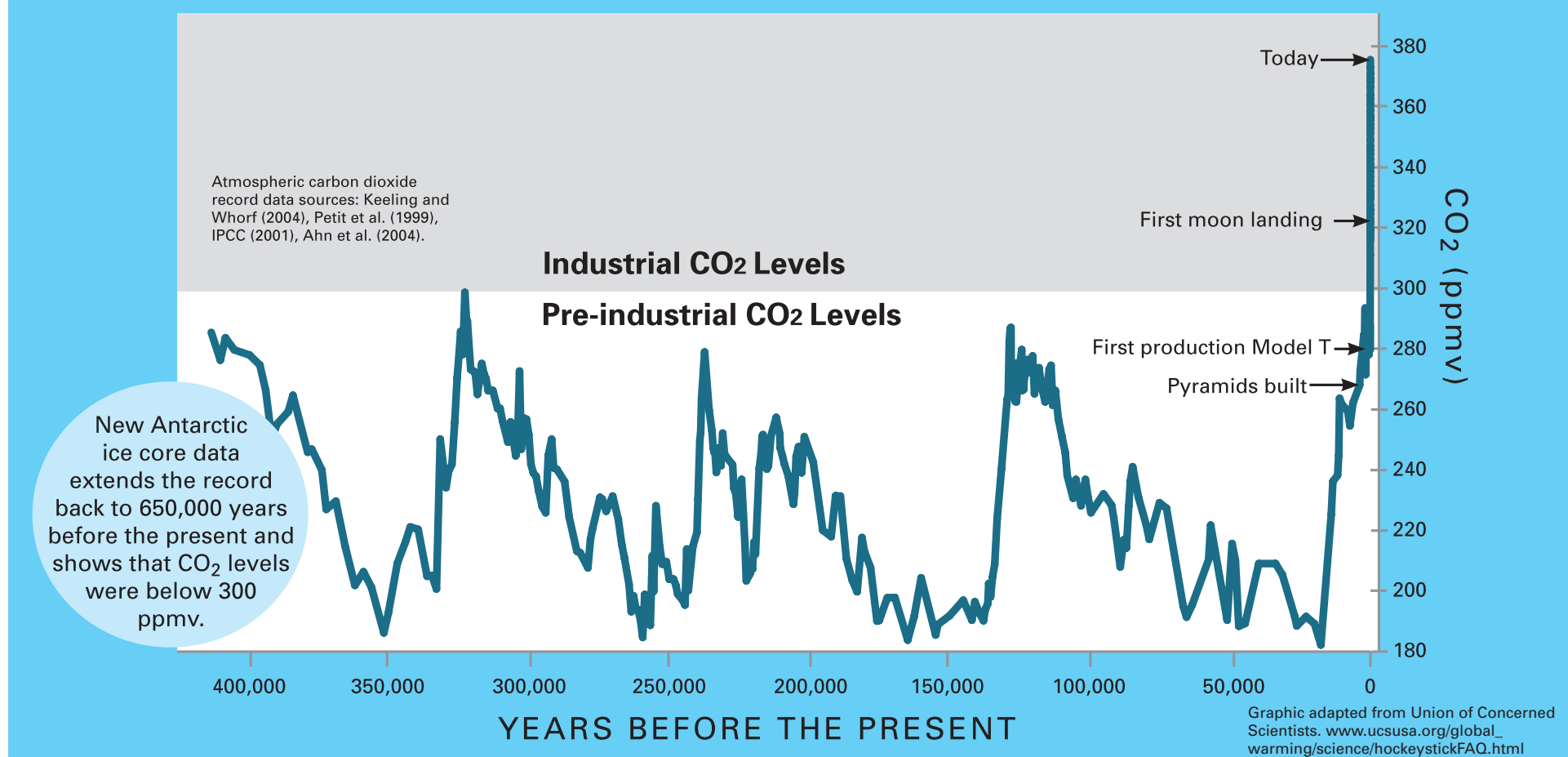
There is a stunning level of agreement among the world's scientists about the threat of global warming. But some people continue to live in denial. Senator James Inhofe of Oklahoma famously insisted in 2003 that global warming is "the greatest hoax ever perpetrated on the American people." You'd be hard pressed to find any peer-reviewed scientific research to substantiate Inhofe's claim. But the Senator enjoys plenty of substantiation from oil and gas companies, which contributed nearly \$290,000 to his most recent election campaign.

Like it or not, the new IPCC reports represent an extraordinary consensus of more than 2,000 scientists appointed by 130 countries. As much as we might wish to shoot the messenger, these scientists have given us a precious gift: the ability to see the future, and an opportunity to shape it.

How Much Will Temperatures Rise?

It's too late to stop global warming entirely. The average global temperature increased by 1.4 degrees during the past century, and IPCC scientists have confirmed with "very high confidence" (defined as 90% certainty) that humans are responsible for most of it. Even if greenhouse gases were capped at year 2000 levels, temperatures would continue rising for another century or more because of a time lag in the oceans' response to

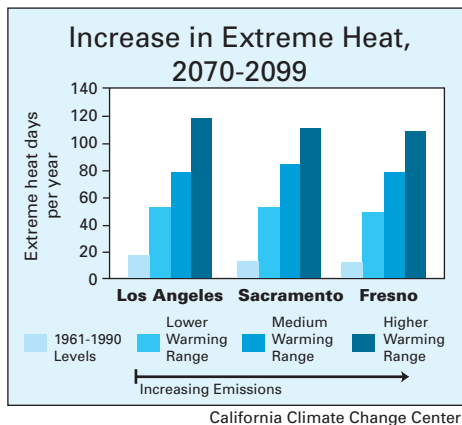
Carbon dioxide levels today are higher than over the past 650,000 years





atmospheric temperatures.

So how much will the earth's temperature rise? That will depend on the quantities of carbon dioxide and other greenhouse gases we pour into the atmosphere during the next few decades. Present trends make it likely that concentrations of carbon dioxide will double over pre-industrial levels—to more than 500 ppm—by the middle of this



century.

Understandably, scientists want to quantify how much additional carbon dioxide produces how much additional warming. For example, if carbon dioxide concentrations in the atmosphere were doubled, how much would temperatures go up? (The term they used to describe this correlation is "equilibrium climate sensitivity".)

Given that this doubling of carbon dioxide over pre-industrial levels could become a reality by the middle of this century, the scientists' findings are not comforting. They believe equilibrium climate sensitivity "is likely to be in the range 3.6 degrees to 8.1 degrees Fahrenheit, with a best estimate of about 5.4 degrees Fahrenheit.

Higher levels of carbon dioxide could produce even higher temperatures, but the potential consequences of even a 5 degree increase are mind-boggling.

"It is worth noting that the last time our planet settled to greenhouse gas levels as high as 500 ppm was some 20-40 million years ago, when sea levels were around 300 feet higher than today," observes Robert May, former Chief Scientific Adviser to the British government.

Jim Hanson, Director of the NASA Goddard Institute for Space Studies, notes that the last time the Earth was five degrees warmer than now—about 3 million years ago—sea level was about 80 feet higher than today.

If that were to happen again, Hanson points out, "the United States would lose most East Coast cities: Boston, New York, Philadelphia, Washington, and Miami; indeed, practically the entire state of Florida would be under water." No one is predicting catastrophe of this magnitude in our lifetime. But we are already establishing the conditions for catastrophe to visit our descendants.

Oceans levels are already rising from "thermal expansion," which simply means that warm water takes up more room than cold water. Add to that the melting from glaciers, ice caps, and the Greenland and Antarctic ice sheets, and IPCC scientists predict that "many millions more people" will be flooded every year due to sea-level rise by the 2080s.

If warming persists, the massive ice sheets in Greenland and Antarctica will be significantly weakened. Last month, NASA announced a new analysis of satellite data showed that an area the size of California melted and then re-froze in Antarctica in 2005—the most significant thawing there in 30 years. So far no one is predicting how much heat it will take, and over what period of time, to trigger a collapse of the Greenland and Antarctic ice sheets. But the consequences could be biblical in scale, devastating to human communities.

"The Earth's history," Hansen says, "reveals cases in which sea level, once ice sheets began to collapse, rose one meter every twenty years for centuries."

If we let the planet reach that state, voting irregularities will be the least of Florida's problems. And no one will be talking about rebuilding New Orleans.

Time is Not Our Friend

Time is not our friend in a warming world. The processes we have set in motion with our carbon-intensive lifestyle are taking on a life of their own.

Images from NASA satellites show that the area of permanent ice cover at the North Pole is shrinking at a rate of 9% each decade. The newly-exposed water absorbs far more of the sun's energy than the ice it replaces, further accelerating

continued on next page



Weather, continued from page 11

ating the melting process. A study by J.C. Stroeve et al. found that four out of the five lowest years of sea ice coverage have occurred since 2002. Many scientists believe the Arctic could be free of summer sea ice before the end of the century, something that hasn't happened for the last million years. Computer models run by scientists at the University Corporation of Atmospheric Research suggest the summer sea ice could be gone by 2050.

Even more troubling is the role that methane could play in accelerating global warming.

The global atmospheric concentration of methane has increased from 715 ppb to 1774 ppb since pre-industrial times. This concentration of methane, the IPCC reports tell us, "exceeds by far the natural range of the last 650,000 years," which is about 320 to 790 ppb as determined by ice core evidence.

Massive quantities of methane are stored in the world's permafrost. As that ground thaws, the methane is released. Researchers last year found that methane is being released from northern hemisphere permafrost at a rate five times faster than previously thought. Sergei Kirpotin of Tomsk State University says the entire western Siberian sub-Arctic region has begun to melt in the last three or four years. A model run by the National Center for Atmospheric Research found that, under business-as-usual scenarios, near-surface permafrost could decline 90% by 2100.

Carbon dioxide remains in the atmosphere for about a century. Methane sticks around only a few years. But methane is at least 20 times more potent than carbon dioxide in terms of its greenhouse effect, which means that a large infusion of methane into the atmosphere could act as a short-term accelerant on the warming process. Our efforts to curb carbon emissions could be

overwhelmed by methane-driven global warming, some scientists warn, unless we begin to take radical action immediately to stop the warming process.

Hard Tasks for Homo Sapiens

As a species we *Homo Sapiens* face some hard tasks.

The first hard task was accepting the reality of global warming. Mission accomplished, thanks to the IPCC and the energetic public discussion sparked by Al Gore's film, "An Inconvenient Truth." A major poll conducted in April found that 84% of Americans believe global warming is happening, 82% consider the issue at least "somewhat important" and 52% consider it "very important" or "extremely important."

The next hard task is getting off our butts and taking action. No help there from the Bush administration, which has effectively handed control of US energy policy over to the oil companies for the past six years.

But the shameful performance of the Bush administration has paved the way for the second coming of Arnold Schwarzenegger. In the fight against global warming, the California governor finally has found a policy to match his enormous personality.

The Global Warming Solutions Act, signed into law by Schwarzenegger last September, signaled California's intent to stop climate change before climate change stops us. This landmark legislation provides for mandatory emissions reporting, establishes a meaningful emissions cap, and gives the California Air Resources Board responsibility for preparing a plan to meet that cap.

Schwarzenegger's leadership has injected new energy into state-level efforts

to curb greenhouse gas emissions. In February western state governors in Arizona, New Mexico, Oregon and Washington joined Schwarzenegger in a joint effort to reduce emissions, and pledged to create a regional system to promote clean energy and energy efficiency. Governors in the northeastern and mid-Atlantic states are working on a regional strategy for controlling emissions, and mid-western state governors in Minnesota, Iowa, South Dakota, North Dakota and the Canadian province of Manitoba are also planning a joint effort.

Bush's steadfast refusal to take any meaningful action has incensed politicians in both parties, who realize global warming is a crisis that transcends party boundaries. In a Washington Post opinion piece last month, Schwarzenegger and fellow Republican Governor Jodi Rell of Connecticut blasted Bush for "inaction and denial," and said "it borders on malfeasance" for the administration to block the efforts by states "to protect the public's health and welfare."

Meanwhile, climate change is getting a fresh look in Congress, where Senator Barbara Boxer of California has introduced the Boxer-Sanders Global



Warming Pollution Reduction Act of 2007. Senate Bill 309 establishes the goal of capping global temperatures at 3.6 degrees above the preindustrial average by limiting the concentration of greenhouse gases in the atmosphere to 450 ppm. To help accomplish this, the bill proposes to reduce net emissions of greenhouse gases to 80% below 1990 emissions levels.

The bill would, among other things, require sharp reductions in auto emissions by 2016, reduce power plant emissions in facilities built after 2012, greatly increase research and development for clean, low carbon sources of energy, and create an energy efficiency standard for consumer products.

It is doubtful that such far-reaching legislation will make much headway as long as Bush wields the veto pen. But denial is no longer a viable policy when it comes to global warming. Our biscuits are burning, and the public knows it. People want solutions *before* the planet turns into something we don't recognize.

Fortunately, there are ways to pull our biscuits out of the fire, to power our lives without destroying our habitat. When the public starts inquiring more closely how it can be done, they will find IBEW Local 1245 members already on the job.

First in a series

Coming up: Some of the ways in which Local 1245 members are helping reduce greenhouse gas emissions in the energy sector.

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Page 1

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Meanwhile, climate change is getting a fresh look ... Boxer-Sanders Global Warming Pollution Reduction Act of 2007.

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.

El 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 insolación.
- 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.

Retirees, from page 7

Gerald McKinnon 36 years Eureka, CA	Bette Peterson 23 years Fresno, CA	Mario Roldan 10 years San Francisco, CA	Larry Stephensl 32 years Oroville, CA
Charles Merrell 40 years Live Oak, CA	Lanny Peysar 34 years Templeton, CA	Diane Rosemire 15 years Twin Falls, ID	Thomas Stewart 21 years Cobb, CA
David Miller 37 years Watsonville, CA	Joseph Piper 11 years Morgan Town, WV	Steven San Filippo 37 years Los Gatos, CA	James Vermilyer 37 years San Juan Bautista, CA
Freddie Mitchell 41 years Pittsburg, CA	John Plover 35 years Santa Rosa, CA	John Sandoval 36 years San Jose, CA	Darrol Veronie 31 years Bakersfield, CA
Purificacion Mojica 16 years San Francisco, CA	Randall Poe 17 years Mayer, AZ	Jack Savage 35 years Nipomo, CA	Charles Vicory 34 years Eureka, CA
Iveory Montgomery 25 years Fresno, CA	Gary Poggio 38 years Jackson, CA	Mervin Schetter 17 years Lakeport, CA	Clinton Wallington 31 years Weimar, CA
Edward Moppin 5 years Bakersfield, CA	Randy Powell 9 years Bakersfield, CA	Marcie Scott 28 years Hendersonville, NC	William Watley 10 years Cottonwood, CA
James Myers 21 years Albany, OR	Daniel Pronold 36 years Auberry, CA	Vincent Serpa 36 years Merced, CA	James Wing 29 years Dublin, CA
Sam Nakashima 36 years Sacramento, CA	Raymond Rademacher 35 years Atascadero, CA	John Shappell 37 years House Springs, MO	Rex Woodward 40 years Orland, CA
Dale Nolerorh 31 years Dublin, CA	John Ramos 29 years Atascadero, CA	Leonard Sharp 28 years Hayward, CA	Modesto Ybarra 33 years Olivehurst, CA
Louis Olson 37 years Selma, CA	John Ratkovec 29 years Antioch, CA	Raymond Shepherd 43 years Oakland, CA	Chung Yu 34 years San Francisco, CA
John Osborn 34 years Santa Cruz, CA	Joseph Reichlin 34 years Murphys, CA	Ronnie Shiflett 12 years Bakersfield, CA	Paul Zakel 31 years Escalon, CA
Larry Packer 38 years Scotts Valley, CA	Ray Reynolds 37 years San Lorenzo, CA	Joseph Smith 37 years Livermore, CA	Mike Zearbaugh 13 years Hollister, CA
Timothy Pata 34 years Paradise, CA	Calvin Richardson 34 years Chico, CA	Craig Smith 30 years San Luis Obispo, CA	
George Patchell 27 years Madera, CA	Michael Rivera 31 years Newman, CA	Mark Sohnrey 31 years Vacaville, CA	
Kenneth Perry 29 years Sunnyvale, CA	Cynthia Rodrigues 12 years Paradise, CA	Jeff Solden 35 years Petaluma, CA	
Jerry Peters 37 years San Jose, CA		Lee Spencer 11 years Riverbank, CA	

Congratulations Retirees!

We want you to stay connected



to IBEW 1245.

IBEW 1245 UNIT MEETING SCHEDULE: JULY—DECEMBER 2007

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JUL	AUG	SEP	OCT	NOV	DEC
Alturas (Frontier)	4013	The Brass Rail, Hwy 395	M. Nelson	Weds	5:30pm	11	8	12	10	14	12
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd.	G. Day	Thurs	4:00pm	19	16	20	18	18	20
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr.	D. Tucker	Weds	5:00pm	11	8	12	10	14	12
Auberry	1129	Daddy Joe's Java, Auberry Road	C. Riggs	Tues	5:45pm	17	14	11	9	13	11
Auburn	3511	Round Table Pizza @ Auburn-Folsom Road	T. Andreucci	Tues	5:00pm	10	14	11	9	13	11
Bakersfield	1112	Labor Hall, 200 W. Jeffrey	S. Branch	Weds	6:00pm	11	8	5	10	14	12
Buellton	1221	Antonio's Pizza 280 E. Highway 246	B. Swanson	Mon	4:00pm	16	13	10	15	5	10
Burlingame/Peninsula	1512	TWU Local 505, 1521 Rollins Rd., Burlingame	B. Quinn	Weds	5:30pm	11	8	12	10	14	12
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	E. Hood	Tues	6:00pm	3	7	4	2	6	4
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Trowbridge	Tues	6:00pm	17	21	18	16	20	18
Carson City, NV	3312	Fire Station #5, Stewart & 5th Street	M. Grimm	Tues	5:30pm	10	X	11	X	13	X
Chilcoot	3514	Last Chance Saloon, Highway 70, Chlicoot*	C. Bagley	Weds	6:00pm	11	X	12	X	14	X
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R. Lassus	Thurs	5:00pm	12	9	13	11	8	13
Davis - General Construction	3000	Steve's Pizza	K. Goodner	Thurs	4:00pm	12	9	6	11	8	6
Donner	3309	Best Western Hotel, Hwy. 267, Truckee	N. Evans	Thurs	5:00pm	X	2	X	4	X	6
Elk Grove (Frontier)	4014	Round Table Pizza, 5110 Laguna Blvd.	S. Lawton	Tues	5:00pm	24	28	25	23	27	*11
Elko, NV	3318	Stockman's Casino	J. Peterson	Thurs	5:30pm	X	9	X	11	X	13
Ely, NV/Mt. Wheeler	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Tues	4:30pm	X	14	X	9	X	11
Eureka/Tree Trimmers	3111	Labor Temple, 9th & E Street	vacant	Tues	6:00pm	10	14	11	9	13	11
Fallon, Nevada	3316	Fallon Country Club, 2655 Country Club Drive	C. Robertson	Tues	5:30pm	X	14	X	9	X	11
Fort Bragg/Pt. Arena	3717	PG&E Yard, 3539 Walnut Street	G. Fernandez	Thurs	5:00pm	19	23	20	18	X	20
Fresno	1111	AMF Sierra Lanes, 6450 N. Blackstone	C. Habecker	Tues	5:00pm	10	7	4	2	6	4
Fresno/EPA-Provco	4712	Round Table Pizza, First & Bullard	R. Ramos	Weds	5:00pm	11	1	5	3	7	5
Grass Valley	3513	Swiss House, 535 Mill St. (Hwy 49 and Hwy 20)	M. Fitting	Weds	6:00pm	11	8	12	10	14	12
Hayward/Fremont	2314	Bronco Billy's Pizza, 3940 Smith St., Union City	I. Araquistain	Weds	5:30pm	18	15	19	17	21	19
Hinkley	1311	Clubhouse, Hinkley Compressor Station	P. Earl	Weds	5:30pm	X	1	X	3	X	5
Hollister	1219	Paine's Restaurant, 421 East St.	J. Schegel*	Weds	5:00pm	11	8	5	10	7	5
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tues	4:00pm	3	7	4	2	6	4
Kettleman	1314	Kettleman Compressor Station	M. Guzman	Tues	5:30pm	10	X	4	X	13	X
Klamath Falls, OR	3022	Mia's and Pia's Pizza, 3545 Summers Lane, Kfalls	J. Rojas	Mon	5:45pm	16	20	17	15	19	17
Lakeport	3715	Senior Center, 527 Konocti Ave.	B. Dawson	Tues	5:00pm	X	7	4	2	6	4
Lemoore	1128	Fleet Reserve, 788 D Street	J. Brager	Thurs	5:00pm	12	9	6	11	15	13
Livermore	2315	Round Table Pizza, 1024 Stanley Blvd.	D. Diebner	Weds	4:00pm	25	22	26	24	28	26
Lodi, City of	2516	Mountain Mike's Pizza, 550 S. Cherokee	K. Enzi	Thurs	5:00pm	12	9	13	11	15	13
Los Banos	1115	Tony's Rendevous, 536 I Street *	J. Esparza	Tues	4:00pm	24	21	18	16	20	18
Madera	1113	Madera Valley Inn, 317 G Street	G. Weaver	Weds	4:30pm	18	15	12	10	14	12
Marysville	3611	Stassi's, Fourth Street	M. Anderson	Weds	5:00pm	tbd	1	5	3	7	5
Merced	1123	Branding Iron, 640 W. 16th St.	M. Jameson	Weds	5:30pm	11	8	5	3	7	5
Merced ID	1122	Branding Iron, 640 W. 16th St. *	J. Fletcher	Thurs	5:00pm	12	9	6	4	8	6
Mirant	2319	Skipolini's Pizza, Fitzhuren Drive, Antioch	J. Ricard	Weds	4:00pm	25	22	26	24	28	26
Modesto	2515	Days Inn, 1312 McHenry Blvd.	T. Fortune	Weds	5:30pm	11	8	12	10	14	12
Modesto/Modesto Irr. Dist.	2518	Hero's Sports Lounge, 821 L Street	M. Stout	Weds	5:00pm	tbd	1	5	3	7	5
Napa	3716	Round Table Pizza, 3331 Solano Ave.	J. Kent	Thurs	6:00pm	5	9	6	4	8	6
North Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Warmuth	Weds	5:30pm	18	15	19	17	21	19
Novato/Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Weds	5:30pm	11	8	12	10	14	12
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	M. Swain	Tues	4:45pm	3	7	4	2	6	4
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	A. Fortier	Thurs	4:00pm	19	16	20	18	15	20
Paradise	3417	Round Table Pizza, 6038 (B) Clark Road	R. Jaster	Weds	5:30pm	11	15	12	10	14	12
Placerville	3813	Spanky's Pizza, 197 Placerville Dr.	G. McNamara	Tues	3:45pm	3	7	4	2	6	4
Placerville/Davey Tree	4714	Round Table Pizza, 512 Main Street	S. Speak	Tues	5:00pm	3	7	4	2	6	4
Pollock Pines/Fresh Pond	3912	50 Grand Club, Pollock Pines	R. Curtis	Weds	5:00pm	tbd	1	5	3	7	5
Portland, OR	3026	TC Headquarters - Portland	L. Mitchell	Thurs	12 noon	19	16	20	18	15	20
Red Bluff	3214	Crystal Restaurant, 343 S. Main Street	J. Johnstone	Thurs	5:45pm	5	9	6	4	8	6
Redding	3212	Round Table Pizza, 2808 McMurry Dr., Anderson	R. Rylee	Weds	5:15pm	4	8	5	3	7	5
Redding, City of	3217	Round Table Pizza, 900 Dana Drive	D. Norman	Tues	4:30pm	3	7	4	2	6	4
Redding/Davey, Utility	4419	Round Table Pizza, 900 Dana Drive	R. Bodner*	Weds	5:00pm	23	29	26	24	28	27
Redmond, OR	3028	TC Headquarters - Redmond	J. Kissee	Thurs	5:00pm	12	9	13	11	8	13
Redwood City/Asplundh Tree	4711	Mountain Mike's Pizza, 120 El Camino Real	D. Urbina	Tues	4:00pm*	17	21	18	16	20	18
Reno, NV	3311	IBEW LU 401, 2713 E. 4th St.	D. Moler	Weds	6:00pm	4	1	5	3	7	5
Richmond	2318	La Strada Rest., 2215 Church Lane, San Pablo	T. Verndon	Weds	4:00pm	*5	1	5	3	7	5
Richmond/E. Bay Clerical	2301	La Strada Rest., 2215 Church Lane, San Pablo	D. Ambeau	Weds	6:00pm	*5	1	5	3	7	5
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main Street	M. Barton	Tues	4:15pm	10	14	11	9	13	11
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd.	L. Mennel	Weds	5:15pm	*3	1	5	3	7	5
Sacramento Clerical	3801	Round Table Pizza, 3290 Arena Blvd., #600 *	D. Ryan	Thurs	5:30pm	5	2	6	4	1	6
Sacramento/Asplundh-Davey	4717	Round Table Pizza, 8760 La Riviera Drive	O. Perez	Tues	4:00pm	10	14	11	9	13	11
Sacto. Muni Utility District	3911	Dante Club, Sacramento	D. Trigeirio	Weds	4:30pm	11	8	12	10	14	12

IBEW 1245 UNIT MEETING SCHEDULE: JULY—DECEMBER 2007

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JUL	AUG	SEP	OCT	NOV	DEC
Sacto. Regional Transit	3011	Espanol Restaurant, Sacramento	C. Bibbs	Weds	4:30pm	18	15	18	17	21	19
Salinas	1121	Mountain Mike's Pizza, E. Alisal	D. Montanez	Tues	4:00pm	10	7	4	9	6	4
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St.	V. Jones	Weds	4:30pm	5	1	5	3	7	5
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave.	vacant*	Weds	5:15pm	11	8	12	10	14	12
San Jose/Asplundh Tree	4713	301 E. Hamilton Avenue, Campbell*	E. Arellano	Thurs	4:00pm	12	9	13	11	8	13
San Luis Obis./Pismo Beach	1215	Vallarta's Mexican Food, 1761 Monterey Street, SLO	S. Weaver	Thurs	4:00pm	12	9	6	11	8	6
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Weds	5:30pm	11	8	5	3	7	5
Sandpoint, ID	3021	Sandpoint Headquarters	D. Christman	Weds	5:00pm	11	8	12	10	14	12
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	B. Burkle	Weds	4:30pm	11	8	12	10	14	12
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave.	G. Bargas	Tues	4:30pm	10	14	11	9	13	11
Santa Maria	1216	Round Table Pizza, 2508 S. Broadway	M. Landeros	Weds	4:00pm	18	15	12	17	14	12
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tues	6:00pm	3	7	4	2	6	4
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	P. Sandoval	Thurs	4:30pm	19	16	13	11	15	13
Shasta - USBR	3218	Keswick Dam Rd., Keswick	G. Walpole	Tues	5:15pm	17	X	18	X	20	X
Sonora	2517	Mike's Pizza of Sonora, 14721 Mono Way*	B. Owens	Tues	4:00pm	10	14	11	9	13	11
Sonora/Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way	S. Hix	Mon	4:00pm	2	6	10	1	5	3
South Lake Tahoe	3314	Round Table Pizza, 1062 Emerald Bay Road	P. Stahl	Thurs	5:00pm	5	X	6	X	1	X
Spankel, WA/Rosalia	3027	TC Headquarters - Rosalia	P. Brown	Thurs	5:00pm	12	9	13	11	8	13
Spokane, WA	3025	TC Headquarters - Spokane	vacant	Thurs	12 noon	19	16	20	18	15	20
Stockton	2511	Ed Stewart Amer. Legion Post #803, 3110 N. West Lane	C. DeLaTorre	Thurs	6:30pm	12	9	13	11	15	13
Stockton Clerical	2509	8110 Holman Road, Ste. #1	C. Wood*	Thurs	4:00pm	12	9	13	11	8	13
Stockton/EPA-Provco	4718	Eddie's Pizza, 1048 Waterloo Road	J. Cervantes	Weds	4:00pm	18	8	12	10	14	12
Susanville (LMUD/Frontier)	4012	The Pizza Factory	K. Merrill	Thurs	5:30pm	12	9	13	11	15	13
Templeton	1217	The Pizza Place 105 Main St.	J. Comancho	Tues	4:00pm	17	14	11	16	13	11
Tiger Creek/Pine Grove	2519	Pine Grove Pizza,19724 St. Hwy 88, Pine Grove	R. Davis	Tues	6:00pm	17	21	18	16	20	18
Topock	1313	PSEA Clubhouse, Moabi Park	G. Shettco	Thurs	4:45pm	X	2	X	4	X	6
Truckee Meadows Water Auth	3310	TMWA Corporate Office, Sparks, NV	F. Chadwick	Tues	4:30pm	X	7	X	2	X	4
Turlock	1126	Turlock Chmbr of Commerce, 115 S. Golden State Blvd	R. Lane	Thurs	4/5:00pm	5	2	6	4	1	6
Ukiah	3714	Ukiah Garden Café, 1090 S. State Street	C. Spaletta	Weds	5:30pm	X	8	5	3	7	5
USBR/CVO	3012	Round Table Pizza, 7943 Greenback Lane, Citrus Hts.	M. McKay	Tues	5:00pm	10	14	11	9	13	11
Vacaville	3812	Pietro's #2 679 Merchant St.	E. Owens	Weds	5:00pm	11	8	12	10	14	12
Outside Line	4911	Ron Weakley Hall, IBEW 1245, 30 Orange Tree Circle	L. Thomson	Weds	7:00pm	11	8	12	10	14	12
Walla Walla, WA	3023	TC Headquarters - Wallula, WA	M. Prior	Thurs	5:00pm	12	9	13	11	8	13
Wells R.E.C., NV	3319	Silver Sage Senior Citizens Center, 1st St., Wells NV	T. Leach	Weds	5:00pm	X	15	X	10	X	12
Willits/Davey/EVA/Provco	4421	Old Mission Pizza, 1708 S. Main, Willits*	G. Cowan*	Mon	4:00pm	X	13	X	8	X	10
Winnemucca, NV	3317	Los Marguerits, 47 E. Winnemucca Boulevard	J. Henriod*	Weds	7:00pm	X	8	X	10	X	12
Yerington, NV	3313	Pacific Avenue Firehouse	L. Soukup	Thurs	5:00pm	X	2	X	4	X	6
Retirees Club - Dublin		IBEW Local 595, 6250 Village Parkway, Dublin	M. Silva	Thurs	10:00am	12	9	13	11	8	13
Retirees Club - San Jose		IBEW Local 332, 2125 Canoas Garden, San Jose	R. Murphy	Thurs	10:00am	5	2	6	4	1	6
Retirees Club - Vacaville		IBEW Local 1245, 30 Orange Tree Circle, Vacaville	R. Renaude	Weds	10:00am	11	8	12	10	14	12
Retirees Club - Santa Rosa		Coco's Restaurant, 1501 Farmers Lane	L. Mead	Tues	10:00am	2	7	4	2	5	4
Retirees Club - Merced		Merced Senior Community, 755 W. 15th St.	M. Bonds*	Tues	10:00am	2	7	4	2	5	4

* Indicates change since schedule was last published

Local 1245
The people behind the power

Current News:

New Features Launched
on IBEW Local 1245 website

Supreme Court deals harsh blow to employee rights (Posted: 5-31-07)

PG&E General Construction golf tournament is June 8 (Posted: 5-31-07)

Sam Kagel, famed labor arbitrator, dies at 98 (Posted: 5-28-07) **Kagel Interview**

Local 1245 Appointments for May (Posted: 5-25-07)

New Coal Contracts limited by California Energy Commission (Posted: 5-25-07)

Sierra Pacific CEO exercises stock options, makes bundle (Posted: 5-25-07)

Court's Meal Break Ruling could effect thousands of members (Revised: 5-25-07)

Proposed Trade Deal draws heat from labor leaders (Posted: 5-23-07)

Heat Crisis in 2006 points to future trouble on western grid (Posted: 5-23-07)

PG&E Materials letter agreement (Posted: 5-21-07)

Advisory Council:
May meeting (Posted 5-30-07)

New members
Brian Kapaun & Sergio Munoz sworn in by Mike Davis

At work:
Lorenzo Deliso
App. Lineman,
All Day Electric

More Photos

INFORMATION PIPELINES:

For New Members
Working Women
For Stewards
Retiree's Club
Unionizing your Workplace
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Wage Comparisons
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IBEW Action Squad LU 1245
Expand Paid Family Leave: Ask legislators to support an expansion of California's successful Paid Family Leave law.
See Past Action Squad Campaigns Here

Sam Kagel:
Business Manager

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PG&E Letter Agreements

Union Primer

Wage Comparisons

Worksite photos

RT, continued from page 9

on the job for five years, and is plenty glad to be represented by a union.

"I came from a world where there's no benefits," he says, a world where you "were lucky to get a paid vacation."

IBEW members at RT know that collective bargaining is their chance to move forward. With negotiations for a new contract set to begin in late summer, they've already submitted dozens of bargaining proposals to the union.

A major concern for light rail "A" Mechanics is pay equity.

A lot of shops specialize, matching up their mechanics with specific tasks. But at RT, an "A" Mechanic has to be able to do it all. Jim Watt, an "A" Mechanic who will be sitting at the bargaining table this fall, explains:

"Electronic troubleshooting. Mechanical work. AC troubleshooting. We have to be able to do the electrical work. All of the mechanics have to be able to do all the work."

But that extra versatility isn't properly recognized in their compensation, Watt

believes, and that is shaping up to be a real problem for RT.

"They're having a problem hiring qualified people because the wages they pay are lower than the wages you could get somewhere else," he says.

Lineworkers

A similar situation existed for RT Lineworkers. They suspected the jobs they were doing might be split up among three or four classifications at other agencies—work that includes overhead work, traction power, signaling, substation protective relay testing and troubleshooting.

But they weren't content to just speculate. They established a survey by going on the Internet and finding wage rates at comparable agencies.

Brian McCord, Lineworker III, said the survey showed that RT "is really getting something for its money." For one thing, they discovered their department is much smaller than those of comparable agencies.

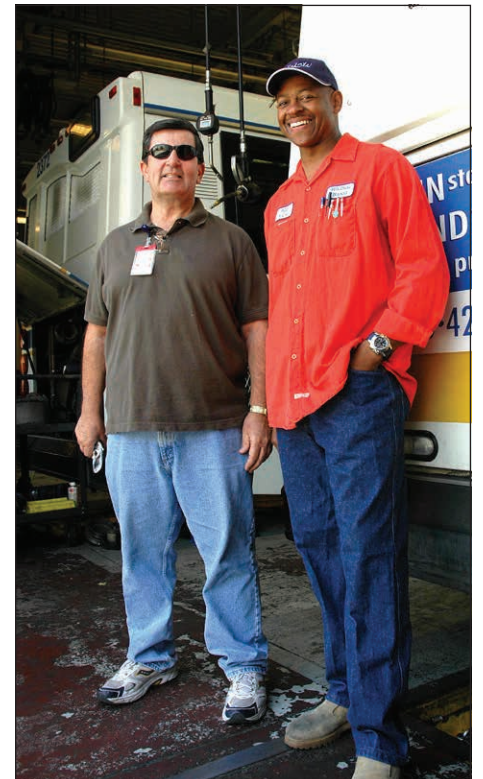
"They couldn't attract people with the wages," says McCord. "We had three people leave—one went to SMUD, one transferred to operations, one retired. If we'd had the money, he'd still be here."

The Lineworkers contacted the union, which ultimately negotiated a significant equity adjustment.

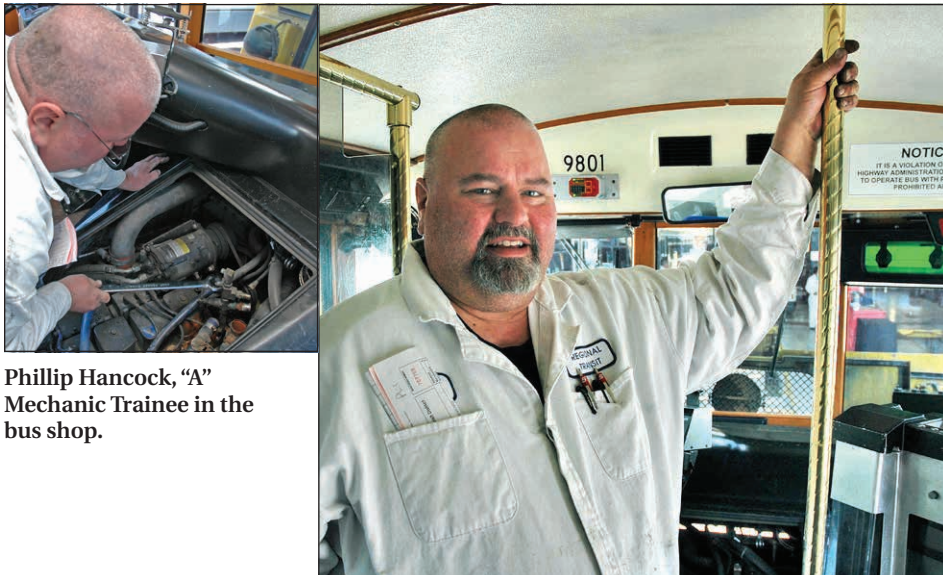
It was a classic case of supply and demand, and an economic fact of life for many employers as retirements begin to thin the workforce and certain jobs become harder to fill.

Dwayne Dickerson, a Light Rail "A" Mechanic, knows that general negotiations is where the action is. He's a union steward, an 11-year IBEW member. But today, as he dries off the underside of a light rail car that's just been steam cleaned, he just shrugs off a question about negotiations.

"Just waiting to see what's offered," he says.



Local 1245 Business Representative Darryl Norris, left, and bargaining committee member Rodney Beverly.



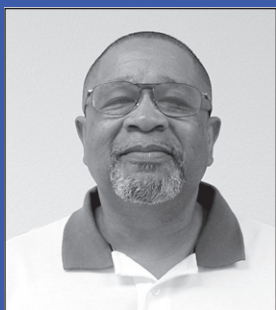
Phillip Hancock, "A" Mechanic Trainee in the bus shop.



LEFT: Lineworker IIIs Brian McCord, left, and Steve Johnson.



BELOW: Johnson and McCord perform preventative maintenance on a rail switch.



Sacramento RT has been represented on the Advisory Council in recent years by William Gilliam (above). Prior to Gilliam, Constance Bibbs represented RT on the Council.



Team RT Takes Second in "Rodeo"

IBEW Local 1245 members from Sacramento RT finished second out of 45 teams in the Maintenance Competition at the 32nd International Bus "Rodeo" in Nashville, Tenn. last month.

Representing RT in the competition were Mark McKee, Mark O'Brien and Jeff James. Competition consisted of a 50 ques-

tion written test, two engine modules, an air conditioning module, an ABS air brake board, bus inspection and multiplex (electrical) defect bus. The RT team placed first in the ThermoKing air conditioning module. They also had a perfect score in the Cummins engine module, but lost the tie breaker to another team

based on time to start the engine.

The rodeo, sponsored by the American Public Transportation Association, tests mechanics' abilities to troubleshoot mechanical problems and fix them quickly. First place in the Maintenance Competition went to the team from Los Angeles County Metropolitan Transportation Authority.



Representing Sacramento Regional Transit District at the Rodeo were, from left, Mark McKee, Mark O'Brien and Jeff James.