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## News briefs

**IBEW members** at public employers could see their wages published on the front page after the California Supreme Court dismissed privacy concerns and ruled in August that salaries of government employees must be available to newspapers upon request. By the way, California Supreme Court justices make \$182,000 annually. The chief justice makes \$199,000.

**Sacramento Regional Transit**, which employs about 230 members of IBEW Local 1245, will lose \$14 million in revenues in the new state budget. Service cuts have already been announced.

**Over 1,000 IBEW and CWA** telecommunications workers marched on Verizon's New England headquarters in Boston in August. The unions want a neutrality agreement to organize call center workers.

**Foster's brewery** workers in Brisbane, Australia are trying to organize with the Electrical Trades and two other unions. Their wages are 35% less than workers at Foster's unionized facilities in Australia.

Get answers to your union questions at:

www.ibew1245.com

New Advisory Council takes office — Page 12



# Utility Reporter

Volume 56 No. 7 • Sept/October 2007

Volume 56 No. 7 • Sept/October 2007

UNITY IS STRENGTH

For up-to-the-minute news, see our website: [www.ibew1245.com](http://www.ibew1245.com)

## Op Clerical jobs no longer a target

Pacific Gas & Electric is no longer targeting Operating Clerical classifications for reductions.

Letter Agreement 07-10 between IBEW Local 1245 and PG&E provided for a phased-in approach for Operating Clerical reductions and also provided for capturing as many positions as possible through a voluntary process.

PG&E has since notified Local 1245 that, based on the number of Operating Clerical employees who already volunteered for severance and upon recent review of operations, there will be no further reductions of employees in Operating Clerical classifications due to Business Transformation Foundation implementation, including certain Physical Clerical employees



Local 1245 and Pacific Gas & Electric have agreed to a process to bring payments for missed meals into compliance with existing laws as a result of recent decisions by the California Supreme Court and the United States District Court for Northern California.

Letter Agreement 07-37, signed by Business Manager Tom Dalzell on July 27, commits the union and company to reviewing the general requirements of the law, its retroactive application, and its application going forward. The primary beneficiaries of this letter agreement are employees who worked straight-8 or straight-12 shifts

## PG&E Letter Agreement provides back pay for missed meals

without set meal breaks.

In the Letter Agreement, the union and company identified many classifications eligible for back pay, and have subsequently identified additional classifications that should have been included. The union and company have also discussed the implementation of the letter agreement as it pertains to all other classifications not specifically addressed in the letter.

"We worked to make this letter agreement thorough and complete, but we knew at the time that some individuals and classifications were probably being missed, and that

continued on page 18



GLOBAL WARMING,  
ELECTRIC POWER,  
AND IBEW 1245

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

Mark Twain

SECOND IN A SERIES

## Are we cooked? Net yet! Energy efficiency offers new hope in fight against global warming.

*People will always be glad to see the electric lineman outside restoring their power, or the gas serviceman coming in to relight their pilot. But as global warming changes the way we think about energy, people are going to be happy to see Sean Folks, too.*

Blackouts are not an option in today's world. Not if we need lights, refrigeration, computers, communications or the internet. Which we do.

So when the demand for power exceeds supply, we have two options. Generate more power. Or use our existing supply more efficiently.

Here's the good news. Using our existing supply more efficiently is cheaper than building new power plants. It enables us to maintain our standard of living without adding to global warming. And it is largely achievable

IBEW member Sean Folks inspects the weatherstripping installed by contractors for PG&E's low-income weatherization program.



using existing technology.

Efficiency is not a new concept. It's also called eliminating waste. Our grandparents considered it just plain common sense. Efficient use of resources is a deeply "conservative" principle, one that Americans valued in the past and will value again as the world gets warmer and the weather gets weirder.

For many decades, utilities have met America's need for power by generating electricity. IBEW members have provided the feet on the ground to get that power generated and distributed. But going forward, if we want to avert the harshest consequences of global warming, utilities will need to help their customers get more use out of the power that is already generated.

Meet Sean Folks.

continued on page 6



## Arcing and Sparking



Tom Dalzell  
BUSINESS MANAGER

## Standing on the shoulders of giants

When it comes to continuity and institutional memory, management usually has the upper hand. Succession planning is much easier in a corporation than in a trade union with democratically elected leaders, and corporate life is generally more stable than union life, which is subject to nearly constant ebb and flow.

As true as this may be in general, it is not true when it comes to IBEW Local 1245. Several events this summer showed me just how lucky we are.

First, on June 21 I had lunch with Orv Owen in Santa Clara to celebrate his 80th birthday. Talking with Orv during lunch, it was clear that he hasn't missed a beat in the 15 years since his retirement from the union staff. Our conversation ranged over 50 years, from his early years as an organizer hired by Ron Weakley to his later years as an Assistant Business Manager for Jack McNally. Orv still has the spark in his eyes, and his dedication to Local 1245 and its members is evident in every word he speaks.

Second, on July 12 I visited Ron Weakley, our first and greatest Business Manager. Ron is 92 and still in regular contact with several Local 1245 staff members, 35 years after retiring from Local 1245. Like Orv, Ron's passion for the working men and women who belong to Local 1245 is undiminished by the years. Ron is "old school" in the best

sense of the word. He understands the difference between managing and leading. He understands that we should never let the perfect become the enemy of the good. He understands that constant communication with our members is critically important. (See more about Ron on page 18.)

It is remarkable that we still have direct ties with our earliest roots from the 1940s. Within our current staff, we have the gift of continuity and the institutional memory that comes with it. We continue to benefit from the deep experience of our retired staff members when Frank Saxsenmeier calls, when Perry Zimmerman stops by for lunch, when Jack McNally attends a CURE meeting, or when Gary Mai comes in to pay his dues.

Institutional memory is invaluable. It is not just a question of knowing the contract and contractual precedent, it is a question of knowing the workforce and the history of the employers we deal with. Because we have an organizational memory and appreciation of history, we know what has been tried before and can predict with some success what will work and what won't work. We know, for example, just how battered PG&E's workforce has been by false starts and missteps during the past 14 years. And we know that the company's latest attempts to solicit employee input and engagement is much more likely to succeed than was the top-down, consultant-driven change that characterized the early phases of Business Transformation.

Local 1245's continuity and institu-

continued on page 18

## APPOINTMENTS

### TRANSCANDA Negotiating Committee

Shaun O'Neill

John Felts

Michael Scott Hoey

### OSMOSE WOOD PRESERVING POLE TREATMENT, DAVEY POLE TREATMENT AND UTILITY POLE TECHNOLOGIES

#### Joint Negotiating Committee

Christopher Fialho

George Mize

Anthony Martinez

### IBEW LOCAL 1245

#### Safety Committee

Tom Greer

#### Outside Line JATC Sub-Committee

##### Alternate

Ralph Armstrong

### CONFERENCES & CONVENTIONS

#### Nevada State AFL-CIO Annual Constitutional Convention

Randy Osborn

Tom Cornell

## CALENDAR

Oct. 2: Retirees Club, Santa Rosa, CA

Oct. 2: Retirees Club, Merced, CA

Oct. 4: Retirees Club, San Jose, CA

Oct. 10: Retirees Club, Vacaville, CA

Oct. 11: Retirees Club, Dublin, CA

Oct. 13: Perry Zimmerman Golf  
Tournament, Vacaville, CA

Oct. 27: Advisory Council, Vacaville, CA

Nov. 1: Retirees Club, San Jose, CA

Nov. 6: Retirees Club, Santa Rosa, CA

Nov. 6: Retirees Club, Merced, CA

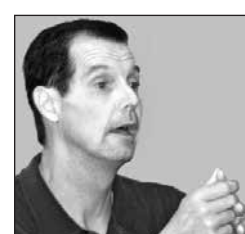
Nov. 8: Retirees Club, Dublin, CA

Nov. 14: Retirees Club, Vacaville, CA

## AC Transit solar power system will shave energy bill \$200,000

AC Transit hopes to shave its energy bills by more than \$200,000 a year with a new 621-kilowatt solar power system that will deliver a significant portion of the energy needed to run the agency's bus yards and operational facilities in Oakland and Hayward.

The seven rooftop solar arrays, made possible by a \$1.9 million solar rebate from Pacific Gas & Electric, will enable AC Transit to prevent 285 tons of carbon emissions from entering the atmosphere.



Guy Greenwood, 22-year IBEW member at AC Transit. IBEW 1245 file photo.

"We're trying to be good corporate and public citizens," said Guy Greenwood, an AC Transit Electronic Technician/Facility Maintenance and 22-year IBEW member.

"We don't throw tons of pollution out there just because we could. In fact the laws have changed so we can't."

Greenwood, one of about two dozen IBEW Local 1245 members at AC Transit, attended the public unveiling of the new solar system on Aug. 2.

The solar system consists of 1,650 PV panels mounted on the roofs of four buildings in Hayward, producing 315 kilowatts. In Oakland, 1,078 PV panels on the bus wash, fuel island, and bus maintenance buildings produce 177 kilowatts, more than enough power to offset usage at the AC Transit's steam reforming hydrogen production facility.

As part of the ceremony, local dignitaries were offered a ride in a bucket truck to view the solar panels.

"Everybody was kind of hesitant at first," said PG&E Lineman and Local 1245 member Eric Wright, who was on hand to operate the bucket. "But once they were up in the bucket they said, 'Well, take me this way, show me that.' They were able to



PG&E Lineman Eric Wright operated the bucket truck to give dignitaries an up-close view of the new solar systems. Photo by Guy Greenwood

see a lot of the city as well."

IBEW members were at the site a few months ago to prepare for the new power source, said Wright.

"We have a riser that feeds into their electrical. We opened that up so they could do the cutover and tie into their solar. That way, when they have a solar feed it runs on solar, and when they don't it cuts back to PG&E," Wright said.

Besides his service running the bucket for the public ceremony last month, Wright has another connection to AC Transit. His father worked there for 28 years, a member of ATU Local 192. Gene Wright retired in 1990.

ATU may be the larger union at AC Transit, but IBEW members play an essential role keeping the buses running, said Greenwood.

"I'm really proud of my HVAC (heating, ventilating and air conditioning) guys and our electricians. They're good Joes and they do a real good job for the District."

The new solar panels should be an additional source of pride at the District.

"This is something that everybody wanted. (The dedication ceremony) transcended the politics. I think there was substance to it," said Greenwood.

"I like the direction my employer's going, I really do. I don't think it's good to dirty our nest and I think it's great we're trying not to do it."



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Executive Editor**  
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### UtilityReporter

September/October 2007  
Volume 56 No. 7  
Circulation: 22,200



Published bi-monthly at 30 Orange Tree Circle, Vacaville, CA 95687. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 2547, Vacaville, CA 95696.

Periodical postage paid at Vacaville and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

**POSTMASTER:** Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 2547, Vacaville, CA 95696.

Single copies \$1. Subscription by arrangement. Have you moved recently? Please send complete new address and your Social Security Number (by U.S. Mail) to: "Address Change" IBEW Local 1245 P.O. Box 2547 Vacaville, CA 95696.

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Our phone number is (707) 452-2700.

Training makes the difference

# Gas Serviceman helps save drowning Manteca toddler

Saving someone's life isn't just about luck, timing, or courage. It's about training.

That's what Ernie Mello discovered when he returned home from his job as a Gas Serviceman for PG&E and found his neighbors in a state of panic. Two-year-old Hugo Rodriguez had been discovered by his father in the family's backyard swimming pool.

The father came running from his home on Placer Avenue in Manteca, Ca. on July 17 with the child's limp body in his arms. Across the street, Tiny Gehrke and Pat Tassano heard the father's cries and called 9-1-1. As Tassano began trying to revive the child, who was turning blue and had no pulse, Gehrke flagged

down Mello, who was just arriving home from work.

"I saw all the commotion and then Tiny asked me if I knew CPR," Mello told the Stockton Record. "I knew we had to get oxygen into the baby, so I raised his head and gave him a couple of quick breaths."

Mello did, in fact, know CPR through training provided on the job at PG&E. Utility work can be dangerous, and the workers themselves need to be the first responders when accidents occur.

It was luck that Mello arrived home when he did. His timing was good, his courage unquestioned, but it was his training that made the critical difference.

The breaths he administered to the



Ernie Mello, Gas Serviceman and 35-year IBEW member, used life-saving techniques learned on the job at PG&E. Photo by John Mendoza

toddler produced a gurgling sound. Mello turned him over to let the water escape his lungs. In a short time—though it probably seemed like an eternity to the worried adults—Hugo coughed up water and began to cry.

Nonetheless, paramedics were a welcome sight when they arrived at the scene and Hugo was eventually airlifted to UC Davis Medical Center in Sacramento.

Mello says the credit for saving the boy's life properly belongs to Tassano, who also had CPR training and was first to start working on Hugo's resuscitation.

"It was a team effort, but if Pat didn't start administering CPR when she did, he wouldn't have had a chance," Mello told the Record.

Later that evening, Hugo was sitting in his hospital bed watching TV, already asking to go home.

Mello, a 35-year IBEW member, whose quick action made all the difference in a child's life, has been nominated for the IBEW Life Saving Award.

## Unit officer elections

Units throughout Local 1245 have elected or re-elected the following officers in local unit elections conducted during the summer. (Please note, in some cases, re-elected officers may not have been reported.)

<b>1111: Fresno</b> Chair: Pedro (Pete) Sandoval Recorder: Tana Prince	<b>3217: Redding, City of</b> Chair: Paul Snyder Recorder: Gary Moeckli
<b>1112: Bakersfield</b> Chair: Mark Rolow Recorder: Cynthia Choate	<b>3309: Truckee-Donner PUD</b> Chair: Sue Camara
<b>1113: Madera</b> Chair: Richard A. Danieli Co-Chair: Daniel R. Camarena Recorder: Geary Weaver	<b>3315: Mt. Wheeler</b> Vice-Chair: Mitch McVicars
<b>1120: Selma</b> Chair: Stan Zamora Vice-Chair: Adrian Lomas	<b>3316: Fallon</b> Chair: Chuck Robertson Vice-Chair: Robert Helton Recorder: Earl Jones
<b>1122: Merced Irrigation District</b> Chair: Craig Tatum Vice-Chair: Donald Herzog Recorder: Ed Slown	<b>3319: Wells REC</b> Chair: Aaron Ruesch
<b>1123: Merced</b> Chair: Mike Jameson Vice-Chair: Pat Garcia Recorder: Dan Mayo	<b>3320: North Lake Tahoe/Kings Beach</b> Chair: Bruce Warmouth Recorder: Charlie Sala
<b>1126: Turlock Irrigation District</b> Recorder: John Rover	<b>3417: Colgate</b> Chair: Richard Manley Recorder: Richard A. Jaster
<b>1128: Lemoore</b> Chair: Robert Ramirez	<b>3511: Auburn</b> Chair: Kevin Davis
<b>2516: City of Lodi</b> Chair: Dave Schulz Vice-Chair: John Vanderjack Recorder: Elton Lamborn	<b>3512: City of Roseville</b> Chair: Douglas Willford
<b>2518: Modesto Irrigation District</b> Chair: Michael Gomes Vice Chair: William LaBarbera	<b>3514: Chilcoot</b> Chair: Todd Wolf Vice Chair: Linda O'Neil Recorder: Clint Bagley
<b>3111: Eureka</b> Chair: Ward J. Hollesen Recorder: Linda Jurado	<b>3801: Sacramento</b> Chair: Dave Ryan Vice Chair: Kevin Krummes Recorder: Katherine Reeves Unit Exec. Board.: Pate McKissack Unit Exec. Board.: Jennifer Gray
<b>3212: Redding</b> Chair: Russ Rylee Recorder: Craig Combs	<b>3911: SMUD</b> Chair: John Basil Recorder: Chris Daniell
<b>3213: Burney</b> Chair: Philip Baker Recorder: Dennis McGarlan	<b>4716: Concord/Davey Tree</b> Chair: John Sims Recorder: Ken Cook
<b>3214: Shasta</b> Chair: James B. Johnstone Recorder: Stuart E. Neblett	



**Perry Zimmerman's  
21st Annual IBEW LU 1245  
GOLF TOURNAMENT**



**Where:** Green Tree Golf Course, Vacaville, CA  
**When:** Saturday, October 13, 2007  
**Time:** 8:00 a.m. Shot Gun Start  
**Entry Fee:** \$80.00 (Includes Cart, Green Fee & BBQ)  
**Entry Deadline:** October 5, 2007 - Limited Tee Spaces-1<sup>st</sup> Come 1<sup>st</sup> Serve!

**Join Us!**

**Prepare for the Contest!!!**



**LONGEST DRIVE!  
CLOSEST TO THE HOLE!  
BIRDIE ON HOLE #6!**

**BBQ, Raffles  
and Awards  
Immediately  
Following!**

On Saturday, October 13th, Local 1245 will hold its 21st Annual Golf Tournament. Registration will begin promptly at 6:30 a.m. It will be a shotgun start at 8:00 a.m. If you don't have a 4-Some, we will assign you or your group to a 4-Some. BBQ and awards after the tournament at the Union Hall (30 Orange Tree Circle, Vacaville (behind Home Depot)).

HEY, DON'T MISS OUT! SPACE IS LIMITED. SEND YOUR NAME & MONEY IN NOW!  
Make checks payable to "IBEW Local 1245" and mail to:  
Local 1245 Golf Tournament, P. O. Box 2547, Vacaville, CA 95696, Attn: Gail Varner

1. NAME: (PRINT) \_\_\_\_\_  
ADDRESS: \_\_\_\_\_

2. NAME: (PRINT) \_\_\_\_\_  
ADDRESS: \_\_\_\_\_

3. NAME: (PRINT) \_\_\_\_\_  
ADDRESS: \_\_\_\_\_

4. NAME: (PRINT) \_\_\_\_\_  
ADDRESS: \_\_\_\_\_

**FOR INFORMATION,  
CALL:**

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Chairman  
[Cell] (209) 329-3449

**JOE OSTERLUND**  
Co-Chairman  
[Cell] (415) 238-2898



# What you don't know can definitely hurt you

On the job, ignorance isn't bliss. In fact, it can get you killed.

The world of work is changing, and there's something new to be learned every day about safety on the job: new hazards, better protective gear, smarter work practices. The trouble is: how can you be sure you have the best and latest information to get you through the day safely?

As part of the union's on-going mission to improve jobsite safety, Business Manager Tom Dalzell dispatched five members of the Local 1245 Safety Committee to Pittsburgh, PA in April to exchange information with other union members and safety professionals at a gathering of the National Safety Council. They looked at the latest in fall protection, hot stick testing, single-point grounding, arc hazard analysis and fire retardant clothing, among other topics.

They came back convinced that many accidents can be avoided, but worried that IBEW members may not be as informed as they should be about jobsite risks, and that employers are not doing everything they could to reduce those risks.

In some cases, long-accepted safety practices may have been overtaken by new discoveries that have not been communicated into the field. Consider pole top rescue. You may know how to lower a worker in a harness to the ground, but did you know there can be serious health consequences simply from leaving the person in the harness too long?

"We learned that blood pools in the extremities when you're in the harness," says Art Torres, a SMUD electrician and member of the Local 1245 Safety Committee. "If you're in the harness too long and they lay you down too quickly, it can be very dangerous."

And you might want to double-check the harness itself, says Mike Gomes, a Modesto Irrigation District Lineman and member of the Local 1245 Safety Committee. "If you're wearing a non-FR (fire retardant) harness, the harness can ignite and burn and defeat the purpose of FR clothing."

Fire retardant clothing is a big improvement over clothes that easily

combust, but "you have to know how to use it properly," says Gomes. Did you properly tuck it in? Did you roll down the sleeves? FR clothing has to be clean, but don't assume you can just toss it in the wash—fabric softeners or bleach during washing can compromise the clothing's effectiveness.

## Arc Hazards

Arc hazards came in for close attention at the conference.

In doing arc hazard analysis, it's vital to correlate the radius of the potential hazard with the amount of protection, says Keith Hopp, a PG&E Gas Crew Foreman now working as a Work and Resource Coordinator.

"If you're in a bucket and there's a fault the energy goes everywhere, so the worker isn't getting the full blast. But when you're working in a cabinet it's like a shot gun blast—you get the full force of it," says Hopp, who is a member of the Local 1245 Safety Committee.

"At SMUD we have shirts and pants, coats and sweat shirts, but we don't have the info of what we should be

*"We have to continually remind managers that ideas brought forward in a cooperative environment with union labor will always work better than those ideas that are unilaterally instituted by managers. This should be a 'best practice' among the utilities."*

—Bob Burkle, Local 1245 Safety Committee

wearing when we're kneeling in front of a 12 kv breaker racking it out," says Torres. A proper arc hazard analysis would provide employees with the information they need.

Safety Committee members, many of whom serve on employer safety committees as well as the union's, believe employers' efforts sometimes fall short. One Local 1245 employer has utilized FR clothing for eight years, but offers no training on its proper use. Another employer has discontinued pole top and bucket rescue training. Another employer is not utilizing full body harnesses.

"Management doesn't track (safety information) as closely as we do," says Bob Burkle, Silicon Valley Power line-



Attending the National Safety Council conference in Pittsburgh, PA were, from left, Bob Burkle, Al White, Art Torres, Keith Hopp, Mike Gomes and (not pictured) Business Rep. Landis Marttila.

man and member of the Local 1245 Safety Committee. "It's up to labor to get this information and to get it out."

The hard truth is that if employees want to improve safety conditions on the job, it often may be up to them and their union to insist on it.

## "Important and Personal"

"This got to be really important and personal to us," says Torres. "The conference got me involved with actually changing something at the job site. The arc hazard assessment and fall protec-

"We have to continually remind managers that ideas brought forward in a cooperative environment with union labor will always work better than those ideas that are unilaterally instituted by managers. This should be a 'best practice' among the utilities," says Burkle.

Management can also research and try to adopt the best safety practices in their industry. "I think that's how some companies improve—they look to those industry safety leaders with the best safety record and they ask, 'How are they doing it?'" says Burkle.

Effective safety measures employ a hierarchy of controls. Probably the least effective—though still vitally important—is personal protective equipment, such as gloves and face shields. Other types of controls, which seek to head off danger before it reaches the employee, include:

- Administrative controls, such as safe job procedures, safety equipment inspections and proper training.
- Warnings, such as signs, backup alarms and horns.
- Engineering controls, such as ventilation systems, railings, and circuit breakers.
- Substitution, such as finding less hazardous materials that can serve just as well.
- Elimination of hazards so that none of the other steps are even needed.

A good example of eliminating a hazard altogether is the refrigerator safety act which mandated the design improvement for all refrigerators as the ultimate remedy for accidental suffocations.

Safety Committee members believe conferences like the one they attended in Pittsburgh can play an important role in keeping safety front and center in the day-to-day lives of Local 1245 members. At conferences like these, says Torres, "we learn things we probably never would have been exposed to otherwise."

The next meeting of the National Safety Council is scheduled for this fall. In July the Local 1245 Executive Board approved three delegates to attend on behalf of the union.

tion, I brought those up at our last safety meeting (at SMUD) and said 'What are we doing about it?'"

Burkle says that the employer and the union do not always look at safety issues from the same perspective. When an accident happens, supervisors sometimes take the easy route of simply looking for someone to blame. But there can be more than one layer in understanding why an accident happened.

"It could be a process problem," notes David Vipond, a Cutwriting employee at Frontier and a member of the Local 1245 Safety Committee. An employee may be conscientious in following the process, but if the process is flawed then the employee could be exposed to unnecessary risk.

Employees have a responsibility to work safely, but management, including top managers, "also need to be held accountable," says Burkle. To the extent possible, safety considerations should be incorporated into the design process itself, something that requires initiative from management. For example, utilities could inspect new equipment at the factory for possible safety concerns rather than waiting for problems to crop up after it has been deployed to the field.

## 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; Tom Greer, Frontier; and Assistant Business Manager Larry Pierce.

Check out the safety information on our website at:  
[www.ibew1245.com/safety-section/safety.html](http://www.ibew1245.com/safety-section/safety.html)



# Electric and Magnetic Fields and human health: a status report

By Dan Mayo

Should electrical workers limit their exposure to Electric and Magnetic Fields (EMF)? As it turns out, the answer might be “yes.”

I’m about to feed you dry alphabet soup of acronyms. But once you chew through it you’ll know the who, what and why.



Dan Mayo

On June 18 the World Health Organization (WHO) released its latest report on extremely low frequency (ELF) EMF. This 430-page document, called Environmental Health Criteria (EHC), addresses EMF exposures in frequencies above 0 Hz up to 100 kHz. This frequency range includes 60- and 50-Hz power frequencies.

In 1996, responding to public concern about possible health effects from EMF exposure, WHO established the International EMF Project. This project brought together scientists, scholars, and experts in an attempt to achieve a consensus on a subject where there is a wide variety of opinion. This group reviewed existing studies and tracked new studies, formed a health risk assessment, and then used that assessment to make recommendations to national authorities on health protection programs.

The EHC reaffirmed a 2002 conclusion by the International Agency for Research on Cancer, which ranked ELF magnetic fields as “possibly carcinogenic” to humans. This conclusion is based mostly on elevated risks found in childhood leukemia epidemiological studies.

For many of the health conditions studied, the evidence is considered inconclusive or inadequate to form an opinion about adverse health risks. These include neurobehavioral effects like brain electrical activity, cognition, sleep, hypersensitivity and mood, depression and suicide. Some evidence points to reaction time alteration, and reduced accuracy on performing some cognitive tasks.

Sleep studies gave inconsistent results. Hormones secreted by the neuroendocrine system, including melatonin, are now not thought to be much affected by EMF exposures.

Links between EMF exposure and increased risk of Parkinson’s and multiple sclerosis have not been established by the few existing studies. Links between Alzheimer’s disease and amyotrophic lateral sclerosis (aka Lou Gehrig’s disease) are somewhat suggestive, but overall, still inadequate to

classify.

Heart disease is considered less likely to be increased by EMF exposure than it appeared just a few years ago. With one exception, recent studies have been negative. There have been very few studies evaluating blood health.

Overall, studies have not associated maternal or paternal EMF exposures with adverse reproductive outcomes. There is some evidence linking miscarriage to maternal magnetic field exposures, but it is not enough to reach firm conclusions.

The EHC recommended further research, mostly because of a deficiency of information. In some cases suggestive or intriguing work needs further exploration. “More research is needed” has been the mantra since the EMF issue was first raised in the 1970s.

The health studies above were based on long-term, low-level EMF exposures. Opinions about the true health impacts of low-level exposures are often controversial, even in the scientific community.

## Occupational Exposure

However, short-term, high level exposures, such as those found in some electrical workplaces, can cause proven biological effects which have been well-established in the laboratory.

It is these biological effects that the EHC targets in its fairly strong policy recommendation that governments and industries establish and implement public and worker EMF exposure limits. It recommends putting measurement programs in place to ensure that the limits are not exceeded.

The EHC does not recommend setting arbitrary limits, but instead refers policymakers to an international framework of established guidelines.

Limits are recommended because certain tissues, like nerves and muscles, are excitable when exposed to high-level fields. As an example, power frequency magnetic field exposure strengths of approximately 100 Gauss, or 100,000 milligauss (mG), can cause people to see flickering lights, called magnetophosphenes. Exactly how this phenomenon occurs is something of a mystery. It might be due to excitation of the optic nerve or electrically sensitive tissues in the retina. Yet simply knowing that it occurs is reason enough to take mitigating action.

With known biological effects in mind, at least four organizations around

the world have independently established limits for both electric and magnetic field exposures. The limits are not identical, because each organization made different modeling assumptions.

In 2004, member countries in the European Union were issued a directive to comply with occupational EMF limits. The limits referenced in the directive were established in 1998 by the International Commission on Non-Ionizing Radiation Protection—ICNIRP (more alphabet soup). The deadline for complying with the standard is April 2008. The ICNIRP ceiling limit of 5000 mG at 50 Hz is one of the earliest science-based standards.

It is the most widely-adopted to date. In terms of maximum permissible exposures, it is generally the most conservative standard. Of the 52 countries that are members of the WHO International EMF Project, 36 adopted the ICNIRP guidelines, and 16 adopted a more stringent policy. Some countries have adopted guidelines, but do not enforce them. The United States does not enforce any guidelines at this time.

The Joint PG&E/Local 1245 EMF Committee has measured workplace EMF levels at PG&E that occasionally exceed the ICNIRP occupational limits. So we have wondered how this standard, or even the less restrictive IEEE standard, can be followed in an occupational setting without shutting off power in some cases. As it turns out, in these standards, “maximum permissible exposure” is a misnomer. Maximum

permissible exposures are reference levels that actually *can* be exceeded, as long as the in-tissue, induced electric field “basic restrictions” are *not* exceeded. It will be interesting to see how European utilities find ways to comply with the directive.

Similarly, Australia is on the verge of mandating its own EMF limits. Local 1245 and PG&E will continue to watch these developments in other countries with great interest.

If the ICNIRP standard is adopted here in the United States, a conversion from 50 Hz to 60 Hz would lower the maximum permissible magnetic field ceiling limit to approximately 4200 mG, because 60 Hz fields, passing back and forth through the body more rapidly, induce slightly higher current densities. However, authorities here are probably years away from adopting any numerical limits. It would require a thorough review of the existing standards and guidelines to decide which might be appropriate for us. Here in California, the process would involve Cal-OSHA, the CPUC, California utilities and other relevant stakeholders, not the least of which is IBEW Local 1245, representing thousands of electrical workers. Ultimately this is also a societal issue, since we deliver a product that is now widely regarded as a necessity.

*Dan Mayo is a Merced troubleman for PG&E and has studied EMF issues on behalf of Local 1245 for 17 years.*

*He also serves on the Local 1245 Advisory Council.*

The text of the EHC document can be found at the following internet address: [http://www.who.int/peh-emf/publications/elf\\_ehc/en/index.html](http://www.who.int/peh-emf/publications/elf_ehc/en/index.html)

A fact sheet produced by WHO can be seen at: <http://www.who.int/mediacentre/factsheets/fs322/en/index.html>

## OSHA fire retardant clothing requirements delayed

The adoption of federal OSHA law changing requirements for clothing worn by workers involved in Electrical Transmission, Distribution, and Generation has been put on hold for now.

According to Local 1245 Assistant Business Manager Larry Pierce, the new requirements for fire retardant (FR) clothing were expected to go into effect around July of 2007, but will be delayed for further refinement until the end of this year.

PG&E has completed two user trials of FR clothing by about 100 employees in the Electric T&D and Hydro Departments to determine durability, comfort,

and other qualities. The company has also been monitoring utilities in other states that have already begun supplying FR clothing to their employees, Pierce said.

The desired 15 kilocalorie protection level will be expensive, with PG&E anticipating costs of several hundred dollars for each of the 7800 potentially impacted employees.

Details on vendors, laundering, colors, and a variety of other issues are yet to be determined. PG&E has informed the union that it is developing an implementation plan to ensure readiness, funding, and other details that must be finalized prior to inception of the program.



## Are We Cooked?

continued from page 1

### Like Money in the Bank

Sean Folks is the sort of guy you'd invite inside for a glass of lemonade. On a warm June day in Walnut Creek he's wearing shorts, a PG&E baseball cap and a smile that says, "I'm here to help."

The customer, a retired woman named Bonnie, just had her home weatherized under a PG&E-subsidized program. Folks, an inspector with PG&E's Central Inspection Program and a member of IBEW Local 1245, has arrived to make sure the job was done right and that nothing was overlooked.

For Bonnie, the program is like money in the bank. Folks isn't handing her an actual check, of course. But he's making sure that she doesn't spend one penny

more than necessary for the gas and electricity she uses for heating, cooling, lighting and household appliances.

Folks checks the new weatherstripping around the door, the new compact fluorescent bulbs in the light fixtures. He examines the furnace and the hot water heater, with an eye to safety as well as energy efficiency.

Before he's done, he's inspected every part of the house where energy could be lost. But there's one last stop on the inspection tour: the new insulation in the attic. His friendly smile disappears behind a Darth Vader respirator and soon he's crawling around in the dark aiming a flashlight into every corner of the attic.

"We're helping people and we save en-

*Much of the energy that America pumps into its buildings for heating and cooling just leaks right out again. This makes about as much sense as pouring water into a bathtub without bothering to put in the drain stopper.*

ergy," Folks says later, summing up why he feels pretty good about his job—most of the time.

"I just don't like attics and crawl spaces—especially if anything moves in either one."

### Leaky Buildings

In all, Pacific Gas & Electric provides free weatherization services to about 60,000 low-income customers a year.

It's one piece in a larger program to address a major problem:

Much of the energy that America pumps into its buildings for heating and cooling just leaks right out again. This makes about as much sense as pouring water into a bathtub without bothering to put in the drain stopper. The problem is compounded by appliances that use far more energy than necessary to get the job done.

The threat of global warming has lent new urgency to the problem of leaky, inefficient buildings. Taken together, the heating, cooling and lighting of buildings accounts for about 30% of the world's greenhouse gas emissions. Approximately 43% of US carbon dioxide emissions result from the total energy services required by residential, commercial and industrial buildings.

That's an enormous load of carbon dioxide going into the atmosphere—where it traps sunlight, heats the planet, and threatens to deliver a rising tide of disasters to human communities worldwide.

The good news is that we are surrounded by solutions. A variety of efficiency measures, taken together, could avoid 23% of the carbon emissions that US buildings are expected to produce in 2025, according to researchers at the Oak Ridge National Laboratory.

These measures include low-income weatherization programs, like the work

inspected by Sean Folks. But they also include setting higher standards for energy efficiency in new buildings.

### The Power of Efficiency

From the outer shell, to the appliances inside, to the use of daylight for illumination, our buildings can be fixed. It's not quite as easy as remembering to stick the stopper in the bathtub drain, but it's a lot less complicated than putting a man on the moon or designing an emissions-free coal-fired power plant.

The US Green Building Council recently reported that structures built to its standards, using available technology, can cut energy use 20 to 80 percent. A study by the American Council for an Energy Efficient Economy, released in June, found that energy efficiency measures could enable the state of Florida to cut electricity demand by 19.9% by 2023, with a savings to the state of \$28 billion.

Such projections are given additional weight by actual demonstrations of the power of energy efficiency:

In the 1990s PG&E built a new suburban tract house in Davis, CA that could stay cool in the summer without air-conditioning. PG&E estimated that such a design, if widely adopted, would cost about \$1,800 less to build and \$1,600 less to maintain over its lifetime than a conventional home of the same size.

In 1996 a Thai architect built a house that required only one-seventh the air-conditioning capacity usually installed in a structure of that size, and used the savings in equipment costs to pay for insulating the house's roof, walls and windows.

In 1997 the designers of a carpet factory in Shanghai cut the pumping power required for a heat-circulating loop by 92% simply by installing fat pipes rather than thin ones, and by laying out the pipes before positioning the equipment

### Central Inspection Program



Darth Vader? No, Sean Folks, inspecting insulation recently installed in a customer's attic.

### Coping with cat fur and the little green man

When Sean Folks is inspecting the weatherization work performed by PG&E contractors, he sometimes sees things that would otherwise go unnoticed.

Inspecting a home in Walnut Creek, for example, he peaks behind some appliances and spots an old gas line with a valve.

It is clearly no longer in use, but it has never been capped.

"You get kids back there turning that thing and you could have a big prob-

lem," he tells the customer. He makes a note to have a gas serviceman come take care of it.

"Customers don't pay attention to that stuff, so we look for it and get it fixed," Folks says.

Rummaging around in the hidden spots of people's homes, going through their closets, can be awkward. It highlights the value of customer contact skills.

"It's always somewhat uncomfortable for people to have strangers in their house. I try to smile, be friendly," says Folks. "If they have a dog, I talk about their dog."

Sometimes those people skills get tested to the max. Folks recalls performing a pre-inspection on a house populated by a woman, her sister, and about a million cats.

"There was a thick mat of fur on everything. You couldn't see the floor. The smell was horrible."

He soldiered on, checking all the appliances, crawling under the house to check the furnace. As he was completing the job he took comfort in knowing that he only had one more house to do that day. It happened to be right next door.

One of the women in the house of cats walked out with him. The house next door was hers.

"Oh no," Folks thinks. And sure enough.

"It was the same thing, cats everywhere, fur everywhere."

Another customer once detained Folks at length, telling him about "the little green guy living under the house."

"It's an interesting job," says Folks. "You meet a lot of 'unique' people."

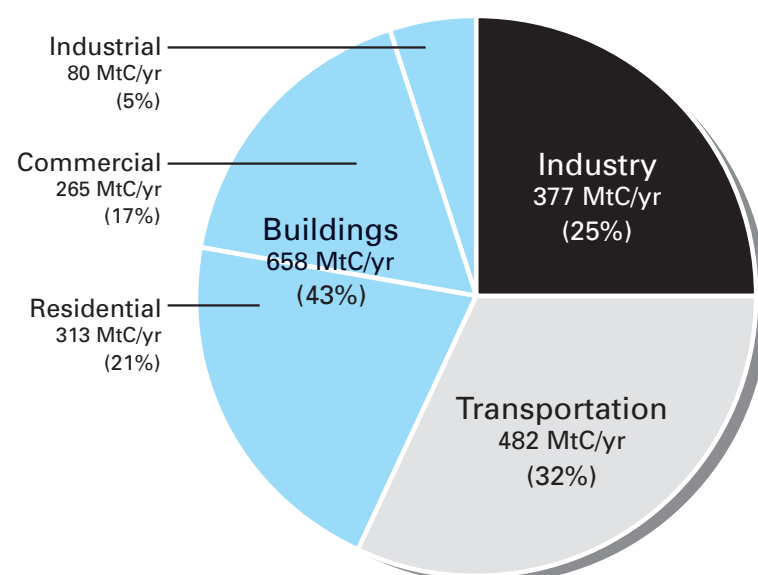
But cat fur and little green men haven't quenched his enthusiasm for improving the efficiency of people's homes.

"It is a great program. We ought to do that everywhere."

"It's always somewhat uncomfortable for people to have strangers in their house. I try to smile, be friendly," says Sean Folks.



### CO2 emissions from fossil fuel combustion by end-use sector, 2002. (MtC/yr=million metric tons of carbon)

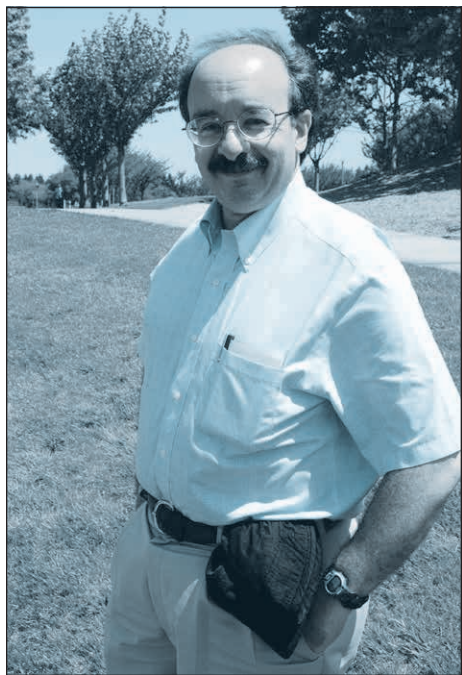




they connect, thereby creating shorter, more direct pathways.

These examples, cited by Amory Lovins in a recent issue of Scientific American, illustrate how “whole-system engineering” of residential buildings and industrial facilities can reduce energy use without reducing our creature comforts.

Whole-system engineering will have little impact on carbon emissions, of course, if it is not widely adopted by the building industry. Lovins, an energy consultant in demand around the world, suggests two ways utilities can help bring this about: Give rebates to designers according to how much energy they save. And experiment with sliding scale hookup fees “so when you go to connect your new building to the grid, you pay a fee or get a rebate according to how efficient or inefficient it is compared to the norm.”



Energy efficiency expert Amory Lovins met with the Utility Reporter during a visit to the Bay Area in June that included this stop at Google's campus in Mountain View.

## Incentives Gaining Traction

Incentives are already available for designers and owners in California under “Savings by Design,” sponsored by the Public Utilities Commission, PG&E, SMUD and other utilities. Design teams who achieve energy efficiency 15% bet-

ter than California Title 24 building standards are eligible for incentives up to \$50,000. Owners are eligible to receive a separate set of incentives worth up to \$150,000 based on energy savings.

Incentives for efficiency are gaining traction with utilities throughout the state. Among other IBEW-represented utilities, for example:

Roseville Electric offers rebates to builders who can beat California's Title 24 building standard by 10% or more, and provides numerous efficiency incentives for existing homes, including rebates for energy efficient lighting, air conditioning, sun screens, windows and pool pumps.

The City of Redding's Electric Utility aims even higher. It's Earth Advantage program targets certain rebates to builders who exceed Title 24 building standards by 20%. The City thought the program might attract three or four builders, but over a dozen have signed up.

Last year, 65% of new homes built in Redding received the EA designation, and there are 350-450 such homes in the pipeline now. IBEW Local 1245 members at the utility are among those who have signed up for benefits under the program.

## Shaving Peak Demand

On a hot August day IBEW Local 1245 member Bob Karle is providing the legwork for another utility program that helps fight global warming.

“OK,” says Karle, peering up at a modest home on Baxter Ave. in Sacramento. “This one's on the roof.”

What Karle has spotted is the customer's air conditioner. He pulls his ladder from the truck and gathers up his tools. Time to save the world.

Karle wouldn't put it that way, of course. The 27-year member of IBEW Local 1245 is just doing the same job he's been doing for over two decades: helping the Sacramento Municipal Utility District shave peak demand.

In exchange for getting reduced bills during the high-demand months of June through September, residential customers can volunteer to let SMUD briefly turn off their air conditioners by remote control during times of peak usage. This



Bob Karle reconnects a radio-controlled cyclor on the air conditioner of one of SMUD's participating customers.

*Studies cited by the Electric Power Research Institute (EPRI) suggest that demand-response programs have the potential to save 10-20% of peak load.*

targeted “outage” is cycled through the system so that any particular customer experiences only a brief interruption of their AC service.

The radio-controlled shut off device is installed right on the air conditioner. After speaking with the customer, Karle locates solid footing for his ladder in the backyard. Once on the roof, he discovers that the radio device is already installed, but has been disconnected at some point in the past.

“Probably by someone up here servicing the air conditioner,” Karle speculates. He re-wires the device to the unit and runs a test to make sure it can receive the radio signal.

The SMUD “cycling” program is not an energy efficiency program properly speaking. Energy efficiency is achieving the same level of service with less energy input. Air conditioner cycling is a “demand-response” program that can involve reduced service to the customer.

But the benefits of being able to shave peak demand far outweigh the inconvenience to customers, making AC cycling an important carbon-reduction tool. Studies cited by the Electric Power Research Institute (EPRI) suggest that demand-response programs have the potential to save 10-20% of peak load.

In SMUD's case, the utility can turn to its customers for up to 150 megawatts of energy in the form of reduced demand, and avoid the cost of building additional generating capacity.

SMUD tests the system periodically to see how much load they could, in fact, shed.

“They want to make sure these things are working properly,” says Robert Henderson, a Senior Electric Tech with the program and a 16-year union member.

Henderson says the amount of money customers save on their bill “isn't enough to drive anybody to the program.” Doing something for the environment is what motivates the vast majority of the 100,000 participants, he believes.

There's a bonus to having IBEW members visiting people at their homes, says

*continued on following page*

## It can get a little weird

Any SMUD Electric Technician confirms this: it can get a little weird out there.

“Our equipment is outside, but sometimes we have to backtrack it which puts us inside the house, which is where you encounter some unusual things,” says Bob Sanchez, Senior Electric Tech.

Bob Henderson, also a Senior Electric Tech, elaborates: “One house was covered on the inside with aluminum foil because the customer thought ‘they’ were beaming some kind of rays at him.”

Then there are the “not necessarily friendly dogs.”

“We've had guys end up in the swimming pool,” says Henderson.

Actually there are a number of animals who might show up unexpectedly while you've got your nose buried inside a customer's AC unit.

“Pigs. Geese. Geese are not friendly,” says Henderson.

Sometimes things begin to seem a little too friendly. “Free-spirited sunbathers,” Henderson explains.

The AC units where Electric Techs spend a lot of their time can house an assortment of unexpected guests.

“Wasps,” says Sanchez. “Venomous spiders. A rattlesnake coiled inside the unit.”

Responding to a customer who reported a problem with their AC, you might find “a lizard fried on the unit,” Sanchez says.

“There's your problem!” Henderson says.

Leaving the wild kingdom aside for a moment, just dealing with the customers can keep you guessing, says Bob Karle.

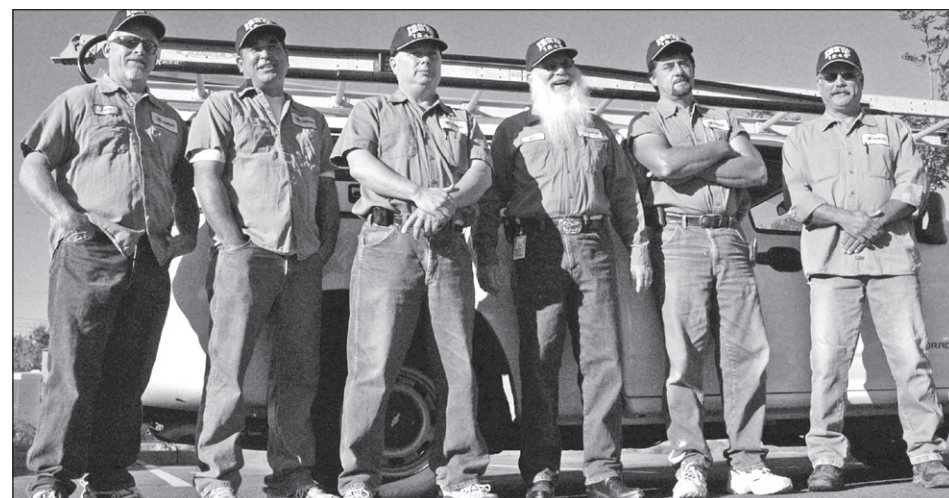
“One job they'll invite you in to breakfast. You go to the next house and they might be mad at SMUD and kick you off the property.”

After 27 years on the job, Karle is philosophical. You're dealing with customers whose AC is out. Sometimes it's very hot outside.

“People are upset. You just have to deal with it. You can't please everybody,” he says.



Bob Karle begins to open up a customer's air conditioner. Sometimes there are surprises inside.



Servicing SMUD's air conditioner cycling program are, from left: John Parnell and Charles Mann, Electric Tech IIs; Robert Sanchez and Robert Henderson, Senior Electric Techs; Tom Young and Robert Karle, Electric Tech IIs. Not pictured: Josue Rios and Barry Rumpf, Electric Tech IIs.





## Combating carbon: do the numbers add up?

In Part I of this series, the Utility Reporter laid out the dynamics of global warming:

People are releasing ever-increasing amounts of greenhouse gases. As the concentrations of these gases build up in the atmosphere, they trap heat from the sun. As temperatures climb, sea ice melts, ocean levels rise, and the weather becomes more extreme.

Humans in the 21st century will face worsening forest fires, storms, and flooding, as well as threats to our food and water supplies.

To minimize these threats, NASA's top climate scientist, James Hansen, believes we need to limit additional global temperature rise to no more than 1 degree Celsius (nearly 2 degrees on the familiar Fahrenheit scale), compared to temperatures in the year 2000. To achieve that limited rise, we will have to cap the amount of carbon dioxide in the atmosphere at 450 to 500 parts per million.

What do these numbers mean in terms of what we must actually do?

According to the best available data, to achieve the needed worldwide reductions in carbon emissions, the industrialized countries must reduce emissions by about 60% to 80% below today's values by the year 2050. This means that by the year 2030 we would already need to have achieved reductions of 33% to 44% below today's carbon emission levels.

To get to this level by 2030, our carbon emissions from fossil fuels would have to drop from their current level of 1.6 billion tons/year to about 1 billion tons/year in 2030. Accounting for expected economic growth and associated increases in carbon emissions in a "business-as-usual" scenario, in the year 2030 we need to be displacing about 1.2 billion tons/year.

Here's the \$64,000 question: Is there anyway on God's green earth that these reductions can be accomplished?

In a report released earlier this year, some of the nation's top experts in energy efficiency and renewable energy say, "Yes, it can be done." Approximately 43% of their projected reductions would come from tapping renewable energy sources. The other 57% would come from energy efficiency measures. Their report is available on-line at [www.ases.org/climatechange/climate\\_change.pdf](http://www.ases.org/climatechange/climate_change.pdf).

Report editor Chuck Kutscher said, "All we need is a national commitment to do it, and the courage to act now."

Henderson. It gives them an opportunity to inform customers about SMUD's other energy efficiency programs: shade tree, solar electric, solar water heating, and lighting rebate programs, for example.

"We're very environmentally friendly," he says.

For customers enrolled in the program, it's a painless way to save money as well as energy. The cycling program hasn't been activated to shut off people's air conditioners since 2001.

### Profiting from Efficiency

Demand-response programs like AC cycling can be found at utilities around the country. But utilities have been slow to embrace energy efficiency, despite its proven power to reduce demand and combat global warming.

The reason is simple: All 50 states permit utilities to earn a profit from electric generation. But only two states—California and Idaho—allow utilities to earn a profit from promoting efficiency.

California created opportunities for utilities to earn money on efficiency programs beginning in the early 1990s. But those financial incentives withered on the vine as California policymakers became intoxicated by electric deregulation in the mid-1990s.

Enron promised that competitive markets would provide cheap, reliable sources of power, and regulators and legislators were all too easily deluded. The mirage was dissipated by the catastrophic 2000-2001 energy crisis, and regulated utilities like PG&E were once again given the responsibility of procuring energy resources for California. But rewarding efficiency was not part of the mix.

Finally, in 2005, the conversation about efficiency resumed between regulators and utilities, leading to a break-

*All 50 states permit utilities to earn a profit from electric generation. But only two states—California and Idaho—allow utilities to earn a profit from promoting efficiency.*

### "A near-complete transformation"

"If climate policy is to achieve the current internationally agreed-upon goal of stabilization of concentrations of greenhouse gasses in the atmosphere, a near-complete transformation of the energy system will ultimately be required—from a global energy system that is 85% CO<sub>2</sub>-emitting today to one that is predominantly non-emitting. This will not be possible without substantial contributions through energy efficiency.

*Electric Power Research Institute Journal, Summer 2006*

through program that could receive final approval by the CPUC as early as this month.

The proposal, written jointly by CPUC Commissioner Dian Grueneich and Administrative Law Judge Meg Gottstein, offers incentives to ratchet up energy efficiency initiatives by Pacific Gas & Electric, Southern California Edison, San Diego Gas & Electric and Southern California Gas Company. Utility rate-payers and shareholders would reap financial rewards if the utilities meet their efficiency goals set for 2006-2008. However, shareholders would have to absorb financial penalties if utility performance falls below 65% of the goal.

"PG&E management now has a robust financial incentive to go after every kilowatt hour of savings not now being achieved," says Ralph Cavanagh, co-director of the Energy Program of the Natural Resources Defense Council.

Cavanagh believes there are "plenty of untapped opportunities" for efficiency improvements in both existing as well as new buildings and equipment. "What this new system encourages PG&E to do is to think big on energy efficiency," he says.

The California plan is performance driven, going a step further than an efficiency program in neighboring Nevada, for example, which offers incentives based on the amount of money a utility spends on efficiency, regardless of actual results.

### Embracing the Challenge

PG&E seems eager to embrace the challenge. The company already has 81 different energy efficiency programs spanning all market sectors.

Unfortunately, achieving energy efficiency is not a one-size-fits-all process, according to Roland Risser, PG&E's Director for Customer Energy Efficiency.

"What we've found is that if we build a program and try to market it to customers, it's a hard match. But if we learn customers' businesses very well then we can design programs that fit their

*"PG&E management now has a robust financial incentive to go after every kilowatt hour of savings not now being achieved."* —Ralph Cavanagh, Natural Resources Defense Council

business needs," Risser says.

PG&E tries to focus on market segments that have similar energy needs and then design programs around them. Among the target markets are agriculture and food processing, hospitality and lodging, health care, biotech, high tech, large commercial and institutional, manufacturing and heavy industry, retail, and schools.

Its size gives PG&E the leverage to get energy efficient products into circulation. Through financial arrangements with manufacturers and distributors, the utility expects to put over 20 million compact fluorescent bulbs into customers' homes and businesses between 2006 and 2008.

Compact fluorescent bulbs are just one bright idea in a much larger vision of efficiency. PG&E wants to spread the gospel of efficiency wherever it can accomplish the most savings.

One highly visible target: California's energy-hungry hi tech industry. The utility is targeting rebates not only to the buildings used by hi tech firms, and to infrastructure like air conditioning, but also to "virtualization"—software that can increase the energy efficiency of computers and servers by up to 80%.

But will businesses respond to the call? Risser believes that California's landmark global warming law, AB 32, is going to make California firms far more receptive to energy efficiency opportunities.

AB 32 requires that California's global warming emissions be reduced to 1990 levels by 2020, and mandates an enforceable statewide cap on global warming emissions, to be phased in starting in 2012. The California Air Re-



## CPUC rules establish rewards, penalties

The California Public Utilities Commission ruling expected in September would set up a mechanism to reward or penalize utilities based on energy-efficiency savings.

If the utility doesn't perform to the standard, shareholders have to pick up the cost. If the standards are met, however, shareholder benefit along with customers.

Shareholders would earn 9% of the net benefit if the utility meets 85% of the commission's target. "Once we break 100% of the goal, we get an increase—to 12% of the net benefit, and it stays at that amount," says Roland Risser, Director for Energy Efficiency.

Penalties could total \$144 million for all utilities combined over the three years if performance only reaches 50% to 65% of the goal, or \$238.5 million for reaching less than 50% of the goal.

A so-called deadband range—achieving between 65% and 85% of the goals—would garner neither benefits nor penalties.



sources Board is charged with developing regulations and establishing a mandatory reporting system to track and monitor emissions levels.

California businesses, “are going to need to reduce their carbon footprint,” says Risser. “Anything they can do, such as replace a motor—they’re going to be looking at it in a totally different way” than before.

## Automated Metering

California businesses aren’t alone in needing to look at things in a “different way.” The transformation now getting underway in California’s approach to energy will inevitably affect the workers who deliver it.

You don’t have to look any further than meter reading to see that major changes are on the horizon. The virtues of automated metering are being touted loudly by PG&E and across the utility industry.

Automated meters, coupled with new variable rates, in theory could give customers the information they need to shift energy use away from times of peak demand, when rates will be high, to times of non-peak demand, when rates will be lower.

Proponents of the technology envision a time when an automated meter is even smart enough to diagnose problems. If your refrigerator, for example, suddenly starts using more energy—a sign that a compressor could be failing—the utility could offer to send a serviceman out to inspect it.

Earlier attempts by PG&E to automate meter technology have not succeeded, and the current “Smart Meter” initiative has encountered its share of obstacles. Most recently, after deploying about 20,000 meters that use power lines to transmit data, PG&E revealed it is now

considering a different technology.

Getting the system deployed is one problem. Living with the result could be another. IBEW meter readers can easily spend the better part of a lunch break telling you the unintended consequences of phasing out the meter reader workforce:

Who will maintain a current library of customer keys and gate combinations so that line crews or other PG&E personnel can gain needed access to customer property? Who will do the surveys for life support and medical stick-ers? Who will serve as back-up when the automated meter system breaks down? And who will respond when customers call in to complain about wildly wrong reads?

Meter readers have been the utility’s “eyes and ears” on the system, visiting every customer location on a regular basis. They’ve been ambassadors to the communities PG&E serves, enabling customers to see the utility as a service company powered by people rather than a mere logo posted over flavor-of-the-month corporate slogans.

But even the union has implicitly acknowledged that meter readers’ days are probably numbered and has worked with PG&E in recent years to fill meter reader vacancies with temporary rather than regular employees. Heightened concern over energy efficiency may finally give PG&E the political momentum it needs to make the switch to automated metering.

The flip side of the coin is that new jobs will be created, at least temporarily, as PG&E eyes the gargantuan task of installing or retrofitting millions of meters. The union has already conducted extensive bargaining with PG&E over these prospective new jobs in an effort to achieve union protections for those

who perform the work.

The automated meter saga has offered the union an early glimpse of what’s to come as the world keeps a wary eye on global warming and

energy efficiency moves to the head of the line.

## Energy Workforce of the Future

In California, “head of the line” is literally the case. The CPUC requires that energy efficiency comes first in the “loading order” as utility procurement specialists consider how to meet anticipated demand. After efficiency, they must look at demand-response options and then renewable sources, eventually working their way down to conventional power plants.

The energy workforce of the future will feature a growing number of people whose job is to deliver that efficiency.

An analysis by the state’s top energy modelers predicts that achieving 1990 emission levels by 2020 will create up to 83,000 jobs, along with an increase in net income of \$4 billion. A team of U.C. Berkeley economists found that reaching those emission targets could boost the annual Gross State Product by up to \$76 billion, creating as many as 89,000 new jobs.

Some of this work will be controlled by utilities. Of the work utilities control, much will probably be contracted out, just as PG&E currently contracts its low-income weatherization work. Other work could remain in-house, like the inspection work performed by Sean Folks in PG&E’s Central Inspection Program.

There is no guarantee that any of the new work in energy efficiency will be performed by unionized workers. Even the PG&E Central Inspection Program workers were non-union until Folks reached out to Local 1245 Business Representative Landis Marttila to organize a union representation election for the group in 2004.

Global warming is forcing everyone to rewrite the future. Everyone hopes it is a story that does not end with the words, “We’re cooked.”

California lawmakers and regulators wrote the first chapter by authorizing major financial incentives for utilities

to pursue energy efficiency. The utilities are writing the second chapter as they expand existing efficiency programs and create new ones in pursuit of those financial rewards.

A third chapter is needed. It will be about jobs in the new energy efficiency sector. Figuring out what those jobs are going to be and who is going to do them is one of the challenges facing Local 1245 and other utility unions as the world moves into this new, warmer century.

(Part II in a continuing series)

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### Incentives Gaining Traction

*Incentives are already available for designers...* [www.dsireusa.org/library/includes/incentive2.cfm?Incentive\\_Code=CA61F&CurrentPageID=1&RE=1&EE=1](http://www.dsireusa.org/library/includes/incentive2.cfm?Incentive_Code=CA61F&CurrentPageID=1&RE=1&EE=1); Interview, John DiStasio, Assistant General Manager, SMUD; Interview, Roland Risser, PG&E Director for Customer Energy Efficiency, August 2007.

*Roseville Electric offers rebates to builders...* Interview, Carla Johannesen, Retail Services Manager, City of Roseville.  
*The City of Redding’s Electric Utility aims even higher...* Interview, Pat Keener, City of Redding.

### Shaving Peak Demand

*On a hot August day...* Interview, SMUD electric techs, August 2007.  
*But the benefits of being able to shave peak demand...* EPRI Journal, Summer 2006.

### Profiting from Efficiency

*The reason is simple: All 50 states...* Interview, Ralph Cavanagh, Co-Director of Energy Program, Natural Resources Defense Council, August 2007.

### Embracing the Challenge

*“What we’ve found is that if we build a program...”* Interview, Roland Risser, PG&E Director for Customer Energy Efficiency, August 2007.

### Energy Workforce of the Future

*An analysis by the state’s top energy modelers...* Cited by Union of Concerned Scientists at [www.ucsusa.org/assets/documents/global\\_warming/Econ-fact-sheet-final.pdf](http://www.ucsusa.org/assets/documents/global_warming/Econ-fact-sheet-final.pdf).

### Sidebar: Combating carbon

*According to the best available data...* “Tackling Climate Change: Overview and Summary,” Page 10, American Solar Energy Association.



## Key Board

Meter Reader Robert Leonard shows some of the keys used to access customer property in San Francisco. Who will maintain this and other key boards and keep them current for customer access if “Smart Meters” replace human meter readers?





Brian Gregory, Lineman for Par Electric working on Mt. Rainier Drive, helped change out insulators and put up the rollers that would be needed to pull in the new wire.



Troubleman Jim Pursel arrived on the scene on June 25, the day after the fire started, to begin assessing damage to Sierra Pacific infrastructure. He was joined by other Troublemens on June 26.



ABOVE RIGHT: Par Electric Lineman Ross Phillips changes out burnt glass for new glass, prior to hanging rollers for stringing new wire. "We were rebuilding the main feeder for that area so the people who had houses left could have power ASAP," Phillips said.

Paul Deusing, Sierra Pacific Power Troubleman out of Reno, hangs secondary on Mt. Rainier Drive.



Sierra Pacific Power Troublemans Brian Valencourt hangs secondary wire on Mt. Rainier Drive in South Lake Tahoe.

**F**irefighters weren't the only "first responders" on the scene when the devastating Angora fire began raging through the South Lake Tahoe area on June 24.

IBEW Local 1245 Troublemens for Sierra Pacific Power moved into burned areas on Tuesday, June 26, even as the fire was gaining strength. The Troublemens' mission was to assess damage and cut down any electrical structures that might present a hazard. Before the

day was over, the wind-whipped fire overtook two firefighters, who narrowly escaped with their lives by deploying their emergency fire tents.

Sierra Pacific mobilized two crews each from Carson City and Reno, a crew from South Lake and a crew from North Lake. Local 1245 members working for Par Electric were also part of the effort. By Thursday, June 28, with the fire still only 55% contained, union crews working in fire retardant clothing had "spotted" 120 poles—delivering them to the locations

where they were to be installed.

On June 29, firefighters finally seemed to have the upper hand, achieving about 90% containment. IBEW linemen could be seen on poles all along Mt. Rainier Rd.—one of the most devastated neighborhoods—setting poles and hanging wire. At the same time, police began letting residents back into some neighborhoods to assess the damage to their homes.

In many cases, all that remained of their homes were melted appliances,



# nders

**Local 1245  
crews in Tahoe  
fire zone**



Local 1245 crew sets a new pole to replace one destroyed by the fire. From left are Apprentice Lineman Jon McCue, Foreman Garrett Smith, Lineman Justin Wearin (operating bore), and Lineman Marc Christensen.



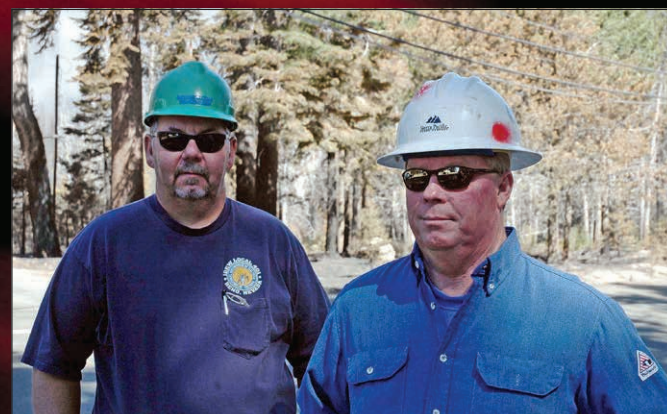
Line Working Foreman Smiley Stahl found mostly ashes at the home of his former wife Christi Stahl. Christi was able to drive their six-year-old son to safety before the fire consumed the house.



Utility wreckage hangs over ash in a fire ravaged neighborhood.



McCue, Wearin and Smith take a short breather after setting the pole.



Local 1245 Business Rep. Randy Osborn, left, and Electric Serviceman Tom Torvik assisted the Utility Reporter's coverage of the service restoration work. It was a day that brought some grim sights.

a chimney, and a shroud of gray ash. That was the case for Christi Stahl, an IBEW Local 1245 member and Clerical Specialist at Sierra Pacific. According to Smiley Stahl, her ex-husband who is also a Local 1245 member, Christi was able to drive their six-year-old son Uriah to safety, but by the time she returned in an effort to rescue some belongings, the neighbor's house was on fire, the grass in her own yard was on fire, and there was nothing to do but get the hell out.

"I've been in tornados, hurricanes,

floods and other fire storms, but I've never seen devastation like this," said Smiley Stahl, surveying the blackened landscape. "It's like a nuclear explosion hit."

While Christi lost virtually everything, other houses in the same area survived the inferno without any apparent damage at all. Some homes still had green lawns and thriving gardens amidst the general ruin.

One lucky resident flagged down Tom Torvik, a Sierra Pacific Electric Serviceman, and politely inquired when his

power would be restored. Life goes on.

The fire ultimately burned over 3100 acres, destroyed 254 residences and 75 commercial structures, and damaged another 14 residences. For those who had homes to return to, and for those who will want to rebuild, restoration of electric power will be an indispensable part of getting on with their lives.

By the end of June, just a week after the fire exploded into existence, Local 1245 members were already well on the way to getting the job done.



Field Clerk Wayne Sadoian, left, and Utility Materials Specialist Kristen Gordon unload braces at the South Lake Tahoe yard, supporting service restoration efforts in the wake of the fire.



# New Advisory Council takes office

A newly-minted Advisory Council took office Aug. 4, a product of union elections in May that brought 11 new faces to Local 1245's unique rank-and-file leadership organization.

Business Manager Tom Dalzell jump-started the meeting with the astonishing news that recent state and federal court decisions had prompted PG&E and Local 1245 to review their approach to missed meal pay—a review that could

ultimately lead to \$15-20 million in back payments to union-represented employees.

"PG&E agreed to go back the maximum of three years and to pay one hour at the straight time rate" for missed meals, Dalzell said. "PG&E did the right thing. They said we're going to fix it, we're not going to quibble." (See story on Page 1.)

Pay for travel in connection with training is another issue with financial implications for members at PG&E.

"Vince brought it to our attention that if you did travel for training, you're entitled to be paid time and a half," said Dalzell, referring to Petaluma Troublemaker Vince Zinkl. Dalzell also credited First Field Clerk Brian Kapaun and Senior Hydro Clerk Ken Amaral for the time they spent investigating the issue.

"I think I'm going to have to raffle off my state bar card and make honorary lawyers out of Vince, Brian and Ken," joked Dalzell, who is an attorney.

Dalzell also recognized members Jim Findley, Mike Scafani and Steve Segale for "pushing hard and getting results" in helping PG&E recognize staffing problems in the company's gas operations. The three members, along with Business Rep. Joe Osterlund, met with PG&E Chairman Peter Darbee, President and CEO Bill Morrow and Senior Vice President Jeff Butler for three hours to discuss gas issues.

"We explained that utility employees have first responder obligations," said Findley, who is a member of the Advisory Council and spoke with the Utility

Reporter during a break in the meeting. "Staffing in gas in some locations is down two-thirds from what it was 20 years ago."

Findley called the gas workforce

shortage "a recipe for disaster," noting that some leak surveys are not being performed because "we don't have the people to respond" to problems that would be found.

## System Operator Consolidation

PG&E's system operator consolidation efforts have slowed in recent months as the company grapples with the possible impact. A meeting planned for August was postponed until October.

In a meeting with top management, Lineman John Kent warned that consolidating system operations isn't the same as consolidating clerical work into the RMCs, Dalzell reported.

"John explained that the company could get away with getting it '80% right' with RMC consolidation. But he said it's not good enough to get things 80% right with system operator consolidation. If you're not 100% right the first day you're going to have things blow up and get people hurt."

Dalzell praised the efforts of members in various parts of the PG&E organization for standing up for one another during the company's "transformation."

"I heard electric (personnel) say we don't have enough clerks, I heard clerks point out the problems in Gas," and other members point to the problems in Fleet, Dalzell said.

"This is what unions are about—when you see things like Gas and Electric T&D fighting for Fleet. Crews were saying, 'This isn't non-core work—if we don't have the materials we need we can't operate.'"

In other news, the Advisory Council was brought up to speed on union personnel issues.

Senior Business Reps. Ron Cochran and Larry Pierce were both recently pro-



Russ Blacker



Craig Combs



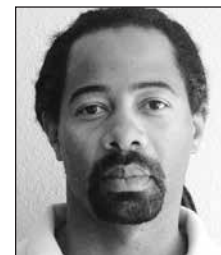
Will Durinick



Marty Finnerty



Mike Jacobson is the new Southern Area Executive Board member.



Al Fortier



Sam Gutierrez

moted to the position of Assistant Business Manager. Assistant Business Manager Howard Stiefer and Administrative Associate Virginia Browne have gone on long-term disability. Outside Line Business Rep. Larry Thomson retired effective Aug. 1.

Under "unfinished business" the Advisory Council learned of new developments concerning a possible by-laws change.

Last spring the Executive Board rejected two unit motions that sought to tighten eligibility for serving on the Board. The Advisory Council, at its May meeting, voted to overrule the Executive Board on both motions. The Council's action, in turn, was sent to the units for a vote.

The units sided with the Executive Board in rejecting one of the proposed by-laws changes, but sided with the Advisory Council in endorsing the other one. The issue, however, is far from resolved because of possible conflicts with the IBEW Constitution.

The motions and the vote tallies are listed in the accompanying box.

## Advisory Council members: 2007

### PG&E Clerical-At-Large

Norma Ricker

### PG&E San Francisco General Office

Mary Wise

### PG&E San Joaquin Division

Dan Mayo

### Irrigation Districts

Richard Lane

### PG&E Coast Valleys Division

Mark Taylor

### Pipeline Operations

Peggy Daniel

### Santa Clara/PG&E San Jose

Dennis Thompson

### PG&E East Bay Division

Marty Finnerty

### AC Transit/East Bay Munis

Al Fortier

### PG&E San Francisco Division

Will Durinick

### PG&E Stockton Division

Sam Gutierrez Jr.

### Sacramento RT

William Gilliam

### Pacific Gas Transmission

Karan Matta

### PG&E Humboldt Division

Lee Thomas

### PG&E Shasta Division

Craig Combs

### Sierra Pacific Power

Chip Chadwick

### PG&E De Sable Division

Mike Jessen

### PG&E Drum Division

Terry Andreucci

### PG&E Colgate Division

Todd Wooten

### PG&E North Bay Division

Jim Findley

### PG&E Sacramento Division

Lou Mennel

### SMUD

Arthur "Art" Torres

### Water and Power (Federal)

Mike McKay

### WAPA GCC-1

Sam Glerio

### Citizens Utilities (Frontier)

Dave Morrison

### PG&E General Construction

Russ Blacker

### Tree Trimmers Companies

Sergio Munoz

### Outside Construction

R.S. "Bubba" Avery



Karan Matta



Richard Lane



Mike McKay



Norma Ricker



Mary Wise

## Unit voting on election qualifications

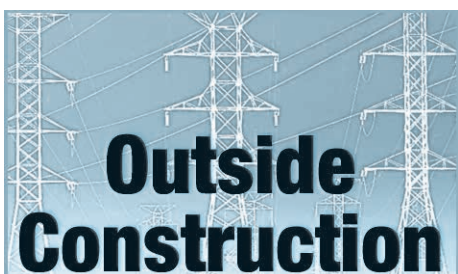
Proposed Amendment to the Local Union IBEW 1245 By-Laws: If a person runs for the Executive Board he/she must live within the jurisdiction of 1245 and employed by or seeking employment by one of the entities covered by 1245.

Vote: For-205, Against-128, Abstain-21

Proposed Amendment to the Local Union IBEW 1245 By-Laws: That an Executive Board Member/Officer shall live in the Local covered jurisdiction and must be working or seeking work from a covered employer. No retired members shall hold a board member position.

Vote: For-159, Against-166, Abstain-16





## 'Member Down' Fund out for vote

By Ron Cochran and Ralph Armstrong

Ron met with attorney Shawn Groff on July 31 to finalize the document that will allow Outside Construction members to contribute 5 cents of their hourly wage to a fund to assist members or their families who have been seriously injured or killed.

Ballots for members to vote on this fund were mailed on August 15 and will be counted before the Sept. 12 unit meeting. If passed, funding should start Oct. 1. But the fund will not go into affect until June 1, 2008 when it has enough capital. Limits will be set low at first to see what the needs are. We are looking at:

- \$500 for the first 10 days out of work
- \$1,000 after 30 days
- Another \$1,000 after 90 days

Sixteen linemen applied for and completed Policy 22 so far in 2007. Applicants can be granted Journeyman Status by time and experience or through testing. All applicants will complete a pole top rescue as part of the entire practical testing portion of the test.

### Crane Class

The JATC will offer another crane certification class at Weakley Hall in Vacav-



Ron Cochran



Ralph Armstrong

ille Oct. 8-12. The class will be offered to all members who have equipment operating as part of their job description (Journeyman Lineman, Line Equipment Operators and Apprentices). Sign-up forms will be available through the dispatch office.

### Cal Nev Training Trust Committee Update

As of July 26 we have 337 outside line apprentices registered in our JATC program. We have 1 apprentice traveling out of our jurisdiction for work. Apprentices working out of Local 1245's jurisdiction: 71. Working out of Local 47's jurisdiction: 236. Working out of Local 396's jurisdiction: 5. There are 24 apprentices off work, all due to various personal reasons—disability, leave, etc.

The JATC has graduated 30 apprentices this year to journeyman lineman. The JATC has indentured 23 new apprentices into the program this year. There are 33 traffic signal apprentices registered. Eight of those apprentices are working in Local 1245's jurisdiction.

JATC has completed interviews for new apprentices in which 80 potential applicants were interviewed and 15 of those were invited back for the climbing class. Subcommittee Hearings were also held at this time.

JATC completed a 10-day orientation/climbing class on July 20. The class started with 13 individuals in attendance and 12 completed the class.

First Aid and CPR is being offered the 2nd Saturday of every month in Riverside and Sacramento. JATC began using the SMUD training center August 18th.

### Comet Training (Train The Trainer Class)

We have completed a three-day Train the Trainer Class put on by the 9th District Office. President Hill has mandated that every construction member of the IBEW nation-wide attend a 4-hour Comet training class. This class is designed to educate our members on the importance of organizing all un-represented electrical workers in the electrical

industry. The class, held at Weakley Hall, was attended by various local unions in the 9th District. Another Comet Training Class scheduled for Nov. 3.

### Organizing

Recently-signed contractors include Lutzberg Performance Drilling, Dacon Inc., Semper Construction, Lanz Industrial Welding Inc. We are in discussions with several others.

#### Books as of Aug. 30

Lineman 1: 16  
Lineman 2: 13  
Lineman 3: 0  
Lineman 4: 7  
Groundman 1: 22  
Groundman 2: 7  
Groundman 3: 27  
Groundman 4: 41  
Equipment Spec. 1: 4  
Equipment Spec. 2: 7  
Equipment Spec. 3: 4  
Cable Splicer 1: 1  
Cable Splicer 2: 2  
Cable Splicer 3: 3

#### Calls for August as of Aug. 30

Jry. Lineman: 11  
Appr. Lineman: 18  
Cable Splicer: 0  
Equip Spec.: 2  
Groundman: 3  
Underground: 1  
Total calls for August through Aug. 30: 35  
Last month: 63

### Work Outlook

PG&E plans substation worked starting in September.

SMUD has bid upcoming work: Neutron, Diversified, Wilson, Par and Mountain Power were bidders on this project.

### Other News

Business Rep. Larry Thompson retired effective Aug. 1.

Local 1245 has been negotiating with Shelter Cove General Manager and had discussion with Lassen (LMUD) over using the hiring hall for temporary lineman.



Foster Wheeler employees at the Star recognition ceremony included, from left: Scott Habanaka, Bryan Hewins (IBEW), Mike Alvarez (Cal-OSHA), Doug Book (IBEW), Gene Salva, Mark Deaton (IBEW), Mike Kromer, Devin Munn (IBEW), Brian Waller (front), Pat von Vbin (IBEW), Mildred Comacho (front), Sandy Wells, Brian Fisher, and Victor Aviles (IBEW). IBEW members not pictured are Tony Williams, James Hammon, Jim Polen, Jose Valdivia and Chris Watson.  
Photo by Hunter Stern

## Foster Wheeler Martinez, Inc. wins star status for safety

Foster Wheeler Martinez, Inc., operator of a cogeneration facility in Martinez, CA, has been honored by Cal-OSHA for its outstanding efforts to promote a safe workplace.

The company, whose members are represented by IBEW Local 1245, received the "Voluntary Protection Program Star" in a June ceremony.

In the Voluntary Protection Program, management, labor, and Cal/OSHA work together to implement safety programs and processes that protect workers more effectively than simply complying with OSHA regulations. The "Star" certification is reserved for participants that exceed Cal/OSHA standards.

Cal/VPP requirements include management commitment, employee involvement, work site analysis, hazard prevention and control, and safety and health training. Continued participation in the Cal/STAR program is contin-

gent upon favorable annual injury and illness reports and periodic evaluations.

To achieve the Cal/VPP Star status, the company had to perform a top-down review of all safety procedures and practices in the plant. A VPP "mentor" assisted with identifying areas for improvement prior to an onsite evaluation.

"Our members at Foster Wheeler understand that workplace safety isn't just an occasional meeting, it's an ongoing state of mind," said Local 1245 Business Rep. Hunter Stern. "They deserve a great deal of credit for helping Foster Wheeler achieve this high honor from Cal-OSHA."

## Wage hikes approved at Plumas Sierra REC

Local 1245 members unanimously approved a wage increase at Plumas Sierra Rural Electric Cooperative during wage re-opener negotiations covering the last year in the current three-year agreement.

The bargaining produced a \$1.69/hour increase in the base Line Rate effective Jan. 1, 2008. No changes were made in the post retirement medical benefit, which was also on the table during the re-opener.

This wage hike is the last in a string of Line Rate increases through the term that included 3% on July 1, 2005, \$1.01

on Jan. 1, 2006, 3% on July 1, 2006, \$1.06 on January 1, 2007, 3.5% on July 1, 2007. The agreement terms out on June 30, 2008.

The Line Rate on Jan. 1, 2008 will be \$37.90, with an additional 6% for Rubber Glove Premium.

Representing the union during negotiations were Judy Alexander, LeTina Trowbridge, Richie Ritterath, Bruce Smith, Jason Tow, and Business Rep. Randy Osborn.



Randy Osborn



# Line Clearance Tree Trimmers

## Trees, Inc. purchases EPA PROVCO

By Ray Thomas

Trees, Inc., an IBEW Local 1245 signatory line clearance tree trimming company, has purchased EPA PROVCO, which is also signatory to Local 1245.



Ray Thomas

Trees, Inc. is headquartered in Houston. This purchase will be effective Sept. 1, with the former EPA PROVCO employees actually beginning work for Trees, Inc. on Sept. 4, following the Labor Day holiday.

Local 1245 has represented EPA PROVCO employees for the past decade. Business Representative Landis Marttila led the union negotiations to achieve the first labor agreement in 1998. EPA PROVCO is currently owned by Quanta Services.

The union has 177 bargaining unit members at EPA PROVCO, and 49 at Trees, Inc., which should result in approximately 226 bargaining unit members at Trees, Inc. following the purchase.

In addition to line clearance tree trimming, Trees, Inc. will be assuming vegetation control work currently performed by EPA PROVCO for Pacific Gas & Electric.

Local 1245's line clearance representatives—Junior Ornelas, Carl Lamers and I—attended as many employee orientation meetings as possible the week of August 20.

### Membership Protections

All of the union's line clearance and vegetation control contracts include membership protections when one signatory contractor assumes the contract of another signatory contractor. Over the years, Local 1245 has negotiated that the signatory contractors recognize Local 1245 seniority (as determined by the member's union initiation date) for employee retention as well as vacation

or PTO accrual rates.

In addition, the union negotiated a simple 30-day wait on receiving health and welfare benefits, compared to the 6-month wait that used to apply.

The contractors also agree to honor the wage rates and wage progressions already achieved by our members, with this caveat: If the contractor already has a negotiated wage schedule for the same work in the area, that wage schedule will apply.

Out of the gate, this is the classiest "take-over" I have seen. In a Yuba City new employee orientation meeting on Aug. 20, Trees, Inc. President David Fleischner announced that those employees who are eligible (employees with 6-months or more company seniority with EPA PROVCO) would be paid by Trees, Inc. for the Sept. 3 Labor Day Holiday, even though they do not start work until Sept. 4.

Further, in a letter dated Aug. 13 to Local 1245 Business Manager Tom Dalzell, Fleischner agreed to waive the 30-day waiting period for medical plan coverage and start coverage immediately for those employees who comply with application requirements.

Over the years, Local 1245 has worked hard to make the transition between contractors less strenuous on our members in line clearance tree trimming and vegetation control. We are very pleased that Trees, Inc. is making a serious effort to reduce the impact on our members as the company moves forward with its purchase of EPA PROVCO.

*Ray Thomas is Senior Business Representative for IBEW Local 1245.*

## Trees, Inc. compra EPA PROVCO

Por Ray Thomas

Trees, Inc., una compañía de poda de árboles firmante de un contrato con el Local 1245 de la IBEW ha comprado la compañía EPA PROVCO, que también ha firmado contratos con el Local 1245.

Trees, Inc., tiene sus oficinas principales en Houston. Esta compra entrará

en vigor el 1° de septiembre con los empleados de la antigua EPA PROVCO comenzando a trabajar para Trees, Inc. el 4 de septiembre, el día después de la fiesta del trabajo.

El Local 1245 ha representado a los empleados de EPA PROVCO durante la década pasada. El Representante de negocios, Landis Mantilla, ha dirigido las negociaciones del Sindicato para llegar al primer contrato laboral en 1998. EPA PROVCO es actualmente de propiedad de Quanta Services.

El Sindicato tiene un total de 177 miembros en EPA PROVCO y 49 en Trees, lo que resulta aproximadamente en un total de 226 miembros en Trees, Inc. después de la compra.

Además de los trabajos de limpieza de líneas eléctricas, Trees, Inc. asumirá el trabajo de control de vegetación actualmente llevado a cabo por EPA PROVCO para Pacific Gas & Electric.

Los representantes de los trabajos de limpieza de líneas - Junior Ornelas, Carl Lamers y yo - asistimos a tantas reuniones de orientación de los empleados como fue posible durante la semana del 20 de agosto.

### Protecciones para los miembros

Todos los contratos de limpieza de líneas y control de vegetación incluyen protecciones para los miembros cuando un contratista asume el contrato de otro contratista miembro del Sindicato. A través de los años, el Local 1245 ha negociado con contratistas para reconocer la antigüedad con el Local 1245 (como se determine por la fecha de iniciación del miembro en el Sindicato) para retener a los empleados y para recibir beneficios tales como vacaciones y días de PTO (días sin trabajo

con paga).

Además, el Sindicato ha negociado una simple espera de 30 días para recibir beneficios de cuidados médicos y de bienestar, comparada con la espera de 6 meses requerida anteriormente.

Los contratistas también han acordado honrar las progresiones de salarios ya logradas por nuestros miembros, con esta excepción: Si el contratista ya ha negociado un programa de salarios para la misma área de trabajo, se usará ese programa de salarios.

Desde su comienzo este es la mejor "combinación de responsabilidades" que yo haya visto.

En una nueva reunión de orientación para empleados, efectuada en Yuba City el 20 de agosto, el Presidente de Trees, Inc., David Fleischner, anunció que los empleados elegibles (con más de 6 meses de antigüedad con EPA PROVCO) recibirían pago de Trees, Inc., por el día festivo del 3 de septiembre, aún cuando no iniciarán sus labores hasta el 4 de septiembre.

Además, en una carta de fecha 13 de agosto escrita al Gerente de Negocios del Local 1245 Tom Dalzell, el Sr. Fleischner acordó eliminar el período de espera de 30 días para la cobertura del plan médico y proveer cobertura inmediatamente para esos empleados que cumplan con los requisitos de la solicitud.

A través de los años, el Local 1245 ha trabajado duramente para hacer la transición entre contratistas más fácil para nuestros miembros dedicados a la limpieza de líneas eléctricas y el control de la vegetación. Estamos muy contentos que Trees, Inc. está haciendo un serio esfuerzo para reducir el impacto en nuestros miembros a medida que la compañía procede con la compra de EPA PROVCO.

*Ray Thomas es el Representante Principal de Negocios para el Local 1245 de la IBEW.*

## Members ratify Dynegy pact

Local 1245 power plant workers ratified a first agreement on Aug. 6 with Dynegy, which now operates and owns a major share in the Moss Landing, Morro Bay, and South Bay power plants.

The agreement, ratified by mail ballot, was approved by 71% of those voting.

The new pact replaces the labor agreement with Wood Group, which had operated the plant for L&S Power. L&S Power retains an ownership interest in the plant.

The three-year agreement provides a 4% wage increase effective Aug. 7, 2007, 4% on Aug. 7, 2008, and 3% on Aug. 7, 2009.



Dan Lockwood

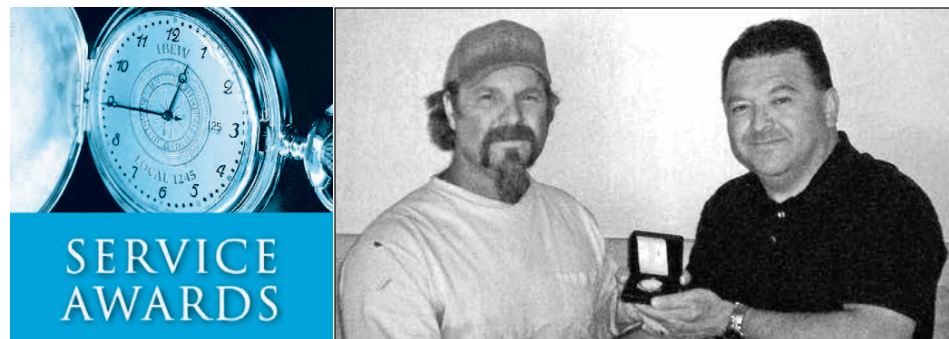
The agreement also provides a pay spread of \$1 per hour for Power Plant Technicians in skill blocks 3-4, 4-3, and 4-4, Business Rep. Dan Lockwood reported.

The company agreed to raise its contribution to health care premiums for dependents to 80%. It had been 70%.

Another significant achievement in the negotiations was the creation of a so-called Portable Retirement Plan. The company agreed to fund this plan with an annual contribution of 6% of the employee's base pay. This new plan is in addition to the existing 401K program.

There are numerous other improvement in the agreement, Lockwood said.

Negotiating for the union, in addition to Lockwood, were Hazel Bailey, South Bay; Doug Pasley, Morro; Mike Scherer, Moss Landing; and Local 1245 Assistant Business Manager Dennis Seyfer.



Master Foreman Steve Montgomery, left, receives his 25-year award from Business Rep. Junior Ornelas at the July unit meeting. Montgomery works for Asplundh Tree Expert Co. in Sonora, CA.





## STANDING IN DEFENSE OF WORKERS' RIGHTS

A more intrepid group was never gathered together in the defense of justice, with the possible exception of that historic October day in 1878 that Dodge City assembled a posse consisting of Sheriff Bat Masterson, U.S. Marshall Charlie Bassett, Deputy U.S. Marshall Wyatt Earp, and noted gunman William Tilghman to hunt down Jim Kennedy, the cold-blooded killer of Dora Hand a/k/a Fannie Kennan. From left: Sherrick Slattery, Willie Bouzek and Lou Mennel.

Photo by Lita Clark.

## Slattery honored for service

The Local 1245 Review Committee honored Sherrick Slattery on Aug. 23 for his many years of service.

Slattery, who is stepping down from the Review Committee after 12 years of service, was given a recognition certificate for his hard work and dedication in resolving grievance issues that come to the Review Committee level. He also received an engraved clock.

"Sherrick served magnificently on the Committee. He was not afraid to express his points dramatically at the table," said Assistant Business Manager Bob Choate.

Slattery said it had been "an honor" to serve with other Local 1245 members on the committee and would cherish

the many memories he will bring away from the experience. He called it a privilege to serve with dedicated people who worked hard to resolve the difficult grievances faced by the Review Committee.

Karen Russell has been appointed to Sherrick's position on the Review Committee.

The IBEW 1245 Review Committee, in addition to Russell, consists of Willie Bouzek (14 years of service on the Review Committee); Lou Mennel (4 years); Bob Choate Assistant Business Manager and Secretary of the Review Committee; and Sam Tamimi, Senior Assistant Business Manager and advisor to the committee.

## Understanding Workers Compensation

# What is a "third party" case?

By John Anton

Recent changes to workers' compensation laws have further eroded benefits available for work-related injuries. Collective bargaining agreements can offer assistance, but true compensation for on-the-job injuries usually comes by way of civil litigation against third parties whose wrongful conduct have been a substantial factor in the cause of the victim's injury.

A case we successfully pursued on behalf of a IBEW Local 1245 lineman is a good example of "third party" liability claim. The 37-year-old apprentice lineman, whom we will call "George", was driving a single-bucket truck on the freeway to his next assignment when he noticed that his fiberglass ladder had fallen off the back of his vehicle. He pulled over to the shoulder and ran back to see if he could retrieve it. Seeing other motorists swerving to avoid the ladder and recognizing how dangerous it would be to try to get it off the freeway, George ran back to call for help. He reached the running board just as an out-of-control motorist hit him. George ended up with a dislocated hip and pins in his leg. When he contacted us for legal advice my partner John Harrigan (a workers' compensation specialist) recognized that a third party was involved and referred the case to me for possible civil litigation.

At that point, George's medical bills were over \$100,000. Moreover, his doctor had informed him that he would never climb utility poles again. Instead of earning a good wage with a generous package of benefits George was now looking at unemployment and an uncertain future after a program of vocational rehabilitation. To make matters worse, the out-of-control motorist had disappeared. We obtained a court order for service by publication in a local newspaper. The driver's insurance company answered this ad and eventually located him in a mental health facility. It turned out that he had been on an errand that day for his ex-employer, a dot-com company, and of all the drivers on the freeway at that time he may well have been the best protected due to several rather generous insurance policies.

The real problem in this case was establishing liability. There was evidence that George was the last person to use the ladder and had been told not to try to get it off the freeway. We clearly could not blame the out-of-control motorist for the ladder landing on the freeway. Nevertheless, we could claim negligence for the manner in which he

had attempted to avoid colliding with it. We set out to prove the following: (1) that the "third party" motorist had been speeding; (2) that George had followed the employer's procedures for securing the ladder; (3) that the employer had chosen not to make use of an available safety device; (4) that the employer had changed this practice soon after George's accident, and (5) that under California's "deep pocket" Proposition 51 initiative, the speeding and out-of-control motorist, together with his ex-employer, would be "jointly and severally" liable for George's economic loss. We were prepared to show that George's economic loss, wholly separate from his pain and suffering, was well over \$1 million.

A case like this inevitably boils down to the question of damages. For vocational rehabilitation, Matt had chosen golf course management, and attended a junior college in Arizona. It was clear, though, that he would never be able to match his pay as an IBEW Local 1245 lineman. The defense argued that, considering his low physical handicap, George was enjoying his new life and was not severely disabled. We argued that George had also enjoyed working for his employer, and that he was taking a risk that Arizona's retirement housing industry would provide a supportive environment for his wife and children.

During mediation the first two insurance carriers eventually offered their policy limits, and the third carrier offered the highest coverage. With a small contribution from his employer and the company's waiver of a workers' compensation lien amounting to \$195,000, George and his family were able to make the adjustment to living with a disabling injury.

John Anton, a partner with the law firm Boxer & Gerson, LLP, has a primary focus on industrial products liability, workplace injuries, vehicular accidents and other personal injury claims. John can be reached at [janton@boxerlaw.com](mailto:janton@boxerlaw.com).



## CLUW wants women in politics

By Anna Martinez

Politics was the main topic of the Coalition of Labor Union Women National Executive Board Meeting held in June. How to get involved, women running for office, and supporting candidates who support labor, were among the topics.

The progress CLUW has made on women's health issues can be viewed on the CLUW website, [clu.w.org](http://clu.w.org). The "Sister Study" for breast cancer, cervical cancer (PVC test) and women's heart disease are important issues to our union brothers and sisters, mothers, daughters,



Anna Martinez

ters, family and friends. It is important these women-specific illnesses are covered under our medical benefit plans.

Committees met to discuss responsibilities for the upcoming convention, Oct. 10-13.

CLUW is an organization of all union sisters and brothers. The struggles we face as union women and men are shared by all union employees. CLUW is an excellent way for people from different unions to exchange ideas and strengths regarding working conditions, wages and benefits.

IBEW has a strong influence in CLUW and we are proud to represent Local 1245.

Anna Martinez is Central Area Member on the Local 1245 Executive Board.

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WEB 09/06





# Retirees' Corner

## Retirees ready to rock

## Negotiations still top topic

Union negotiations with PG&E next year is still very much on the minds of IBEW Local 1245 retirees.

Retiree Club members in the Merced Chapter in August discussed the importance of getting proposals submitted at local unit meetings for inclusion in bargaining next year.

"It's imperative to get included the proposal of a COLA on retirement benefits as this may be the last contract where a majority of the active employees are near retirement age," said Mike Bonds, president of the Merced Chapter. Several active employees have voiced their willingness to make these proposals at the local unit meetings, he noted.

The chapter also continued to discuss their desire for retirees to have a vote at Local 1245 unit meetings on proposals that would effectively take away or alter their retirement benefits.

In a well-attended meeting in Santa Rosa, club members had a wide-ranging discussion of the upcoming negotiations, Recorder Mike Rawles reported. It was suggested that the local union update its new member orientation materials to include more information on the full range of benefits that come with union membership.

The East Bay Chapter in August discussed a contract dispute between PG&E and the Engineers and Scientists of California union, which was featured in numerous newspaper and television reports. The chapter also rendered its final decision on its preference for Retiree Club hats: white hats with a

union logo and Retiree Club recognition.

There was a leadership change over the summer at the Vacaville Chapter. Co-chair George Murphey announced he would have to step down from that position due to being recently appointed to the Elk Grove Planning Commission. Ed Lenior was elected by a unanimous vote to replace Murphey as co-chair. Due to work responsibilities, Barbara Watson will not be available on a regular basis as the unit's secretary. In the absence of any nominations, Ed Leoir will take the minutes.

The Vacaville group discussed how the departure of PG&E officers Russ Jackson and Tom King might affect PG&E's future support of retiree issues.

## 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.



Outgoing PG&E Vice President Russ Jackson is honored by Local 1245 Retirees in Vacaville on July 2. Presenting Jackson with a plaque that makes him an "honorary member" of the Retirees Club are, from left: Ed Lenoir, Bob Renoude, (Jackson), Jack Hill, Larry Darby and Mike Silva. Jackson played an important role in negotiating an increase last spring in Retirement Premium Offset Account for Local 1245 retirees.

# 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!

Thomas Abfalter 29 years San Francisco, CA	Luckey Carter 32 years Stonyford, CA	Robert Fiscalini 34 years Paso Robles, CA	Kenneth Hook 40 years Woodland, CA
Richard Advincula 16 years Angels Camp, CA	Shirley Carter 33 years Rocklin, CA	Joseph Flores 37 years Milpitas, CA	Lloyd Houston 20 years Oakland, CA
Samuel Arredondo 37 years Madera, CA	Karen Castle 22 years Auburn, CA	Tommy Ford 29 years Yuba City, CA	Lee Humphrey 20 years Citrus Heights, CA
Joseph Bacchetto 37 years San Mateo, CA	Barbara Choate 22 years Quincy, CA	Walter Fortner 30 years Sacramento, CA	Steven Hung 11 years Burlingame, CA
John Bantum 20 years Cottonwood, CA	David Claessen 38 years El Dorado Hills, CA	Carolyn Franklin 28 years Vallejo, CA	Howard Ingels 42 years Monterey, CA
Helen Barlas 36 years Daly City, CA	Glenn Cobb 36 years Ben Lomond, CA	Paul Gallon 34 years Vacaville, CA	Penny Ip 32 years Pinole, CA
Rosa-Linda Bautista 23 years Daly City, CA	Steven Coffman 33 years Ukiah, CA	Douglas Garcia 32 years El Dorado Hills, CA	Teresa Jean 26 years Auburn, CA
Sandra Beebe 12 years Fresno, CA	Carol Collins 37 years San Lorenzo, CA	Javier Garcia 35 years Auburn, CA	Robert Jenkins 29 years Jamestown, CA
Regles Bellamy 27 years Fresno, CA	Robert Cooper 29 years Penn Valley, CA	James Gindt 38 years Davis, CA	Ernest Johnson 31 years Greenville, MS
Robert Black 11 years Auburn, CA	Larry Corbin 43 years Merced, CA	Mavlynn Goble-Pierce 24 years Atascadero, CA	Karen Jones 26 years Petaluma, CA
Susan Boatman 31 years Auburn, CA	Dennis Costa 34 years Eureka, CA	Ronald Golino 26 years Antioch, CA	Rosemarie Kane 22 years Walnut Creek, CA
Robyn Boeder 39 years Fremont, CA	Dennis Cowden 35 years Sonora, CA	Janice Grant 30 years Bakersfield, CA	Richard Kappel 35 years Magalia, CA
Reiko Bolon 25 years San Luis Obispo, CA	Lucille David 30 years San Jose, CA	Kenneth Green 29 years Richmond, CA	Curt Karo 33 years Santa Cruz, CA
Sharon Bolton 30 years Hercules, CA	Harry Davis 5 years San Jose, CA	William Grunder 21 years San Jose, CA	Christaphor Kendrick 29 years Nipomo, CA
Bonnie Brooks 28 years San Luis Obispo, CA	Fred De Aguinaga 23 years San Jose, CA	Dan Gulizia 33 years San Jose, CA	David Kossow 14 years Thompson Falls, MT
Elaine Brown 30 years Rohnert Park, CA	Silvio De Santis 31 years Morro Bay, CA	Michael Gunderson 22 years Santa Maria, CA	Harvey La Shon 35 years Pittsburg, CA
Sandra Brown 36 years San Jose, CA	Mary De Walt-Darling 23 years Vallejo, CA	Richard Guyton 40 years Stockton, CA	Michael Lalonde 33 years Stockton, CA
Wayne Brunson 21 years Oroville, CA	Michael Dickey 3 years Bakersfield, CA	Melvin Halfmoon 37 years Oakdale, CA	Timothy Lohr 34 years San Jose, CA
Robert Buchanan 27 years San Leandro, CA	John Doerres Rohnert Park, CA	Gary Hanoian 34 years Fowler, CA	Frank Lopez 34 years Roseville, CA
Gregg Burk 36 years Templeton, CA	Nannette Dominguez 4 years Maple Falls, WA	David Harris 35 years Fremont, CA	Stephen Lowe 28 years Kelseyville, CA
Rosario Cahandig 32 years Union City, CA	Louisa Donat 35 years Seaside, CA	Larry Harris 29 years Manteca, CA	Cathryn Lundholm 28 years Carmichael, CA
Richard Camenzind 33 years Manteca, CA	Robert Easter 6 years Roseville, CA	Roosevelt Harris 18 years Sacramento, CA	Norman MacKenzie 27 years Daly City, CA
Linda Campbell 3 years San Carlos, CA	George Embry 29 years Fresno, CA	Joan Hax 9 years Santa Rosa, CA	Robert Madearos 33 years Modesto, CA
Jan Canaday 30 years Coalinga, CA	Joseph Esparza 34 years Los Banos, CA	N Hayden 39 years Garden Valley, CA	Robert Maldonado 33 years Vacaville, CA
George Cannon 41 years Nevada City, CA	Loren Ferguson 31 years Hydesville, CA	Stephen Hazelton 2 years American Canyon, CA	Steven Manfre 36 years Sonoma, CA
Rudolph Carlotti 28 years San Francisco, CA	Melinda Ferrari 32 years Pacifica, CA	Walter Hebenstreit 30 years Altaville, CA	Alice Mankins 34 years Stockton, CA
Vicky Carney 30 years Concord, CA	Michael Ferris 29 years Castroville, CA	Milton Hill 37 years Oakland, CA	Adrian Martin 34 years Walnut Creek, CA

continued on page 17

September/October 2007



# Medical premiums threaten post-career life

By Leland Kootstra

The Essay Question: How are our Union Members' Plans to Retire Impacted by Retiree Medical Premiums?

The career life of many union members is a long journey. This journey leads them through a number of phases, phases such as a probationary employee, training, apprenticeships, and a vast variety of highly specialized jobs. The responsibility and income of the separate individuals may differ but all union members share a common objective. This common objective is, when the individual retires, to be able to lead an affordable and comfortable post-career life enjoying experiences previously put off by the demands of work life. Unfortunately, cost-prohibiting insurance retiree medical premiums are making the realization of this objective more and more strenuous.

Union retirees who have decided to retire before the age of sixty-five, when Medicare takes effect, often find themselves at the mercy of the company. The company, for financial reasons, often will reduce medical insurance coverage. Because of this reduction, retirees are now forced to pay more out of their own

pocket for medical insurance coverage. This trend of coverage reduction has caused many union members to reconsider and/or put off their date of retirement in the hopes of a less costly and more stable retirement, as well as being able to manage and sustain their financial situation.

Essentially, today's union members are being forced to either work longer than they initially planned, or try to make ends meet by taking on part-time jobs during the period between their retirement and their sixty-fifth birthday. The companies are making it more and more difficult for these employees to carry out the retirement plans they have looked forward to, in many cases, for decades.

Insurance rates today are staggering compared to those from the past. In a June 26, 2006 article in USA Today a claim was made that puts this fact in focus. "...even with coverage from Medicare, Fidelity Investments projects that a 65-year-old couple will need about \$200,000 to cover 20 years of health costs. That doesn't even include the cost of over-the-counter drugs, dental services or long-term care." With evidence and projections like these, it is understandable why many employees and union members are apprehensive about their



Leland Kootstra holds the winner's plaque presented to him by Local 1245 President Mike Davis, right, at the Aug. 4 Advisory Council meeting in Vacaville. Joining them are Leland's parents, Carla Kootstra, a Service Rep at the PG&E Contact Center in Fresno, left, and Darrell Kootstra, a Scheduler at PG&E's Fresno RMC and a member of the Engineers and Scientists of California union.

future and retirement. The truly frightening aspect of this information is that the mentioned couple is already eligible for Medicare. These costs can be even more unbearable when a retiree that has not yet reached Medicare age is faced with them. These ten years or so between retiring and the age of sixty-five can drastically and negatively influence the lives of union workers.

In conclusion, the lives and plans of union members are impacted greatly by the decisions made regarding and the cost of Retiree Medical Premiums. These premiums have the ability to stress the financial stability of many individuals. As the cost of insurance

continues to rise, the average retiree will need more and more financial resources to maintain and sustain their good health and well-being.

## Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 2547, Vacaville, California 95696, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

## Newly Retired, from page 16

Ray Martinez 34 years Hollister, CA	Don Morita 34 years Rohnert Park, CA
David Mauldin 25 years Blue Lake, CA	Dorothy Morris 36 years Benecia, CA
Michael Maysey 34 years Grover Beach, CA	Robert Neal 1 year Stockton, CA
David McClelland 15 years Oakley, CA	Sandra Nordquist 19 years Roseville, CA
Sharon McIntosh 25 years Lincoln, CA	Michael Novosel 10 years So. San Francisco, CA
M McKinney 33 years Newcastle, CA	Michael Ornelas 34 years Merced, CA
Charles Merrell 40 years Live Oak, CA	David Ostrander 41 years Magalia, CA
Terry Minns 33 years Petaluma, CA	Timothy Pata 33 years Paradise, CA
Carolyn Monk 29 years Richmond, CA	William Peyton 45 years Kingsburg, CA
Mark Montgomery 35 years Arvin, CA	Leland Pfeleiderer 35 years Petaluma CA
Edward Moresco 24 years San Mateo, CA	Lawanna Philpot 26 years Antioch, CA
Charles Morgan 42 years Custer, SD	Robert Pickering Merced, CA

Ralph Pineda 4 years Madera, CA	Robert Set'Tle 24 years Lakeport, CA
Gary Poggio 38 years Jackson, CA	Thomas Shatswell 34 years Concord, CA
Daniel Pronold 36 years Auberry, CA	Chris Shattuck 37 years Burney, CA
Susan Puglizevich 29 years Merced, CA	Dora Shelton 24 years Friant, CA
Raymond Rademacher 34 years Atascadero, CA	Anacleto Silva 27 years Daly City, CA
Frank Ramirez 33 years Concord, CA	Jon Simons 36 years Clovis, CA
John Ramos 36 years Atascadero, CA	Craig Smith 29 years San Luis Obispo, CA
Calvin Richardson 34 years Chico, CA	Elizabeth Smith 34 years Anderson, CA
Laurence Ries 30 years Richmond, CA	Jeff Solden 35 years Petaluma, CA
Bernabe Rivas 40 years Fresno, CA	Tod Souza 31 years Woodland, CA
Michael Rivera 30 years Newman, CA	Gary Sparks 33 years Sacramento, CA
Jack Savage 35 years Nipomo, CA	Lee Spencer 11 years Riverbank, CA
Lawrence Schuldt 37 years Ukiah, CA	Gustav Swanson 44 years Burney, CA

Retina Thai 28 years San Lorenzo, CA	Gerald Waylett 25 years San Ramon, CA
Robert Thompson 30 years Anaconda, MT	William Weeks 30 years Myrtle Point, OR
Amelia Torio 25 years Vallejo, CA	Randall Williams 40 years Roseville, CA
Martha Trinidad 16 years Lincoln, CA	Leland Winchester 25 years Sanger, CA
Eldon Udell 37 years Clovis, CA	Fred Woltman 25 years Kihei, HI
Steven Valenzuela 33 years Napa, CA	Robert Woodbury 42 years Vacaville, CA
Alex Valerio 22 years Hidden Valley Lake CA	Modesto Ybarra 33 years Olivehurst, CA
Maria Vallem 31 years So San Francisco, CA	Mike Zearbaugh 13 years Hollister, CA
Robert Vavrock 41 years Oakdale, CA	Frances Zwinge 35 years Fresno, CA
Carmelina Viernes 33 years Vallejo, CA	
Frank Villa 33 years San Francisco, CA	
Dennis Walter 36 years Sonora, CA	
William Watley 10 years Cottonwood, CA	

**Congratulations Retirees!**

**We want you to stay connected**



**to IBEW 1245.**





Business Manager Tom Dalzell visits union founder Ron Weakley at Weakley's home in Hawaii over the summer.

## Ron Weakley: still practicing the power of unity

**L**ocal 1245 founder Ron Weakley brings 92 years of experience to his views about the world and he didn't pull many punches during an interview with the Utility Reporter in August.

To be specific, he believes the Bush-Cheney administration has been a disaster for the country.

"The economy's practically wrecked from this phony war deal," Weakley said. "But we re-elected them, so I guess the people are at fault. The public seems to be oblivious to the facts of life."

Despite failing eyesight, Weakley has 20-20 vision when it comes to following developments in the world. He's impressed by Al Gore's social activism and disappointed that the one-time presidential candidate isn't making another run for the top office.

"He's done a beautiful job on this global warming situation. He's probably the best explainer of the situation, which is a matter of real concern. What's happening in the Arctic regions is terrible," Weakley said.

It's been 36 years since Weakley retired as business manager for Local 1245, and 66 years since he first began agitating for a union at Pacific Gas & Electric. But he continues to follow developments at Local 1245, and appreciated the chance to meet face-to-face over the summer with Tom Dalzell, the union's current leader.

"He's got a good basic background (for the job)—he's clued into union principles, he's for the underdog," Weakley said. "And he also is an attorney, which is a benefit. I think he's doing a fine job."

Weakley's sight and hearing aren't as good as they used to be, but he remains physically active by walking about a

half-mile each day. He is no longer able to read the Utility Reporter, but can usually rely on friends-like Senior Business Rep. Ray Thomas—to read some of the articles to him over the phone.

He has a special attachment to the Utility Reporter because he started the paper when the union was in its infancy, writing many of the articles himself and getting production assistance from his friend Pierre Salinger, the San Francisco Chronicle reporter who went on to fame as press secretary to President John Kennedy.

Weakley remains a dues-paying member of the Local 1245 Retirees Club, an organization he helped organize in the 1980s with his old friends Don Hardie and Orv Owen, among others. He doesn't need any encouragement to stick with the union—he knows the power of unity.

In fact, he practically wrote the book.

*Read about Ron Weakley's role in the historic campaign to organize PG&E at [www.ibew1245.com/history-pages/historyPGEintro.html](http://www.ibew1245.com/history-pages/historyPGEintro.html)*

### Arcing, from page 2

tional memory is all the more astonishing when we look at our counterparts at PG&E. More than 80% of PG&E's vice presidents have worked for the company for less than three years. As dedicated and hard-working as they may be, we have something that PG&E doesn't have - an institutional memory that can reach back 55 years, not just three.

The sacrifice and advances made by those who came before us inform and inspire us. We are standing on the shoulders of giants.

### Meal, from page 1

said Business Manager Dalzell. "We've heard from many members, and we continue to hear from members who believe they may have been overlooked."

The Letter Agreement will provide a *de facto* wage increase of up to 12.5% for some PG&E classifications through the end of this contract (Dec. 31, 2008).

### Eligibility

On Aug. 15, in one of a series of ongoing meetings to clarify who is eligible for back pay, the company and union focused on two issues. The first issue concerned a number of employees who believe their classification should be included in Class One (never got lunch breaks) or Class Two (almost never got full lunch breaks). Many of these classifications are at Diablo Canyon Power Plant. Local 1245 and PG&E representatives planned to meet in late August to investigate the facts surrounding meal breaks for approximately 10 Diablo Canyon classifications.

The second issue discussed at the Aug. 15 meeting was the procedure to be followed for employees not in Class One or Class Two but who at times were not provided with an uninterrupted 30-minute meal break. Payroll data was reviewed as were e-mails received from many employees in many classifications. Further discussions on this issue were scheduled for late August.

The state and federal court decisions changed the assumptions held by Local 1245 and PG&E about the circumstances under which California employees must be given an uninterrupted 30-minute meal period. The assumption that collective bargaining agreements could pre-empt the meal break requirement (as they can with the 8-hour day) was no longer correct.

The law only requires a one-hour missed meal payment if the first meal period of the day is not observed; subsequent meal periods can be waived. Because virtually all *in lieu* meals are not the first meal of the day, *in lieu* meals are not covered by Letter Agreement 07-37.

The union expects to receive proposals from the company in 2008 addressing this issue.

The full text of Letter Agreement 07-37 is available on the Local 1245 website at [www.ibew1245.com/PGE\\_LAs/LA07-37\\_7-30-07.pdf](http://www.ibew1245.com/PGE_LAs/LA07-37_7-30-07.pdf). The website will also post updates and instructions for individual claims as they become available.

California State Laws regarding missed meal provisions are defined in the Industrial Wage Commission (IWC) orders. Local 1245 members employed by the state or any political subdivision thereof, including any city, county, or special district are specifically exempted by the IWC orders.

## Sylvia Siegel, TURN founder

**S**ylvia Siegel, who founded the consumer group TURN to protect the interests of utility ratepayers, died Aug. 18 at the age of 89.

Although TURN later antagonized IBEW Local 1245 by attempting to interfere with its PG&E benefits package, Siegel always maintained a cooperative approach toward the union during her period of leadership, according to former Local 1245 Business Manager Jack McNally.

"She had background in labor. She had been a union member and been involved in unions prior to her involvement in TURN," McNally said. "She knew the union's turf, and she pledged she wasn't going to tread on the union's turf with respect to her activities at TURN."

McNally said the two organizations worked cooperatively in their dealings with the California Public Utilities Commission.

"It was a matter of communicating, and we had a good line of communications, which is very important," said McNally, who was Business Manager in the 1980s when Siegel headed TURN. "It was important from our standpoint to know the issues they were going to raise at a rate case so we could be sure that if we had a problem with it we could talk



Sylvia Siegel Photo by AP/Eric Risberg

about it. She wanted to know what our concerns were."

"I always respected her because of her respect for labor," McNally said.

Siegel's respect for labor grew out of her own experiences as a union representative at the California Nurses Association. In the early 1970s, after her children were grown, Siegel turned her attention to utility issues.

She founded TURN in 1973, and won an early and lasting victory in the mid-1970s when she persuaded the state Public Utilities Commission to restructure its long-standing rate scale, which had favored high-volume gas and electricity users.

Siegel's consumer protection victories include exposing \$346 million in fuel cost overcharges by PG&E and Southern California Edison in 1974.

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WEB-03/05



# SERVICE AWARDS

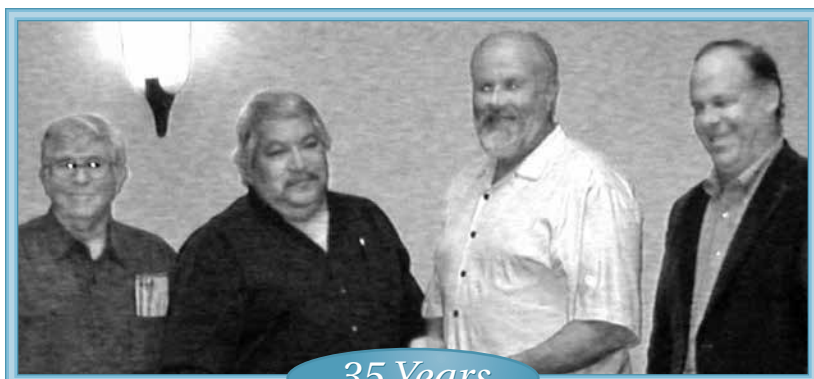


## Fresno, California

March 24, 2007



Receiving 40-year awards are Richard Sullivan (second from left) and Lynn Armstrong (fourth from left). Receiving a 45-year award is Bill Peyton (right).



35 Years



30 Years



25 Years

## Options expanded for non-spouse beneficiaries at PG&E

Pacific Gas & Electric will allow non-spouse beneficiaries who inherit assets from an employee's 401(k) Retirement Savings Plan to roll over the assets directly into an individual retirement account (IRA) or other qualified retirement plan providing for continued tax deferral.

The change in policy, which has been agreed to by Business Manager Tom Dalzell, grows out of the Pension Protection Act of 2006, which added section 402(c)(11) of the IRS code and created a new rollover opportunity for non-spouse designated beneficiaries under qualified retirement plans, including 401(k) plans.

This specific section of the Code allows a non-spouse beneficiary who inherits qualified retirement plan assets after December 31, 2006, to roll over the

assets directly into an IRA or other qualified retirement plan providing for continued tax deferral. Prior to the Pension Protection Act, tax laws only allowed a non-spouse beneficiary who inherited assets from a qualified retirement plan, such as a 401(k), to withdraw the assets. Such withdrawals had to be included in gross income, thus triggering a large tax liability.

This new provision will allow PG&E to provide non-spouse beneficiaries who inherit assets in the Retirement Savings Plan with a tax-deferral opportunity similar to that which is currently available to surviving spouses. By rolling over the distribution to an IRA, the inherited assets will not be included in the beneficiary's gross income and will allow for the continued tax deferral of the assets.

## THE HONOREES

### 45 Years

W. P. Peyton

### 40 Years

E L Armstrong

A F Fraijo

F Monis

Bernabe Rivas

Richard Sullivan

### 35 Years

John Avila

George Azera

Richard Camarillo, Jr

Wayne Champion

Johnny Davis

Manning Ferreira

Richard Glover

John Jaurigue

Vernon Lewelling

Edward Lopez

Linda Morita

Larry Oneil

Rudy Ramos

Jack Savage

Patrick Schulte

Joseph Turner

Leroy Travis

Joe Valdez

Jack Weaver

Lloyd Wilfong

### 30 Years

Randy Anderson

James Bettini

Jan Canaday

Cheryl Cardoza

J J Chavez

Jolene Clark

Stephen Garcia

Josie A Hagen

Chris Hansen

Shelley Hinojos

Linda Holt

Michael Jameson

Colin Kawabi

Larry Korger

Michael Martin

Vincent Meagher

Richard Orosco

Richard Rodgers

Jess Rosales, Jr

Brian Wheeler

Shelley Wong

### 25 Years

John Barker

Sylvia Becerra

Anivea Beshears

Cari Beveridge

Rod Clifton

Glenda Dwyer

Lonnie Hakker

Susan Hurtado

Sheryl Mar

Magdalena Martinez

Norma Mazza

Gregory Sassano

Dora Shelton

Lisa Snelling

Patty Trinkle

Paula Tucker

Leland Winchester

Robert Ying

## PG&E Open Enrollment

Open Enrollment for your union-negotiated benefits at PG&E will take place from Oct. 15-26. Start thinking about your needs and choices now, so you can make the most of the comprehensive benefits package that PG&E union-represented employees enjoy.

You can enroll online or by completing and mailing the worksheet included in your enrollment packet. This year, most employees will be able to enroll online from home, by accessing PG&E@Work For Me from the Internet.

PG&E's Benefits Service Center no longer takes enrollments over the telephone, but PG&E representatives are available to answer employees' questions.

These steps can help make sure your

enrollment goes smoothly:

If your phone number and/or mailing address has changed since last year's Open Enrollment, update it before Sept. 21 by logging in to PG&E@Work for Me or calling the Benefits Service Center at 1-800-788-2363 (or 415-973-2363).

If you plan to be on vacation during Open Enrollment, call the Benefits Service Center to make alternate enrollment arrangements.

Look for your enrollment packet, coming the second week of October. Carefully review your benefit choices to make sure you are maximizing the value of your health benefits for you and your dependents – and taking advantage of available tax breaks through the health care and dependent care reimbursement accounts.





ABOVE: Line Inspector Steve Granlees, a 42-year IBEW member, slips behind the counter to look for a part.

Cable Splicer Tom O'Connell, right, checks out a vehicle from Field Support Tech Jeremy Penney.



Making sure they have everything they need at the start of the day are Apprentice Linemen, from left, Kerry Tarvin, Alman Kerste and Travis Harper.



RIGHT: Tool Repairer David Doerflinger repairs a tongue jack.

BELOW: Providing support in the Warehouse are Material Specialists, from left, Kim Dominguez, Josh Williams and James King.

Photos by Eric Wolfe



Sacramento Municipal Utility District

# TOOLS

The SMUD Tool Room is a busy place first thing in the morning



**T**ools. Since our earliest days, humans have used tools to be more effective in their work. So it's no surprise that the Tool Room is one busy place first thing in the morning when SMUD crews are making sure they have what they need to get the job done. You might find Lance Wall taking a look at a propane tank brought in by Apprentice Lineman Miguel Navarro for inspection, or Jeremy Penney checking out a vehicle to Cable Splicer Tom O'Connell, or David Doerflinger repairing a tongue jack to put a SMUD trailer back together. Or you might see Line Inspector Steve Granlees slipping behind the counter to locate a part.

If it's materials you're looking for, then you'd better head on over to the Warehouse, where IBEW member Gary Popp and the other Materials Specialists receive, store and issue all the materials

RIGHT: Offering early morning encouragement is Phil West, SMUD Director of Distribution Services.

needed for line construction, distribution and maintenance, including poles, cable and hardware.

Got everything you need? Then head on out and work safe!

