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News briefs

A "bad job"

is one that pays less than \$16 per hour and offers no health insurance or pension, according to a study from the Center for American Progress. In 1979, the number of 18-34 year olds in a so-called "bad job" was 34.7%. Today, the number has grown to 40.8%.

Wind power capacity increased by 46% in 2007 in the US, with \$9 billion invested in wind plants in 2007 alone, making the US the fastest-growing wind power market in the world, according to the US Department of Energy. Wind projects accounted for 35% of all new US electric generating capacity in 2007.

Older workers won protection from the Supreme Court in a 7-1 ruling that private companies and public agencies must defend the criteria they use for layoffs if the cutbacks disproportionately affect older workers.

Power workers of the Northern and Yorkshire electricity companies in northern England prepared to boycott overtime and not cover standby shifts in late June to press their demand for an 8% pay hike to achieve greater parity with workers at other electricity providers, according to the Halifax Evening Courier.

Get answers to your union questions at:
www.ibew1245.com

Utility Reporter

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Volume 57 No.4 • July/August 2008

UNITY IS STRENGTH

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"Our members went to work every day and tried to get the work done, in spite of obstacles put in their way. Their workarounds were the difference between the very critical condition you are in and a complete disaster."

— Business Manager Tom Dalzell

Time to talk

PG&E Physical and Benefits Agreements on the table



Steve Rayburn, PG&E Director of Industrial Relations, right, presents the company's opening proposals for the Physical Agreement. Listening, from left, are Assistant Business Manager Dorothy Fortier, President Mike Davis, Business Manager Tom Dalzell, Assistant Business Manager Bob Choate, Retiree Representative Jack Hill, and Executive Board and Bargaining Committee member Mike Jacobson. Sitting next to Rayburn are PG&E Senior Director of Labor Relations Andy Williams and Lead Negotiator John Moffat.

IBEW Local 1245 and Pacific Gas & Electric exchanged their initial proposals June 6 at Weakley Hall to kick off this year's general negotiations—the union's first full-scale bargaining with PG&E in six years.

In his opening remarks, Local 1245 Business Manager Tom Dalzell reminded company negotiators that union members had stood with PG&E through its bankruptcy and reorganization, and had performed heroically in maintaining service during PG&E's problem-plagued Business Transformation.

"Our members went to work every day and tried to get the work done, in spite of obstacles put in their way. Their workarounds were the difference between the very critical condition you are in and a complete disaster," Dalzell said.

Management may see the need to learn from their mistakes and move on, but union members can't put the experience behind them so quickly. "There is resentment in the bargaining unit over spending money on initiatives that made them less productive and less efficient," Dalzell said.

Among the top issues that union members are concerned about going into bargaining, judging by the proposals submitted at unit meetings, are retiree medical costs and pension benefits for current and future retirees, Dalzell said.

The company's continuing failure to provide adequate staffing in many classifications is another major concern for PG&E employees, Dalzell said, noting that the company currently has 538 unrestricted union vacancies that have been frozen. A shortage of system operators is an area of particu-

continued on page 4

PG&E Shareholder Meeting



by Eric Wolfe

When Jim Findley first started attending PG&E shareholder meetings to raise concerns about workforce downsizing and deteriorating infrastructure, he didn't exactly get a hero's reception.

"I was about the only employee who ever showed up," recalls Findley, who felt something like a lone voice in the wilderness and was routinely ignored.

Things were a little different when Findley and four union brothers were asked to stand up at this year's share-

IBEW whistleblowers honored

holders meeting for some public praise by PG&E Chairman Peter Darbee.

IBEW members Steve Segale, Vince Zinkl, Mike Scafani, and Findley, along with ESC member Wayne Welsh were honored for their role in publicizing serious shortcomings in PG&E's natural gas infrastructure in the North Bay, including management attempts to cover up the problem.

Findley's own journey—call it a transformation—from dissident to hero was

"It's harder to ignore a group than it is one person."

— Jim Findley

the direct result of joining forces with other union members to collectively raise their concerns at the 2007 PG&E shareholders meeting.

"It's harder to ignore a group than it is one person," Findley said.

Faced with the union members' comments at that 2007 meeting, as well as their unrelenting efforts at the local level to document serious problems, the company launched an investigation

continued on page 3



PG&E Chairman Peter Darbee, at the podium, publicly recognized the service of Local 1245 members who were persistent in drawing the company's attention to serious problems with the gas system. From left, facing Darbee, are Mike Scafani, Wayne Welsh (ESC member), Steve Segale, Jim Findley and Vince Zinkl.

Dues increase passes

Local 1245 members approved a by-laws change at June unit meetings by an overall majority vote of 1938 to 1277. Ballots were counted at Weakley Hall on July 9, with Lem Stubblefield serving as judge. Article IX, Section 7 of the by-laws was amended as follows:

For employees hired in temporary positions other than Outside Construction, the dues shall be 2% of gross wages. Applicable International per capita and all assessments are included in the 2% of gross wages. For all other classifications the dues shall be 1.5% of wages paid at the straight time rate. Applicable International per capita and all assessments are to be paid in addition to the 1.5% of wages paid at the straight time rate.

Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

A Vote for Strength

On July 9th we learned that of the 3,215 members who voted at unit meetings in June, a total of 1,938 (approximately 60%) supported the dual unit motions from Reno and Diablo Canyon to increase dues for BA members to 1.5% of wages paid at the straight-time rate.

I have several observations about this process.

First, I am proud that so many of our members took the time to attend unit meetings. The attendance in June was

more than four times our normal attendance, and the energy in the meetings was palpable.

Secondly, I relished the spirited debate that took place in many units. Local 1245 is a democratic organization. Like any democracy, we benefit from healthy-and sometimes quite vigorous-debate. From Sandpoint, Idaho to Chula Vista in southern California, from San Francisco to Ely in eastern Nevada, our members debated union finances, union philosophy, and collective bargaining. It was an inspiration.

Although our dues remain among the lowest of west coast IBEW utility locals, we fully appreciate that the increase will not come easily to many of our members. We are all struggling with climbing gas and food prices. Nonetheless, our members chose to take on an additional burden in dues to sustain the union's effectiveness going forward.

By taking this action, Local 1245 members chose to commit enough resources to bring Local 1245's finances into black ink, and to provide the union

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Plumas-Sierra REC pact ratified

Members of Local 1245 ratified a new one-year agreement with Plumas-Sierra Rural Electric Cooperative on June 23 that enhances medical coverage for retirees, changing it from coverage-to-age-65 to covered at 50% of premium for life for medical, prescription, dental and vision coverage.

The new agreement, which takes effect July 1, also:

- Changes probationary period from 6 months to 12 months.
- Changes Clerical second shift from 11am to 9pm to no later than 7:30 pm.
- Adds flexible work hours language, i.e. 4/10's 5/4/9's.
- Changes vacation accrual maximum from two-times annual accrual to unlimited.
- Adds on-call language for holiday weekends.

- Adds language around NERC-required background checks.
- Changes corrective eye surgery benefit to 75% up to \$2500.
- Allows opt-out on medical insurance. Opt out monthly incentive of \$230 (employee only) \$511.18 Employee and family).
- Defines Medical Dental and Vision plans as the best available from NRECA and adds actuarially equivalent language should offerings change.

Serving on the Local 1245 bargaining committee were Bob Smith, Jason Tow, LeTina Trowbridge, Bruce Smith, Judy Alexander and Business Rep. Randy Osborn.



Randy Osborn

Yerginton pact ratified

Members of Local 1245 in Yerginton, NV unanimously ratified a new Memorandum of Understanding in May.

The new agreement provides annual general wage increases of 4% effective July 1, 2008, 2009 and 2010.

In addition, the employees will receive \$1.50/hour while on standby. Previously employees received \$25 on Saturday and Sunday, while they were strongly encouraged to work on standby Monday-Friday without compensation.

Negotiating for the union were Jack Smith, Helen Sturtevant, and Business Rep. Pat Waite.



Pat Waite

CALENDAR

July 26-27: Advisory Council, Vacaville, CA

Aug 5: Retirees Club, Merced, CA

Aug 5: Retirees Club, Santa Rosa, CA

Aug 7: Retirees Club, San Jose, CA

Aug 13: Retirees Club, Vacaville, CA

Aug 14: Retirees Club, Dublin, CA

Sept 2: Retirees Club, Merced, CA

Sept 2: Retirees Club, Santa Rosa, CA

Sept 4: Retirees Club, San Jose, CA

Sept 10: Retirees Club, Vacaville, CA

Sept 11: Retirees Club, Dublin, CA

APPOINTMENTS

CONFERENCES AND CONVENTIONS

IBEW International Women's Conference

Cecelia De La Torre
Dorothy Fortier
Chris Habecker

Grace Carroll Rocky Mountain Labor School

Kim Mize
John Rouse
Chirs Gillespie

Labor's Joint Legislative Conference

Mike Davis
Art Freitas

IBEW Safety Caucus and Fall Meeting Labor Division Meeting

Ralph Armstrong
Sergio Munoz
Michael Gomes
Robert Burkle

APPOINTMENTS

DAVEY TREE (SANTA CLARA)

Bargaining Committee
Marco Hernandez

NCPA

Bargaining Committee
Kevin Ricks
Paul House
Hershel Allen
Scott Sexton

PACIFIC GAS & ELECTRIC

Inspector Bargaining Committee
Samuel W. Burton

Environmental Field Specialist Bargaining Committee

Scott Armstrong
John Villalobos
Michael Harbick
Jenifer Hope
Hugo Jurado
Bryan Nicholson
Pamalet Mackey

Fire Retardant Clothing Committee

Jason Haase
Lou Mennel
Linda Robbins
Al White
Jennifer Cantrell
Dan Mayo

SACRAMENTO REGIONAL TRANSIT

Ballot Committee
Ray Adams
Arthur Montano
Paul Williams
Richard Godfrey

BELLA VISTA WATER DISTRICT

Bargaining Committee
Philip Alleman
Michael Grandmain
Michele McLean

CITY OF REDDING ELECTRIC

Bargaining Committee
James Rich
Paul Snyder
Thomas Sparks
Jeff Torres
Mark Larsen
Sean McCall

CITY OF REDDING MAINTENANCE

Bargaining Committee
Michael Carnahan
Chris Fleming
Mathew Cervenka
Darryl Hughart
Gary Moeckli
David Guadgni

IBEW LOCAL 1245

Bylaw Amendment Ballot Committee

Lem Stubblefield - Judge
Ron Moon
Robert Vigil
Sheila Lawton
Letina Trowbridge
Christine Lay
Pat Colip



UtilityReporter

July/August 2008
Volume 57 No. 4
Circulation: 23,100



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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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Shareholder Meeting, *continued* from page 1

that led to the firing of several management employees and the departure of the area director.

At this year's meeting, held May 14 at the company's San Ramon Learning Center, Darbee asked the members to rise, saying "I want to thank you for making PG&E a better company."

When given an opportunity to speak later in the meeting, the union members offered some additional things for the company to think about. Findley cautioned PG&E on contracting out, noting that it can lead companies on a "race to the bottom" where working people never receive progressive vacations and other benefits.

Segale noted that the union members had come to the shareholder meeting in 2007 because there was "nowhere else to turn." He thanked Darbee for meeting with them and for taking action.

"You turned the ship in a different direction," Segale said, and "gave us management we can take our issues to." He expressed his hope that the profits and benefits gained by the work of union members "can trickle down to those of us who hope to retire and have adequate medical and pension."

Zinkl gave a Shakespearean twist to his comments by noting that in 2007 "I came here to bury the company, not to praise it." In the year that followed, however, PG&E had taken "decisive and robust remedial actions" in response to the union members' complaints, he said.

"Our shared interest in the environment has also been well served. Capping off the gas leaks throughout our system will do more to reduce our company's carbon footprint than most of the other laudable green initiatives we have going," he said.

Then, echoing Segale's concern about upcoming contract negotiations, Zinkl noted:

"A lot of money's slipped away due to Transformation. My fear is the company might seek to mitigate those losses at the expense of the working men and women of PG&E," he said.

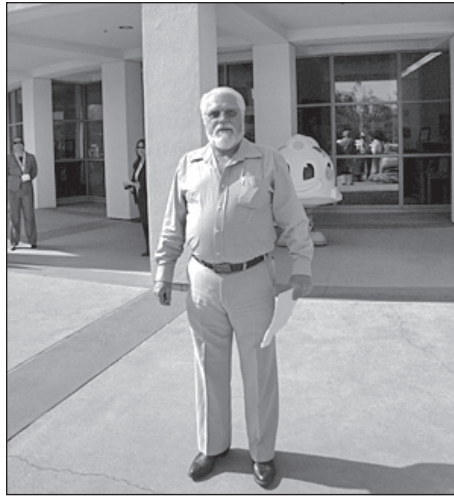
Zinkl concluded with a direct appeal to Darbee. "We've been there for you. It's time for you to be there for us."

Findley knows this is just a step on a longer journey and he expects to be back for future stockholder meetings to publicize issues he cares about. And given a choice between showing up alone or with a group, he knows that he's likely to get more action if it's a group.

"All of a sudden things start happening. People start saying, 'Maybe there's something to what this guy's saying.'"

"We've been there for you. It's time for you to be there for us."

- Vince Zinkl



Jim Findley had been a lonely voice sounding the alarm at PG&E shareholder meetings for many years. When he showed up in 2007 with other concerned employees, the company started to pay attention. "It's harder to ignore a group than it is one person," says Findley. From left: Wayne Welsh (ESC), Vince Zinkl, Steve Segale, Mike Scafani, and Jim Findley.



Increased options for employees affected by SmartMeter

We are pleased to announce that today (June 27) PG&E and the IBEW have reached agreement on a process to support bargaining unit employees affected by the ongoing deployment of SmartMeter™. The agreement will allow employees to have increased options surrounding their displacement and will help to ease them into a new career.

When the implementation of SmartMeter™ first began, PG&E and the IBEW agreed to fill meter reading positions with hiring hall employees in order to reduce the number of PG&E employees that might be displaced. This agreement was successful in vacating more than 66 percent of the meter reading positions, substantially reducing the number of potential involuntary displacements.

As the SmartMeter™ deployments continue, affected employees will begin to be notified of their pending displacement. This notification also will initiate the Transition Benefits (outlined in Letter of Agreement 05-66), which include:

- Rights to IBEW unrestricted appointments and entry level jobs prior to external hiring
- Consideration for ESC and A&T positions prior to external hiring
- Wage protection for 3 years
- Enhanced education assistance (up to \$5,250)
- Enhanced relocation (\$5,000)

At intervals to be discussed between the parties, employees will be provided notice and given a Displacement Option Form. Employees will then have seven calendar days to complete the form, indicating their preference for the following options:

- Layoff with severance benefits (includes transitional and educational leave options).
- Another employment opportunity from a list of vacancies.
- Change headquarters and replace a hiring hall employee, if available.

[The letter agreement is posted on the IBEW1245.com website home page under "Current News" and also under "PG&E Letter Agreements"]

More details on the process will be shared at upcoming meetings being scheduled for meter reading supervisors and bargaining unit employees in July.

PG&E and the IBEW will continue to work together to provide employees with the resources needed to assist them in their transition.

John Simon
PG&E Senior Vice President
Human Resources

Tom Dalzell
Business Manager
IBEW Local 1245

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pge@work, go to "My
Stuff," select "IBEW"

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Time to Talk, continued from page 1
lar concern. Another is a shortage of Gas T&D personnel.

“Every day they go to work it is a complete scramble about how the work is going to get done,” Dalzell said. At the same time, members can see that the ranks of directors are swelling.

Dalzell noted that virtually none of PG&E’s top managers were with the company during the last general bargaining. As a result, some managers may view certain contract provisions dealing with working conditions as mere obstacles to management’s goals, not realizing that these contract provisions are

Among the top issues that union members are concerned about going into bargaining, judging by the proposals submitted at unit meetings, are retiree medical costs and pension benefits for current and future retirees, Dalzell said.

the result of 58 years of give and take at the negotiating table.

“It is a moment to decide,” Dalzell concluded. “The result of these negotiations, more than any workshop on workforce culture, will set the tone for the next several years.”

MORROW OPENS FOR COMPANY

President and CEO Bill Morrow, delivering PG&E’s opening remarks, told of his early days in the telephone industry, where he worked two years as a member of Communications Workers of America.

In his first management job—supervising a line crew—he learned to “listen to the experience and wisdom of those around you.” Morrow said he can remember being ridiculed “for things I didn’t have any responsibility for” and vowed to himself that he would never let anybody work in that same sort of environment. (At Utility Reporter press time we learned that Morrow is leaving

PG&E.)

Morrow said the basic definition of management is “making your resources productive,” and that the starting point for resolving problems is to ask, “What are we trying to achieve?”

The company must ask customers, “What do you need from us?” and try to give customers what they really want rather than what the company may think they want.

Morrow offered this view of the role of shareholders in the company: “You can’t service the customer without serving the shareholder. Because if you don’t serve the shareholder your money dries up.”

Business Transformation, Morrow suggested, is really about the company’s broader goal of finding better ways of doing things. “It’s not about Business Transformation,” he said, “it’s about being better tomorrow than today.”

Morrow expressed concerns about some of the provisions in the labor

agreement—which he termed “a very convoluted contract”—but he was adamant on one point:

“I am pro-union and we’re a pro-union company. You can quote me on that. We have no intention of changing that.”

BARGAINING PROCESS

Steve Rayburn, PG&E’s Director of Industrial Relations and Chief Negotiator, distributed a synopsis of the company’s opening proposals, which he said the company had been working on since January.

In all, there were 45 proposals concerning working conditions, which Rayburn said were generally designed to help create “flexibility in serving customers.”

Of these 45 proposals, the company designated four to be of “major interest”: 33, 34, 36 and 41. (Later in the day, the company informed the union it was withdrawing proposal 43.)

Rayburn introduced Andy Williams, Senior Director of Labor Relations, and

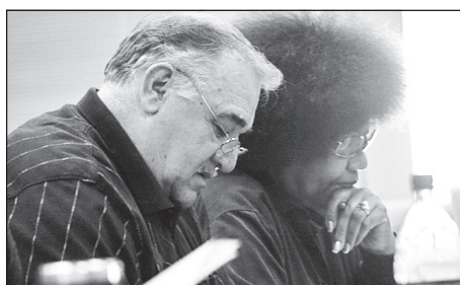


Getting Ready:
Bargaining Committee on June 5th wraps up preparations for the exchange of proposals

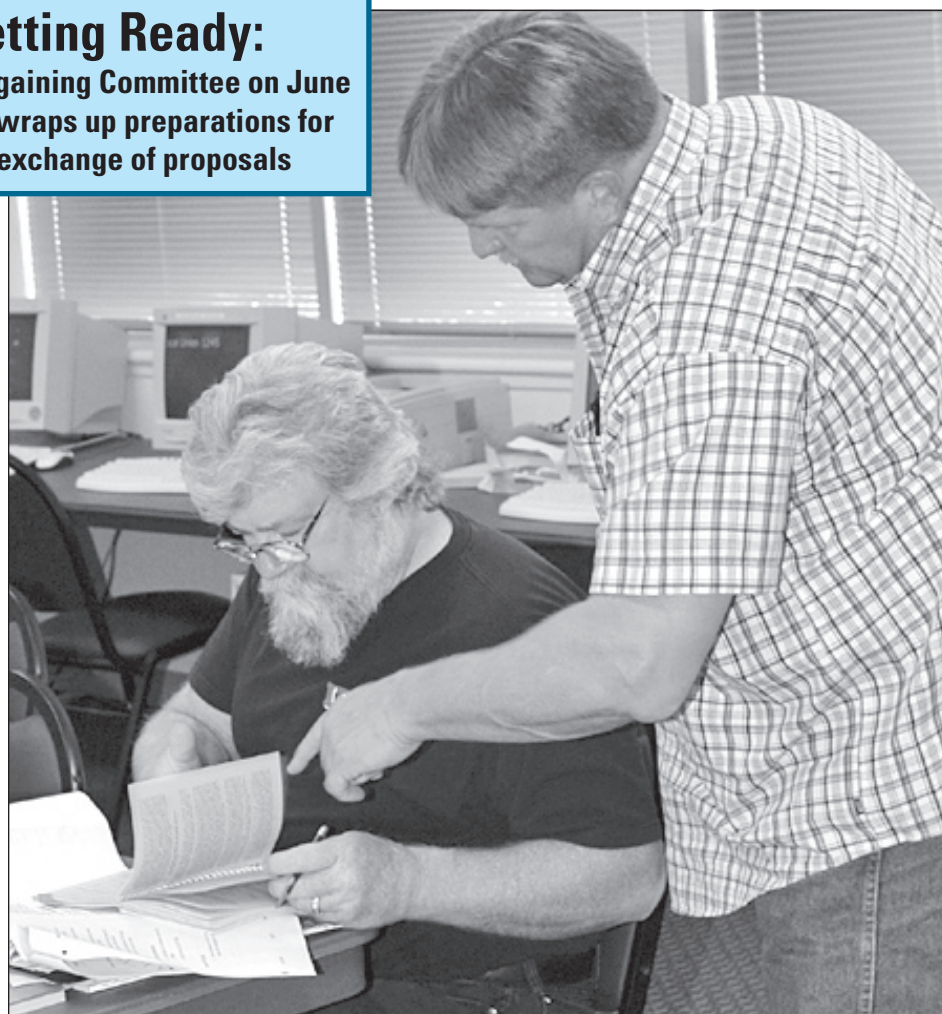
The day before bargaining begins, Business Manager Tom Dalzell works with committee members to figure out the specific proposals each member will explain to the company.



Office Manager Tonya Alston provides support to both the Physical and Benefits Committees.



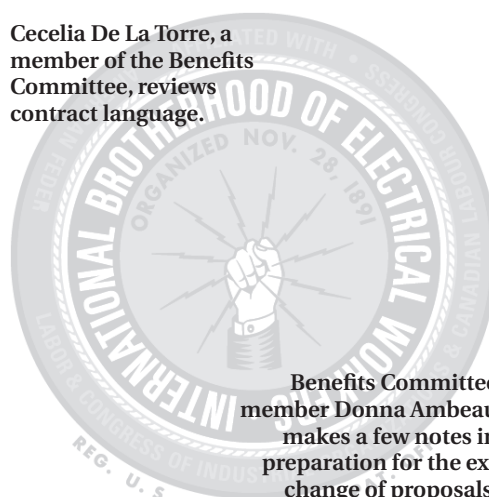
Leading the day-to-day negotiations will be Bob Choate (Physical Agreement) and Dorothy Fortier (Benefits Agreement).



Brian Kapaun, seated, and Mike Saner review General Construction proposals.



Cecelia De La Torre, a member of the Benefits Committee, reviews contract language.



Benefits Committee member Donna Ambeau makes a few notes in preparation for the exchange of proposals.



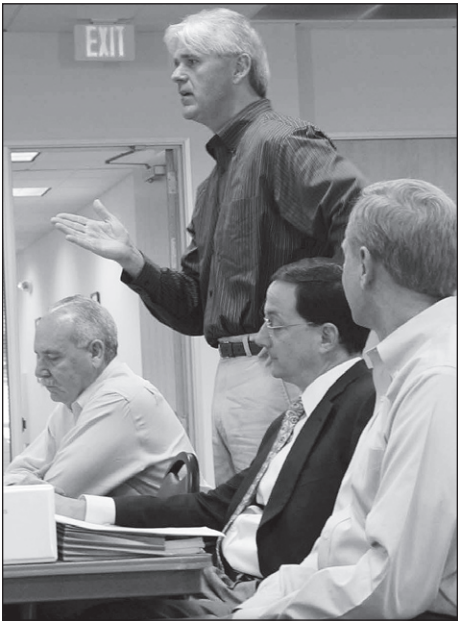
Darryl Rice, a member of the Physical Committee, reviews bargaining materials.



Stu Neblett is one of the union’s expert number crunchers on the Benefits Committee.



the rest of the company's bargaining team, including John Moffat, who will lead negotiations on the Physical agreement; Kathy Price, who will lead negotiations on the Benefits agreement; Frances Wilder-Davis, who handles Clerical issues; Terry Morford, Senior Director – Business Projects; and Christine LaMontagne, who will handle the company's communications.



PG&E President and CEO Bill Morrow introduces PG&E's opening proposals for general bargaining on June 6.

Dalzell had the union's negotiators introduce themselves. They are:

PHYSICAL AGREEMENT COMMITTEE

- Brian Kapaun**, GC Field Clerk in Rocklin
- Dan Mayo**, Troubleman in Merced
- Darryl Rice**, Gas Crew Leader Welding in Richmond
- Russ Rylee**, Transmission Troubleman in Redding
- Mike Saner**, GC Subforman-A in San Carlos
- Dave Sankey**, System Operator in Merced

BENEFITS AGREEMENT COMMITTEE

- Donna Ambeau**, Sr. Service Rep I in Oakland
- Bryan Carroll**, Corrosion Mechanic in Sacramento
- Cecelia de la Torre**, Service Rep in Manteca
- Dee Green**, Operating Clerk in West Sacramento RMC
- Stu Neblett**, Telecom Crew Leader in Cottonwood
- Mark Newman**, Telecom Crew Leader in Salinas
- Jack Hill**, Retiree in San Jose
- Perry Zimmerman**, Retired Business Manager
- Senior Assistant Business Manager Sam Tamimi**
- Assistant Business Manager Dorothy Fortier**
- Business Rep. Pat Waite** (unable to be present)

BOTH COMMITTEES

- Mike Jacobson**, Sr. Control Operator at Diablo Canyon
- Ed Dwyer**, Gas Service Rep in Fresno
- Ron Moon**, Troubleman in Bakersfield
- Mike Scafani**, Gas Foreman in Petaluma

Assistant Business Manager Bob Choate will lead the union's effort in the General Bargaining (Physical). Assistant Business Manager Dorothy Fortier will lead the union's effort in Benefits bargaining. Business Manager Tom Dalzell leads the overall bargaining effort.

The company and union will spend the summer months studying each other's proposals. It is possible that joint meetings will be held during that time to study specific topics. Actual negotiations are scheduled to begin in early September.

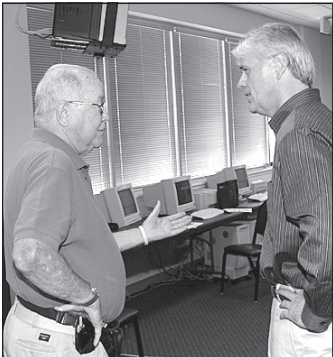


PG&E President Bill Morrow, left, has informal discussions during a break with (from left) Ron Moon, Stu Neblett, Dan Mayo, Russ Rylee, and (behind Rylee) Mark Newman.

Presenting Our Proposals



After months of preparation, the union and company come face-to-face for the exchange of proposals.



Retiree Representative Jack Hill discusses retiree concerns with PG&E President Bill Morrow.



Director of Industrial Relations Steve Rayburn and Bargaining Committee member Ed Dwyer talk during a break.

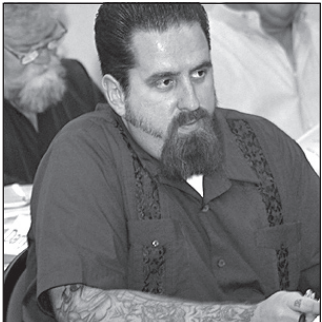


Mike Scafani, who serves on both the Physical and Benefits Committees, presents a union proposal for training gas personnel in the use of flash suits.

Photos by Eric Wolfe



Assistant Business Manager Sam Tamimi explains the union's proposal that PG&E return to the basic principles of positive discipline, which he says have been eroded over the years.



Dave Sankey, a member of the Physical Committee, presents a union proposal concerning meals.



Dee Green enjoys a lighter moment during the presentation of proposals. She is flanked by Mark Newman, left, and Bryan Carroll, fellow members of the Benefits Committee.

John McCain ... on the record

Informed voters can vote their interests. Uninformed voters won't know what hit them until it's too late. During this election season, Local 1245 will bring you factual information about where the presidential candidates stand on issues important to working Americans—information drawn from the candidates' public comments and their voting records.

Wages

8-in-10:

Nearly eight-in-ten (79%) respondents say it is more difficult now than five years ago for people in the middle class to maintain their standard of living.

Pugh Research Center, "Inside the Middle Class: Bad Times Hit the Good Life," April 9, 2008

23 million:

Jobs created during Bill Clinton presidency (1993-2000)

5 million:

Jobs created during George W. Bush presidency (2001-2008)

The Bush Job Record, New York Times, June 20, 2008

Senator McCain voted against workers' right to premium pay for overtime work. The Bush administration came up with rules that threatened the overtime rights of 6 million workers. The Senate tried to protect the overtime rights of those workers. McCain voted with Bush, against overtime protections.

S. 1637, Vote #79, 5/4/04

Senator McCain opposed the Lilly Ledbetter Fair Pay Act, which tried to protect workers against wage discrimination after the Supreme Court ruled that Lilly Ledbetter couldn't sue her employer for wage discrimination because she didn't discover the problem and act soon enough. McCain missed the vote, but made it clear he opposed the Fair Pay Act, saying it "opens us up for lawsuits, for all kinds of problems and difficulties."

H.R. 2831, 4/23/08; "McCain's Compassion Tour," by Gail Collins, New York Times, 4/26/08

Senator McCain voted on numerous occasions to gut federal prevailing wage laws. Prevailing wage laws help workers. They prevent the government from using its economic power to undercut union-negotiated wage rates when putting out federal contracts for bid. McCain has consistently sided with employers who want to use the power of the federal government to put downward pressure on wages.

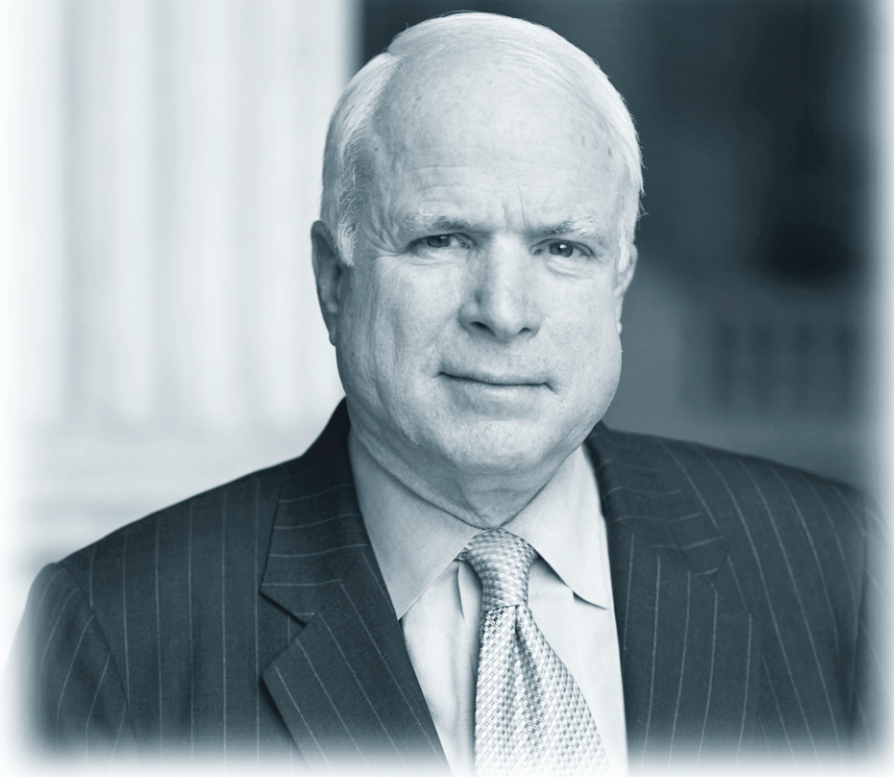
S. Amdt. 4031, Vote #134, 5/22/96; S. 1650, Vote #320, 10/7/99

Senator McCain opposed a minimum wage increase. McCain voted with the Republicans in 2007 to stall a clean minimum wage increase for working families, even though there had been no minimum wage increase for over 10 years.

H.R. 2, 1/24/07

"I think we are better off overall if you look at the entire eight-year period, when you look at the millions of jobs that have been created, the improvement in the economy, etc."

John McCain, Republican debate at Reagan Library in Simi Valley 1/30/08



Taxes

2,500:

The number of years a worker making \$40 an hour would have to work to earn what one of the 400 richest Americans pocketed in 2005.

The New Inequality, The Nation, 6/30/08

Senator McCain is proposing massive tax cuts for corporations and the wealthy. McCain's economic plan offers two massive tax cuts for corporations, slashing tax rates from 35% to 25%, with 58% of the benefits going to the top 1% of taxpayers. This is an even larger tax rate cut for the wealthiest taxpayers than what Bush gave them.

Reuters, 3/10/08; "Five Easy Pieces and Two Trillion Dollars," Center for American Progress Action Fund, 3/21/08

Senator McCain wants to tax employees' health benefits. McCain would make employer-paid health premiums part of employees' taxable income, creating a new tax on working families.

Washington Post, 6/11/08

Senator McCain has consistently voted for tax cuts targeted at the wealthiest Americans, while providing little relief or no relief for working Americans. In many cases, these tax cuts were to be financed by cuts to health, education and training programs that benefit working people.

S. 2020, Budget Reconciliation, 11/18/05; S. Con. Res. 95, 3/12/04; H. Con. Res. 83, 5/10/01

Q: Wall Street executives are making millions, paying tax rates of 15%, while the average guy is paying 30% in taxes. Is this system fair?

McCain: Everybody's paying taxes, and wealth creates wealth. A vibrant economy creates wealth. Revenues are at an all-time high.

Q: So you're saying the system is fair?

McCain: Sure it's fair. The bulk of the taxes are paid by wealthy people.

John McCain, Republican debate in Dearborn, Michigan Oct 9, 2007

Worker's Rights

30: The percentage by which union workers' average weekly wage exceeds that of non-union workers.

U.S. Department of Labor, Bureau of Labor Statistics, 2007

Senator McCain opposes workers' freedom to form unions. McCain voted *against* the Employee Free Choice Act, which would level the playing field for workers trying to form unions. He voted *for* a National Right-to-Work-for-Less law that would attempt to eliminate unions altogether.

H.R. 800, Vote #227, 6/26/07; S. 1788 Vote #188, 7/10/96

Senator McCain crossed a Writers Guild picket line to appear on "The Tonight Show with Jay Leno."

<http://thinkprogress.org/2008/01/31/mccain-crosses-picket-line-to-appear-on-lenol>

Senator McCain voted to allow employers to hire permanent replacements during a strike. When Congress tried to pass a bill that would bar employers from hiring permanent replacements for striking workers, McCain helped filibuster the bill to death.

S. 55, Vote #189, 7/13/94

“We must streamline our workforce, demand high standards of behavior, promote excellence at every level based on merit and accountability, and not let good workers be crippled by the fine print of the latest union contract.”

John McCain address to the Oklahoma State Legislature, 5/21/07

Health Care

38.4 million:

The number of Americans without health insurance in 2000

46.9 million:

The number of Americans without health insurance in 2006

U.S. Census Bureau, Income, Poverty, and Health Insurance Coverage in the United States, 2006. August 2007

Senator McCain has proposed taxing workers' health care premiums. McCain's proposal essentially creates a new tax on working families. The modest tax credit McCain wants to give people to cover his new tax would cover less than half the average health premium, leaving workers to pick up the difference.

Senator McCain's proposed tax on workers' health will encourage employers to stop offering health care, pushing workers into an unregulated private insurance market to fend for themselves. Big insurance companies will be free to weed out people with health care needs, charge excessive premiums and limit benefits—and leaving many with no health care at all. Because of the substantially higher administrative costs in the individual market, covering more people this way will increase U.S. annual spending on insurance administration.

Washington Post, 6/11/08; The Commonwealth Fund, Envisioning the Future, 1/08; Health08.org Forum, 10/31/07; Kaiser/HRET Employer Health Benefits 2007 Annual Survey; Center on Budget and Policy Priorities, 9/20/06, 4/5/06; New York Times, April 30, 2008

“There's a couple of principles: To make the recipient of the health insurance much more responsible in health-care costs.”

John McCain at the 2007 Republican primary debate on Univision, 12/9/07

Trade

1,000,000:

The number of jobs lost due to NAFTA between 1993-2004.

Economic Policy Institute, 7/20/05

Senator McCain strongly supported the North American Free Trade Agreement (NAFTA), and defended his position in Iowa last year, saying “Have people lost jobs? Yes, they have, and they're gonna lose jobs.”

H.R. 3450, Vote 395, 11/20/93; John McCain interview, Des Moines Register, 11/27/07

Senator McCain strongly supported the Central American Free Trade Agreement, despite the threat to U.S. jobs and the agreement's lack of enforceable protections for core workers' rights, such as the freedom to form unions. The excessive protections provided to multinational corporations undermine the ability of governments to protect public health and the environment.

S. 1307, Vote #170, 6/30/05

Senator McCain voted for every other trade agreement that has come up. He voted for trade agreements with Oman, Singapore, Chile and Morocco, among others, as well as for Fast Track bills to make it easier for the president to enact trade agreements without strong worker protections.

S. 33569, Vote #190, 6/29/06; H.R. 2739, Vote #318, 7/31/03; H.R. 2738, Vote #319, 7/31/03; H.R. 434, Vote #353, 11/3/99; H.R. 3009, Vote #115, 5/16/02, Vote #117, 5/21/02, Vote #207, 8/1/02; S. 1269, Vote #292, 11/4/97

“We need to build on the passage of the Central America Free Trade Agreement by expanding U.S. trade with the region... Let's start by ratifying the trade agreements with Panama, Peru and Colombia that are already completed, and pushing forward the Free Trade Area of the Americas.”

John McCain, to the Florida Association of Broadcasters, published 6/20/07

Barack Obama ... on the record

Informed voters can vote their interests. Uninformed voters won't know what hit them until it's too late. During this election season, Local 1245 will bring you factual information about where the presidential candidates stand on issues important to working Americans—information drawn from the candidates' public comments and their voting records.

Wages

8-in-10:

Nearly eight-in-ten (79%) respondents say it is more difficult now than five years ago for people in the middle class to maintain their standard of living.

Pugh Research Center, "Inside the Middle Class: Bad Times Hit the Good Life," April 9, 2008

23 million:

Jobs created during Bill Clinton presidency (1993-2000)

5 million:

Jobs created during George W. Bush presidency (2001-2008)

The Bush Job Record, New York Times, June 20, 2008

Senator Obama supports the right of workers' to receive premium pay for overtime work. When the Senate considered a measure to disqualify as many as 10 million workers from overtime pay protections, Obama stood with workers by opposing the measure.

S.Amdt. 128 to S. 256, Vote 27, 3/7/05

Senator Obama has defended the right of workers to receive the prevailing wage on federal projects. In the Senate, he opposed a plan to strip prevailing wage protections for workers on bridge construction projects. "We need to make sure workers building America's infrastructure are making the prevailing wage and getting the benefits they deserve," Obama said.

*S.Amdt. 2844 to HR 3074, Vote 334, 9/12/07;
Obama speech to Building Trades Conference, 4/15/08*

Senator Obama supported the Lilly Ledbetter Fair Pay Act, which tried to protect workers against wage discrimination after the Supreme Court ruled that Lilly Ledbetter couldn't sue her employer for wage discrimination because she didn't discover the problem and act soon enough.

H.R. 2831, 4/23/08

Senator Obama has consistently voted for an increase in the minimum wage. "Let's finally make the minimum wage a living wage. Let's tie it to the cost of living so we don't have to wait another 10 years to see it rise," he said.

*H.R. 2, 1/24/07; S. 2766, 6/21/06; S. 256, 3/7/2005;
Take Back America 2007 Conference, June 19, 2007*

"Let's finally allow our unions to do what they do best and lift up the middle class in this country once more."

Barack Obama, Take Back America
2007 Conference, June 19, 2007



Taxes

2,500:

The number of years a worker making \$40 an hour would have to work to earn what one of the 400 richest Americans pocketed in 2005.

The New Inequality, The Nation, 6/30/08

Senator Obama is proposing tax cuts targeted to average Americans, not the wealthy. Families making between \$37,595 and \$66,354 of annual income would get an average tax cut of \$1,042 per family while McCain's tax cut for this group would be \$319. Obama favors repealing the Bush tax cuts for the wealthiest 1% of Americans. "At a time when Americans are working harder than ever, we are taxing income from work at nearly twice the level that we're taxing gains for investors. We've lost the balance between work and wealth," Obama said.

ThinkProgress.org, 6/12/08; Tax Policy Center (TPC) Report, 6/11/08; CNN, 9/18/07

Senator Obama has proposed universal affordable health care and is against taxing employees for their health care benefits. "If you already have health insurance, the only thing that will change for you under this plan is that the amount of money you will spend on premiums will be less," Obama said.

Newsday, 5/29/07; Obama speech in Iowa City, Iowa, 5/29/07

Senator Obama twice voted against Bush's tax cuts for the wealthy. He opposed tax cuts of \$60 billion and \$70 billion that would have gone primarily to wealthy families, and that would be paid for by huge cuts to programs vital to working families.

S. 2020, Vote 347, 11/18/05; H.R. 4297, Vote 118, 5/11/06

"Right now we've got a whole host of corporate loopholes and tax havens. There's a building in the Cayman Islands that houses supposedly 12,000 US-based corporations. That's either the biggest building in the world or the biggest tax scam in the world, and we know which one it is."

Barack Obama, Democratic Debate,
Des Moines Register, 12/13/07

Worker's Rights

30: The percentage by which union workers' average weekly wage exceeds that of non-union workers.

U.S. Department of Labor, Bureau of Labor Statistics, 2007

Senator Obama supports workers' freedom to form unions. Obama co-sponsored and voted for the Employee Free Choice Act, the bill to level the playing field for workers trying to form unions.

H.R. 800, Vote #227, 6/26/07

Senator Obama doesn't cross picket lines, he walks *in* them. Obama joined a hometown picket line at Chicago's Congress Plaza Hotel last year, where workers have been on strike for four years. He praised their determination to stick together, saying "The reason you have been able to do it is because you are a member of a strong union. When workers are divided, employers can pick them off...when workers are united, every worker benefits."

Baltimoresun.com, Obama Walks Picket in Chicago, 7/16/07

Senator Obama opposes the use of replacement workers to undercut a strike. In the Illinois state senate, Obama voted to prohibit companies from contracting with a day or temporary service to replace an employee during a strike or lockout.

SB 1645, 2004

“

In this country, we believe that if the majority of workers in a company want a union, they should get a union...The choice to organize should be left up to workers and workers alone. It should be their free choice.

Barack Obama, Take Back America Conference, 6/19/07; Obama Senate Press Release, 6/20/07

”

Health Care

38.4 million:

The number of Americans without health insurance in 2000

46.9 million:

The number of Americans without health insurance in 2006

U.S. Census Bureau, Income, Poverty, and Health Insurance Coverage in the United States, 2006. August 2007

Senator Obama has called for “universal, affordable health care in America.” Obama proposes a national health plan, similar to what members of Congress enjoy, that would be available to all. Key features would be guaranteed eligibility; affordable premiums, co-pays and deductibles; and quality care standards.

Newsday, 5/29/07; Obama for America

Senator Obama disagrees with McCain's call to tax employee health benefits. Obama believes employers—all employers—must help shoulder responsibility for the costs of health care, not just the fraction that help now: “Employers are going to have to pay or play. I think that employers either have to provide health care coverage for their employees or they've got to make a decision that they're going to help pay for those who don't have coverage outside the employer system.”

Barack Obama, SEIU Democratic Health Care Forum in Las Vegas Mar 24, 2007

“

And I promise you this: I will sign a universal health care plan that covers every American by the end of my first term as president.

Barack Obama, Take Back America 2007 Conference, June 19, 2007

”

Trade

1,000,000:

The number of jobs lost due to NAFTA between 1993-2004.

Economic Policy Institute, 7/20/05

Senator Obama wants to renegotiate NAFTA or opt out, saying “We should use the hammer of a potential opt-out as leverage to ensure that we actually get labor and environmental standards that are enforced,” Obama said.

Cleveland Democratic Debate, 2/26/08

Senator Obama voted against the Central American Free Trade Agreement because it did not contain adequate protections for the environment or for workers, such as the freedom to form unions.

S. 1307, Vote #170, 6/30/05

Senator Obama opposes tax breaks for job exporters. “I will end the tax giveaways to companies that ship our jobs overseas, and I will put the money in the pockets of working Americans, and seniors, and homeowners who deserve a break,” Obama said.

Barack Obama, Nov. 3, 2007 cited at FactCheck.org

Senator Obama proposes an Advanced Manufacturing Fund to prevent job displacement. He also proposes Trade Adjustment Assistance that would create education accounts to help workers retrain and also provide retraining assistance for vulnerable workers before they lose their jobs.

Chicago Sun-Times, 5/14/08; Obama for America

“

The truth is, trade is here to stay and that if we have strong labor and environmental protections in our agreements, and if our trading partners are playing by the rules, trade can be a good thing for our workers and our economy.

Barack Obama, speech to Building Trades Conference, 4/15/08

”



Richard Tracy, left, and Jared Dillard build the new crossarm on the ground.



Steve Bottrell preparing the riser for installation.



Richard Tracy, right, and Steve Bottrell



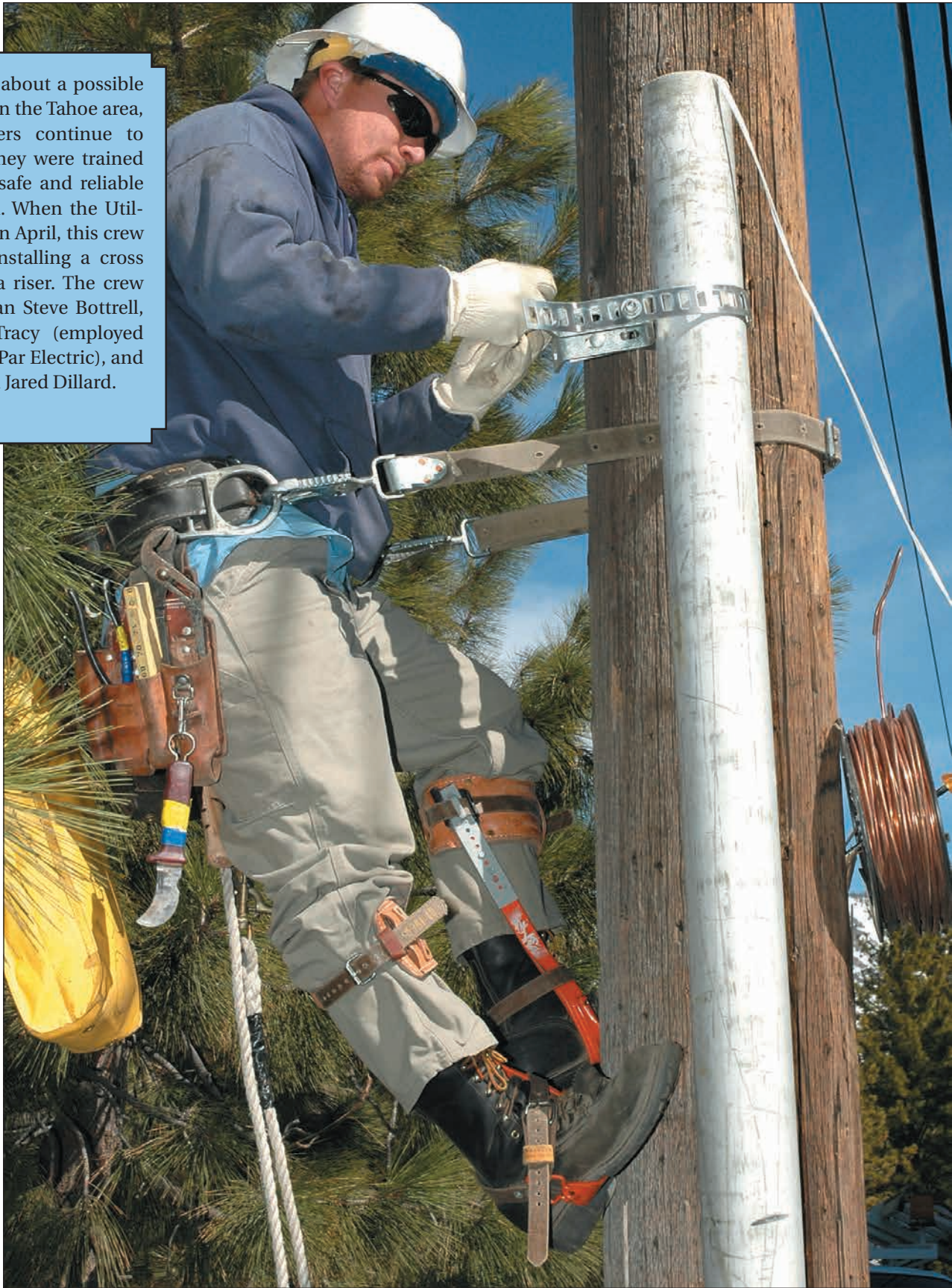
Dillard and Tracy maneuver the top segment of the riser into position.



Foreman Steve Bottrell and Local 1245 Business Rep. Randy Osborn discuss recent developments at Sierra Pacific Power, including the utility's possible sale of California assets.

Regardless of talk about a possible sale of Sierra assets in the Tahoe area, Local 1245 members continue to perform the work they were trained to do: maintaining safe and reliable power to the region. When the Utility Reporter visited in April, this crew was building and installing a cross arm and installing a riser. The crew consisted of Foreman Steve Bottrell, Lineman Richard Tracy (employed by IBEW contractor Par Electric), and Apprentice Lineman Jared Dillard.

Photos by Eric Wolfe



Jared Dillard attaches strap to the riser.

Servicing Tahoe

Will the utility system that serves the Tahoe area in northern California be under new ownership?

It's an issue that IBEW Local 1245 members at Sierra Pacific Power are keeping an eye on. The Reno-based utility has provided electric service to the Tahoe area for generations, providing good jobs in an area of breath-taking beauty for lineworkers as well as clerical employees.

But all of that could change if Sierra decides to sell its profitable California assets in order to focus on high-growth areas in Nevada, a plan the utility has under review. Sierra has retained Wachovia Securities for financial advice and has a team in place to identify assets that could be sold as well as potential buyers, which could include another investor-owned utility, a municipal entity, a public utility district, or some other financial entity.

Two employers in adjacent territories—Plumas-Sierra Rural Electric Cooperative and the Truckee-Donner Public Utility District—are signatory to labor agreement with IBEW Local 1245 and would be logical contenders for pieces of Sierra's California territory. But it is not known if either entity is actively interested in purchasing any Sierra assets.

For the approximately 40 IBEW-repre-

sented employees working in Sierra Pacific's California territory, an asset sale could be life-changing. Employees could find themselves working for a new company in the Tahoe area, raising concerns about wage stability and portability of benefits. Or they might find it necessary to work at some more distant location in order to stay with Sierra Pacific.

The prospect of change could be especially worrisome for members in clerical jobs, where today's job market is not as favorable as it is for linemen.

Sierra has indicated it would take a full year or more to complete any sale after it is publicly announced, and that it anticipates that it would continue to provide operational support for the California assets, with the same

employees, for a period of time following a sale.

The union, of course, will continue to monitor developments, ready to make sure the contract's provisions are fully enforced in the event that Sierra moves from thinking about a sale to actually initiating one.

Meanwhile, Local 1245 members working for Sierra in California will continue to do the thing they do best—providing high quality electric service in a mountain terrain that can be as challenging to work in as it is beautiful to look at.



Sierra Pacific™



Richard Tracy cover an energized line with the orange snake.



Jared Dillard, on the pole, and Richard Tracy, in the bucket, maneuver the new crossarm into place.



Retiree reps make views known

Pacific Gas & Electric won't present its opening proposal for Benefits bargaining until July 14, but that didn't stop Local 1245 retirees from bending management's ear on pension and health care issues when general negotiations got started on June 6 at Weakley Hall in Vacaville.

Jack Hill, a retiree representative on the Benefits Committee and president of the South Bay chapter of the Retirees Club, took every opportunity to speak up during the presentation of proposals. During the break, he was even busier.



Above: Local 1245 Retiree Representative Jack Hill speaks up during the exchange of opening proposals on June 6 at Weakley Hall.

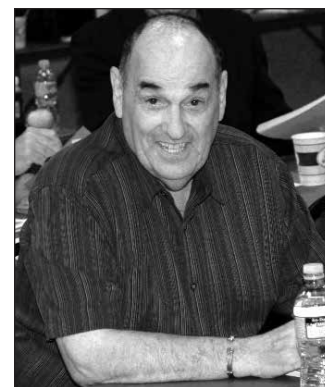
Jack Hill discusses retiree issues with Senior Director of Labor Relations Andy Williams, Director of Industrial Relations Steve Rayburn, and Terry Morford, Senior Director for Business Projects.

First he had a one-on-one with PG&E President Bill Morrow. Hill described what it's like hearing stories from long-time retirees whose health care costs have become unbearable. Then Hill shared his views with key PG&E players in the negotiations—Director of Industrial Relations Steve Rayburn, Senior Director of Labor Relations Andy Williams, and Terry Morford, Senior Director for Business Projects.



Local 1245's other retiree representative on the Benefits Committee, Perry Zimmerman, isn't going to be shy about making his views known, either. As business manager from 2001-2006, Zimmerman has seen bargaining up close and will bring his experience to the bargaining table this year on behalf of Local 1245 retirees.

Full-scale bargaining is expected to start the first week of September.



Former Business Manager Perry Zimmerman, now a member of the Benefits Committee, will lend his experience to the retirees' cause during negotiations.



Jack Hill, left, shares stories with PG&E President Bill Morrow about retirees who are suffering real hardship trying to pay their medical premiums.

Where is everyone?

By Mike Silva

Fellow retirees: for the past 15 years we've been begging you to attend any of five retiree clubs—in San Jose, Dublin (East Bay Chapter), Santa Rosa, Merced and Vacaville. We've also invited you to start your own chapters with the help of your Local 1245 Business Representative. Redding should have its own chapter, Red Bluff, Sacramento, Manteca, Fresno, Jackson, Bakersfield and all towns around and in between. How about San Francisco, San Mateo?

Where is everyone? Are you not aware that medical premiums are about to eat up your pension? Are you not aware that a 25% increase on the premium could mean a doubling of what you are already paying? If that happens this January that will cost me close to 50% of my pension.

When I agreed to retire I knew that my pension was fixed and that by the good will of my union brothers that figure would be increased once in a while through negotiations with PG&E. After all, that's what my generation did for those who went before us.

Are you not aware that the union is the only voice you have to PG&E concerning your negotiated benefits? The company *doesn't* bargain with the PSEA on retiree issues. As you may know, the company has quit sponsoring the PSEA.

Now there's the PG&E Alumni Advocates. The company listens to what they have to say because they do have a han-

dle on how retirees feel. But they don't have any bargaining power.

We used to say that PG&E was family. You don't hear that much anymore. But family or not, PG&E is concerned about the political clout we retirees have.

The union is the only place you can have a say on how to improve the quality of life for PG&E retirees. The retiree clubs are the only voice you have to the negotiating committees. So if you want your voice heard, if you'd like to help solve retirees problems, attend our established meetings or grab a few of the retirees that you know in your area or from PSEA functions and establish

your own meeting and local chapter.

There's nothing to it. To be a member you need to have been a member of the union at some point in your PG&E career. You can be a union member who retired in a management position.

The active members of the union are the only people allowed to vote on the contract. And hopefully those who vote will realize that the things that affect retirees will sooner or later affect them, too.

The cap on company payments toward our medical premiums has been devastating. Despite temporary assistance through the Retirement Premium Offset Accounts (RPOA), this situation is not fixed. Meanwhile, medical costs continue to sky rocket. And soon—or

perhaps already—the premium paid by some of our retirees already cost them their whole pension.

Union members on the job need to understand that no matter how much they improve the pension plan, nobody will be able to afford to retire if we don't get the medical cap fixed. At the rate things are going now, my medical premiums will double every year. First I'll run out of pension, then I'll have to add my Social Security to the mix. *Remember, the cost of the Medical premium does not have to double, for the cost to me, and my fellow retirees, to double.* We have to pick up all additional cost, 100%.

Mike Silva is president of the East Bay Chapter of the Local 1245 Retirees Club.

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.

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!

Renato Abracosa 36 years Daly City, CA	Craig Banyasz 36 years Tracy, CA	Craig Butler 38 years Cuttan, CA	James Davidson 16 years Ukiah, CA	Raymond Estes 29 years Chico, CA
Pedro Alma 23 years Auburn, CA	Charles Barron 35 years Nampa, ID	Richard Butler 35 years Post Falls, ID	Roger Davis 22 years Benicia, CA	Lanny Flickinger 38 years Templeton, CA
Richard C. Andersen 34 years Stockton, CA	H Batey 39 years San Jose, CA	Arthur Cisneros 6 years Fresno, CA	Lynn Donaldson 29 years Yuba City, CA	Richard Flores 5 years San Antonio, TX
Gloria Aranda 34 years So. San Francisco, CA	Ronald Bruno 37 years San Martin, CA	Karen Cochran 19 years Bakersfield, CA	Wayne Dufur 38 years Ottumwa, IA	Mary Fox 20 years Santa Rosa, CA
Gene Baker 44 years Clovis, CA	Fred Bush 38 years Sebastopol, CA	Dwight Collins 16 years Santa Clara, CA	Randy Eng 34 years Foster City, CA	Jack Guerra 42 years Manteca, CA

continued on page 13

July/August 2008

GOP filibuster kills Medicare improvements

A filibuster by Republican senators has killed a Medicare reform package that would have benefited retirees.

On June 12, the US Senate was unable muster the 60 votes needed to end the filibuster on S. 3101, the “Medicare Improvements for Patients and Providers Act of 2008.”

The legislation would have made sure that doctors who see Medicare patients are paid adequately, so that they would continue to take patients covered by Medicare. In addition, the bill would have improved the Medicare program for low-income seniors and stopped the abusive marketing techniques of private Medicare Advantage plans by requiring them to report on quality care measures.

Weakley Remembers

Tales from the Early Days of IBEW Local 1245

The Bargaining Proposal L.L. Mitchell Couldn't Accept

Editor's note: Local 1245 founder Ron Weakley loved to tell stories—from the early tumultuous days when the union was being organized, to the sometimes bizarre situations he found himself in during 20 years as the union's business manager. He asked that these transcripts not be published until after his death.

L.L. Mitchell was the main guy in our negotiations. Of course I ran the negotiations, but he was head of the committee and the major spokesman.

This one year, I think it was '56, but I'm not sure, we had a real tough time. We had two turn-downs. Before the third



Ron Weakley

round of negotiations we agreed to get together—Thompson and Bonebright on the company side and Mitchell and I—we agreed to get together and review exactly where we stood, because it had been so long things were getting kind of mixed up.

So we took each article on each side and said what our position was on each issue to get the record straight. It came to something, I forget, it was either holidays or sick leave or something. And the company said, “Our position is X” and Mitch spoke up and said, “We'd never agree to a thing like that.” And Thompson said, “Well, I don't know why not. You proposed it three months ago.”



Economy Driving Women to Work More, Rest Less America's Working Women Need a Raise – And a Break

Working women spend more time at work than ever, they talk more to their coworkers than their family members and they have no free time. But what they really want is a raise, according to the sixth Working America Ask a Working Woman survey.

“Working women want to spend more time with their families, but they can't afford to,” says Karen Nussbaum, Executive Director of Working America. “Working women say they want

“Prices for everything have soared out of control while wages stagnate.”

Respondent to Ask a Working Woman Survey

more cash in their wallets, even more than other benefits, like health care. Unemployment is up, the credit crunch is squeezing people and gas prices are hitting record highs. America's working women need a raise and a break.”

A 10% raise topped affordable, high-quality health care or childcare as making working women's lives easier, according to half of the 2008 Ask A Working Woman survey respondents. Given the economy, if working women had more available time, they are most likely to say they would work another job, ahead of spending more time with friends and family, exercise, taking a class and getting more sleep.

“Prices for everything have soared out of control while wages stagnate,” wrote Judith, a 2008 Ask a Working Woman respondent.

Working women also need a break. They are talking to their coworkers more than their children or friends. They are extremely busy and have little time for themselves. Thirty-seven percent say they work during their breaks or have no breaks.

After work and family responsibilities, a plurality of respondents say they have an hour or less to themselves a day (11% none, 34% less than an hour). A quarter say they have two hours to

themselves, 16% have three hours, 10% have somewhere between four and six hours, and only 4% have more than six hours to themselves. Respondents in their 30s and 40s are particularly likely to say they only get an hour or less to themselves a day (58% and 53% respectively), as are those who are parents (72%).

In spite of their lack of personal time, they are most likely to say they would work another job if they had free time.

“I have to choose everyday if I am going to buy food or gas to get work. Gas always wins, because I need my paycheck to support my family. I never have enough money, ever,” said Kelly, a 2008 Ask a Working Woman respondent.

Working women are doing more with less, saddled with debt and facing rising prices. Working women are using their credit cards to pay for durable goods and everyday items. Six in 10 respondents have at least some credit card debt, and many won't be able to pay off their credit cards in the near future. A quarter say they will be able to pay off their balance within the next year and 12% say within the next two years, 18% say in more than two years. Six percent say they will never be able to pay off credit card debt.

Women Need a Break

Working women need a break, especially when it comes to the gender gap.

“Women in the workforce need to have equality in pay and promotions—we need to bridge this gender gap NOW!” said Jenny, a 2008 Ask a Working Woman respondent.

Almost half of respondents said they know or suspect men make more than they do.

Having children is seen as a having a

negative impact on women's careers, while it makes little difference for men. Eight in 10 respondents say having children hurts their career and prospects in the job market (27% say hurts strongly), while only 8% feel having children hurts men's career prospects, and 70% say it makes no difference for men.

Money is critical to nearly all working women, even at the cost of job satisfaction.

Seventy-two percent said that if they had a choice between a job that paid better or one that was more fun, they would choose the one with higher pay.

A majority of survey respondents have some form of paid sick leave. But very many women use their sick days, vacation or other paid leave to care for sick children, parents or other family members.

Eighty percent of the respondents say they identify with the goals and ideals of feminism, and 43% feel strongly about it. And they are not just hoping for change: 90% say they voted in the past election, and six in 10 support efforts to encourage voting by women.

Released on June 25, the 2008 Ask a Working Woman survey report digests data from the online survey that was conducted May 7 to June 20 with 20,000 respondents. This year's survey is the sixth edition; it has been conducted in various forms since 1997.



What things would you do if you had more free time?

- Work a second job: 50%
- Spend more time with family: 43%
- Spend more time with friends: 24%
- Exercise: 22%
- Sleep: 20%
- Volunteer: 15%
- Take a class: 6%

With whom do you spend time talking to more than 10 hours per week?

- Co-workers: 42%
- Spouses or partners: 35%
- Children: 22%
- Bosses: 16%
- Friends: 12%
- Parents: 4%

Which of the following would make your life as a working woman substantially easier?

- A 10% raise in your paycheck: 53%
- Affordable, high-quality health care: 20%
- A pension: 8%
- Affordable, high-quality child care: 8%
- Paid time off: take care of sick child /relative: 6%
- Paid sick days: 3%

Retirees, from page 12

Joseph Layous 35 years San Luis Obispo, CA	Thomas Moore 28 years Fremont, CA
Michael Martinez 17 years Fresno, CA	Emilia Morales 36 years Pacifica, CA
Jim Mays 38 years Sacramento, CA	Phillip Nelson 30 years Bookings, OR
Michael McGinley 38 years San Jose, CA	Joe Pitman 16 years Newberry Springs, CA
Ed Medina 33 years Oakley, CA	Otis Reese 34 years Wilton, CA

Gary Rutherford
30 years
North San Juan, CA
Roger Sharp
43 years
Morgan Hill, CA
Rod Spadavecchia
30 years
El Dorado Hills, CA
Stephen Spadini
31 years
Santa Rosa, CA
Frederick Taylor
37 years
Bakersfield, CA
Evelyn Trinidad
30 years
Stockton, CA

Wanda Wahlund
25 years
Eureka, CA
John Walsh
35 years
Roseville, CA
Ernest Wright
11 years
San Leandro, CA

Congratulations Retirees!

We want you to stay connected

to IBEW 1245.



Local 1245 Safety Report

The Local 1245 Safety Committee encourages all our members to visit the Safety Matters web page on the Local 1245 web site at www.ibew1245.com. We also encourage anyone with a question related to safety to contact us and we will work to get an answer for you.



Ralph Armstrong

The Local 1245 Safety and Health Committee met on May 29, 2008 at Weakley Hall in Vacaville. Safety Committee members in attendance were Keith Hopp, Michael Gomes, Sergio Munoz, Al White, Robert Burkle, and Ralph Armstrong. Members absent were Art Torres and Thomas Greer.

Safety Committee Member Keith Hopp announced that he would be stepping down from the committee. There is now an open position on the committee that was occupied by a gas department employee.

Confined Space Rescue

This is a follow-up item that originated from the February Safety Committee meeting regarding the need to provide rescue training while working in confined spaces in our industries. The committee feels that enough information was provided at the previous month's meeting to warrant approaching PG&E with this information in an effort to resolve our compliance concerns. This item will remain open until topic is discussed and agreement is made.

Backhoe Bucket for Lifting

The practice of using backhoe buckets for lifting has been questioned. Concerns over this issue and original data was provided that would suggest that this was not an acceptable practice since the equipment was not designed for lifting with respect to holding valves on the hydraulic system. This issue has been resolved at the PG&E Fleet Department level. Load charts have been made available for backhoes that are being used for this type of work. PG&E has also had some of their operators receive the NCCCO license to operate a crane to set these boxes. The Committee will keep this as an open item for another

couple of months until it can be discussed at the IBEW/PG&E joint safety committee meeting.

FR Clothing

The chairman discussed the ongoing fire retardant clothing negotiations with PG&E, which is expected to roll out the program around July 15 and have all affected employees covered by Nov. 1. There are several topics the union negotiating committee isn't in total agreement with such as: who the company has identified as full-time users, quantity of clothing, laundering of clothing and when it must be worn. The committee will continue to monitor the status of this item and provide an update from the negotiations at the next committee meeting with specifics to what is being negotiated.

Near Miss Program

The Safety Committee is implementing a "Near Miss" program at the Business Manager's recommendation. New guidelines for this program have been established and we are ready to start posting near misses. It was also discussed that personal computers should be used to make these postings instead of company computers to avoid possible disciplinary action. Language on the web identifying this page is shown in the box at right.

Other Items

The Business Manager has suggested that the Safety Committee come up with a full-page poster for the back page of the Utility Reporter. We encourage Local 1245 members to submit their ideas or artwork for this poster. E-mail suggestions to Ralph Armstrong at rma1@ibew1245.com.

The committee discussed the lack of accident reporting to this committee by employers who do not have members on the committee. The Chairman has submitted a proposed new reporting policy to the Business Manager for consideration.

The Safety Committee policy document has been modified to better reflect what this committee's make-up and responsibilities should be. They have been submitted to the Business Manager for his consideration.

Resource Coordinator

PG&E has an established job classification of "Resource Coordinator." There was a concern brought to the committee's attention regarding who is in

charge of the employees in this classification's safety program. This member is having difficulty identifying who can answer safety question specific to his job classification. He has told us he belongs with the construction group; however, he is having problems getting answers related specifically to his job assignment. This subject will be put as an agenda item at the next IBEW/PG&E Safety Committee meeting.

Safety Network

There is a need to develop an avenue of communication regarding safety-related issues for all signatory employers. The Local 1245 Safety Committee is made up of a small number of members representing a small number of our signatory employers and one safety issue that pertains to one company may also be a problem in multiple work places. How to develop a network for communications between all of our signatory employers remains a missing link in this committee's mission to reach out to all our members. A network of safety managers from all employers could be an essential link in resolving issues that affect all our members' safety. This committee needs to explore ways to network with signatory employers that would resolve these concerns. The need to identify the safety officers with these employers and developing a data base would be a good start. We will discuss ways to do this at the next meeting.

Qualified Electrical Workers

The use of un-qualified electrical workers to install personal protective grounds was discussed. This is usually done with one qualified electrical worker present. The practice of letting some of these crafts install their personal protective ground on already grounded equipment appears to have progressed in some areas to allowing them to install the master grounds which is in this committee's opinion prohibited under Title 8, § 2940. General Provisions. This subject will be put as an agenda item at the next IBEW/PG&E Safety Committee meeting.

Accident Reports

We discussed the report of a fatality in San Diego where it is believed that a Gas Foreman assisting a line crew with a transformer change out came into contact with an energized underground cable.

We discussed an induction accident involving an apprentice lineman who

felt a shock while removing grounds. Employee injured his elbow as he pulled away from the source of the induction.

Lineman injured in Sacramento area as the pole he was cutting during a transfer broke off at the ground causing him to fall with the pole approximately 15 feet, striking his head on a concrete slab and sustaining a serious concussion.

Vehicle accident was discussed in Modesto where a woman drove into the end of a pole that was being towed on a trailer by a line truck as it was pulling out of a driveway.

San Francisco accident that involved a gas fire set off by a welder which resulted in a co-worker receiving burns to the face. Apparently an energized gas line was cut which allowed gas to travel down a trench to where the welder had a torch lit.

Report of a Las Vegas construction site's poor accident record. This site is deemed the largest of its kind and will employ 8,000 workers at its peak. It was reported that in the last 17 months there have been 10 fatalities on this job site.

Ralph Armstrong is chair of the Local 1245 Safety Committee.

Safety Committee Launches "Near-Miss" Program on Web

The primary purpose of this web page is to serve as a safety awareness tool for our members as well as others in the industry to share experiences that could have resulted in a reportable/recordable injury or property damage, but due to either the experience and/or the luck of the individual(s), no harm or damage occurred.

A near-miss or close-call is a "second chance" or a "gift" and it is up to the individual who got the second chance to pass it along so that everybody benefits from the experience. The next person "walking down the same path" may not be as fortunate. A near-miss that goes unreported is a wasted experience that could have saved a life someday.

The "near-miss" could be the result of equipment failure, hardware failure, or unintentionally not following established safety rules.

All near-miss reports will be posted to this web page exactly as received with only minor editing if required, for clarity or to maintain anonymity.

It is important to note that the use of company computers for anything other than company business could result in disciplinary action so we strongly encourage the use of members' personal computers when submitting anything to the Safety Committee.

Please submit your near miss to the Local 1245 Safety Committee at (an e-mail address will be given).

Safety Committee

Members of the IBEW Local 1245 Safety Committee are Al White, Pacific Gas & Electric; Bob Burkle, City of Santa Clara; Michael Gomes, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Sergio Munoz, Asplundh Tree; Tom Greer, Frontier; and Business Rep. Ralph Armstrong.

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

Asbestos Exposure and Electricians

Since many electricians are typically involved with the repair of outdated electrical systems in older homes and commercial buildings, they commonly work in older structures that were built with asbestos materials. Most structures built before and even through the 1980s were heavily fitted with asbestos-containing building materials, and when electricians upgrade or repair wiring, install new electrical outlets, and generally maintain electrical wiring and systems, they can come into contact with asbestos products.

Asbestos Products and Electrical Work

Wire and electrical insulation was once made with asbestos, and electricians used these materials in countless buildings. Sadly, these products are not the only source of asbestos exposure for electricians. Because wiring is typically concealed in and behind walls, electricians must slice holes in walls and burrow through asbestos-laden drywall and insulation.

Electricians are also at risk of exposure to asbestos when working in attics, cellars and other closed-off locations with asbestos insulation.

In addition to insulation, many other products used in construction have contained asbestos. Some of these products electricians are likely to come into contact with include cement siding, acoustical plaster, decorative plaster, ceiling tiles, textured paints, cement wallboard, drywall and drywall compound, electrical panel partitions, cloth and ducts, sheetrock, and thermal paper products.

Asbestos Exposure Risks

Because the body cannot easily break down and expel asbestos fibers, they tend to remain in the body, causing irreparable

damage over time. If repeated exposure occurs, the fibers can build up and result in scarring of the lungs.

Exposure to asbestos can lead to a variety of deadly diseases, such as asbestosis, lung cancer, and mesothelioma cancer. Asbestosis is a persistent and progressive lung disorder that results in shortness of breath and culminates in respiratory failure (and can even develop into cancer). Mesothelioma is a rare form of cancer that affects the body's mesothelial cells, which compose the internal linings of the lungs, heart, and abdomen. In many cases, mesothelioma treatment involves palliative measures, as curative treatments rarely provide positive results. Asbestos is also known to cause gastrointestinal cancer.

Before the Environmental Protection Agency issued warnings of the hazards of asbestos in the 1970s and '80s, electricians seldom protected themselves against this toxic material. Today, a growing number of electricians know of the dangers of asbestos exposure. Despite training and growing awareness, many electricians are still in the dark about the hazards of asbestos, and this unfortunately leads to unnecessary and avoidable exposure.

For more resources on asbestos, the various forms of asbestos cancer and other illnesses caused by asbestos exposure, please visit Asbestos.com.

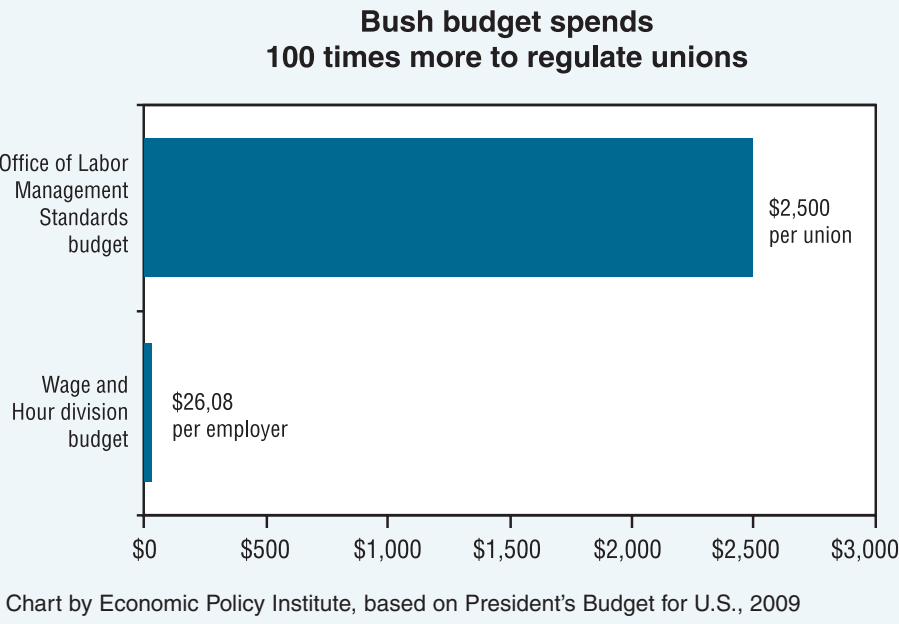
Bush budget goes after unions, ignores employers

President Bush's new budget seeks tighter regulation of unions while virtually ignoring the enforcement of laws that protect employees.

The President's budget for Fiscal Year 2009—the last he will put together as president—requests only \$193 million for the Wage and Hour Division, which oversees 7.4 million employers and protects 150 million employees by enforcing a host of labor standards, including child labor laws, overtime rules, and the Family and Medical Leave Act. That's just \$26 per employer.

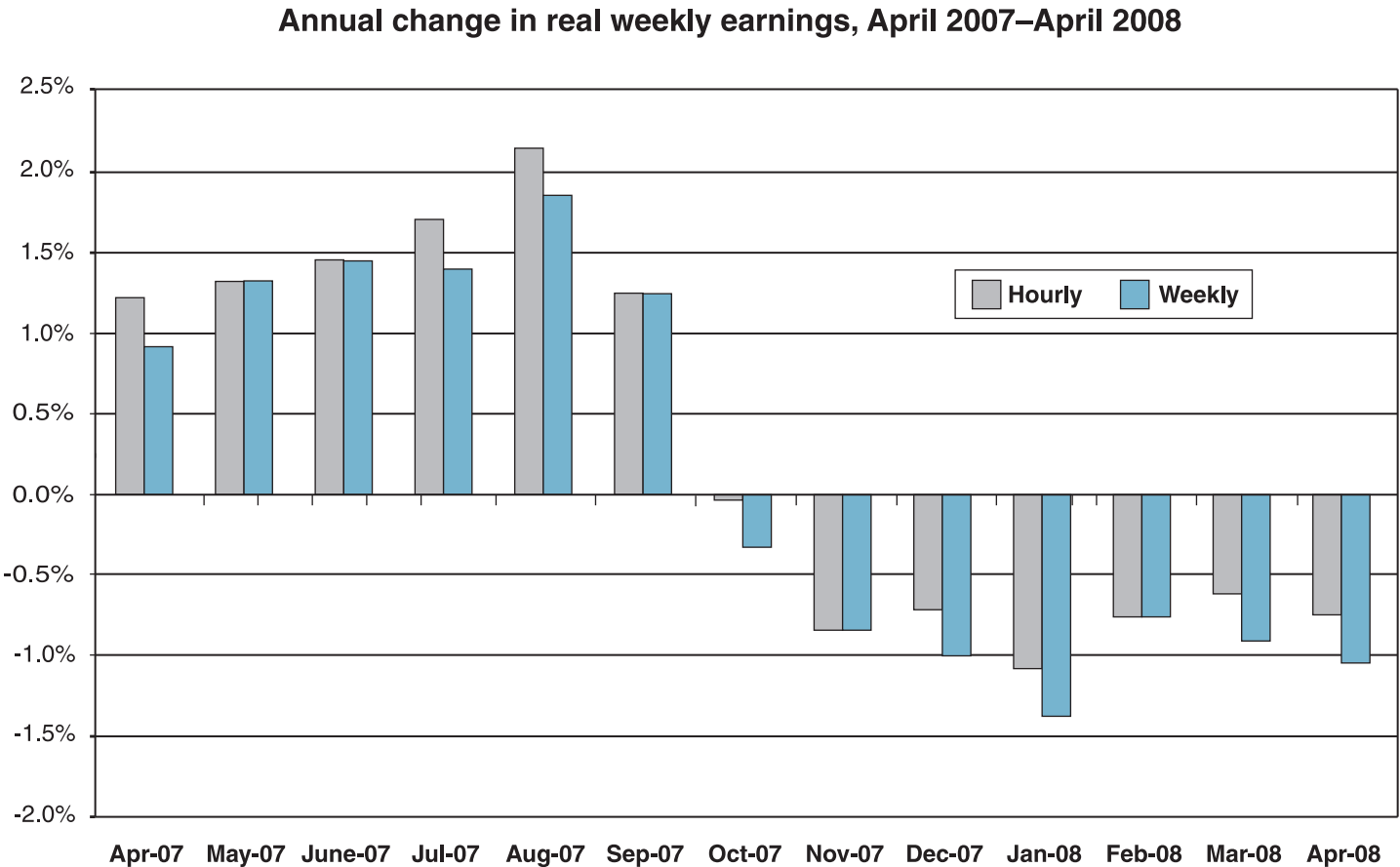
When it comes to regulating unions, however, the President wants to open up the federal coffers. His budget for the Office of Labor Management Standards, which oversees 23,000 unions and union locals, is \$58 million—about \$2,500 for every union and union local in America.

Bottom line: President Bush wants to spend almost 100 times more per union to make sure they comply with the law than to make sure employers comply with the law.



US workers losing ground

This chart shows the yearly growth of real hourly and weekly earnings for the 80% of the workforce that are blue-collar production workers and non-managers in services. Since last October, average paychecks for these workers have been losing ground in real terms. Union workers, on average, earn 30% more than their non-union counterparts, according to the latest data from the US Department of Labor's Bureau of Labor Statistics.



Troubleman A.J. Robertson responds to a trouble call in San Francisco's Sunset District.

Line Clearance Tree Trimmers



Serving as tellers for the Davey Tree balloting were Rex Pickering (center), a 36-year member of the union, and Scott Kollman, right. Austin Lea II, left, was the judge.

Sirviendo como contadores de los votos de Davey Tree estaban Rex Pickering (centro), un miembro con 36 años en el sindicato, y Scott Kollman, a la derecha. Austin Lea II, a la izquierda, fue el juez.

Members ratify pact with Davey Tree Surgery

Members of Local 1245 ratified an agreement with Davey Tree Surgery Co. in a mail ballot counted on June 6. The agreement was supported by 79% of those voting.

The agreement provides wage increases of 3.4% in 2008, including retroactive pay to the anniversary date of the contract, and 3.4% in 2009.

Despite the continuing escalation of health care costs, the agreement holds employee premium contributions at their current levels through the term of the agreement:

- Employee only: \$20
- Employee and spouse: \$30
- Employee and family: \$35

The agreement also increases daily subsistence to \$30 from \$25, increases non-emergency out-of-town work notification to 48-hours from the current 24-hours, and reduces probationary period for employees retained in new contract areas to three months, down from the current six months.

Serving on the union negotiating committee were Pete Ely, Jose Torres and Roy Hayes, along with Local 1245 Senior Business Representative Ray Thomas and Business Representatives Junior Ornelas and Carl Lamers, with additional assistance from Assistant Business Manager Dennis Seyfer. Serving as tellers for the ratification vote were Rex Pickering and Scott Kollman, with Austin Lea II as judge.



Serving on the union negotiating committee in the Davey negotiations were, from left: Crew Foreman (SMUD) Jose Torres; Crew Foreman (North Valley) Pete Ely; Senior Business Rep. Ray Thomas; Business Rep. Carl Lamers; Crew Foreman (Redwood) Roy Hayes; and Business Rep. Junior Ornelas.

Sirviendo en el comité negociador del sindicato en el sindicato, estaban., desde la izquierda: Capataz de grupo (SMUD) José Torres; capataz de grupo (Valle del Norte) Pete Ely; representante principal de negocios Ray Thomas; representante de negocios Carl Lamers; capataz de grupo (Redwood) Roy Hayes; y representante de negocios Junior Ornelas.

Los miembros ratifican el pacto con Davey Tree Surgery

Los miembros del Local 1245 ratificaron un acuerdo con Davey Tree Surgery Co. en una votación por correo contada el 6 de junio. El acuerdo fue apoyado por 79% de los votantes.

El acuerdo provee aumentos de salarios de 3.4% en 2008, incluyendo un pago retroactivo hasta la fecha aniversario del contrato y 3.4% en 2009.

A pesar del continuo aumento de los costos del cuidado de la salud, el acuerdo mantiene las contribuciones de los empleados a las primas de estos seguros en los presentes niveles durante el término del acuerdo.

- Empleado solamente: \$20
- Empleado y esposa: \$30
- Empleado y familia: \$35

El acuerdo también aumenta la subsistencia diaria de \$30 de \$25, aumenta la notificación de trabajo de emergencia fuera del área a 48 horas de la actual de 24 horas, y reduce el período de prueba en las áreas nuevas a 3 meses de los actuales 6 meses.

Sirviendo en el comité de negociación del sindicato estaban Pete Ely, José Torres y Roy Hayes, junto con el representante principal de negocios del Local 1245 Ray Thomas y el representante de negocios Junior Ornelas y Carl Lamers, con asistencia adicional del gerente asistente de negocios Dennis Seyfer. Sirviendo como contadores de los votos de ratificación estaban Rex Pickering y Scott Kollman, con Austin Lea II como juez.

Asplundh, Trees Inc., Utility, Windy, Mountain, Family

Tree Trimmers bargaining roundup

Negotiations with line clearance tree trimming contractors are in full swing this summer. Some negotiations have produced ratified contracts. In other cases contracts are currently out for ratification or are still being negotiated. Here's where things stand:

Davey Tree

This agreement has been ratified. See separate story, this page.

Mountain Enterprises, Inc.

Local 1245 members ratified a new agreement with Mountain Enterprises, Inc. in a mail ballot counted at Weakley Hall the week of June 16.

The agreement provides general wage increases ranging from 3% to 7%. In a new provision, an Annual Employee Bonus will be based on company performance. If overall company performance merits an employee bonus, all active employees will receive the same amount of hourly bonus compensation at their respective straight-time wage rates.

The term of the agreement is April 2, 2008 to Jan. 3, 2010.

In other provisions:

- The company will provide 48-hour notice to employees for out of town non-emergency work. Notice was previously 24 hours.
- Employees retained in areas where the company assumes a contract from another signatory contractor shall serve a 3-month probationary period (formerly 6-months).
- Company shall pay up to 18 months

of employee Health and Welfare premiums for employees off of work due to a temporary industrial disability.

Family Tree Services, Inc.

Local 1245 members ratified a new agreement with Family Tree Service, Inc. in a mail ballot counted at Weakley Hall on June 20.

The agreement provides general wage increases of 5% on July 28, 2008 and 4% on July 27, 2009. Subsistence pay will be increased from \$17 per day to \$30 per day.

The agreement also provides for the company to provide ice for water coolers and to compensate employees for time spent in CPR/First Aid training.

The term of the agreements is April 2, 2008 through Jan. 3, 2010.

Asplundh Tree Expert Co., Trees, Inc. and Utility Tree

Contract negotiations have resulted in a table agreement for Asplundh Tree Expert Co. and its subsidiaries, Trees, Inc. and Utility Tree.

A ratification vote will be conducted by mail ballot in the near future. Members at all three of these companies are highly encouraged to attend their regular Local 1245 Unit Meetings for contract explanations.

The agreement provides general wage increases on current anniversary dates by region: 3% in 2008 and 3% in 2009.

Other highlights of the agreement are:

- Revises management rights language

continued on page 17

Arcing, from page 2

with sufficient resources to deal proactively with upcoming bargaining challenges from employers.

In response to the confidence that our members have placed in this organization, I would like to make several assurances. We never lose sight of the fact that this is your money, and we will spend it wisely. There will be no increased compensation for anybody on Local 1245's staff as a result of the dues increase. We will use the money for what we asked for—restoring our reserves and strengthening our position in bargaining. Lastly, I assure you that if we build our financial reserves back up to prudent levels, including funds for bargaining fights, I will give serious consideration to a mechanism that would allow for a lowering of dues as long as our reserves remain adequate.

On another subject, PG&E's CEO Bill Morrow announced July 8th that he is leaving PG&E. When Bill arrived at PG&E two years ago, he was the perfect counter-balance to the consultant-driven culture that had dominated development and implementation of business transformation initiatives. In his time at PG&E,

he championed leaving operations to managers with operating expertise, data-based decision-making, involving and listening to the bargaining unit, and continuous improvement. He did not talk about culture change—he lived it. We wish Bill all the best, and hope that those who remain embrace his operations-based leadership style.

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WEB-03/05

Tree Trimmers, from page 16

in Article 2.

- Increases meal reimbursement to \$13 (formerly \$12).
- Provides employer-paid quarterly Safety Incentive Bonuses of 1% of qualifying employees.
- Provides super seniority during demotion and layoff to employees with Commercial License and Air Brake endorsement.
- Increases Jury Duty pay to 3 weeks (formerly 2 weeks).

In addition to the current Money Purchase Pension Plan, the companies will allow employees to participate in the Asplundh 401(k) savings plan with no company match or contribution.

The agreement changes the current

Health and Welfare providers (Principal, HealthNet and Kaiser) to LINECO Health and Welfare benefits. The companies will contribute \$4.75 per-employee for all hours worked.

The agreement also provides “most favored nation” language, allowing the companies to implement lesser wages or fringe benefits if the union grants such to another contractor. This provision excludes signatory contractors who are certified as Disadvantaged Business Enterprises.

Windy Tree, Inc.

Negotiations were scheduled to commence at Weakly Hall in Vacaville on June 23, but there was nothing to report at the time this story was prepared.

Asplundh, Trees Inc., Utility, Windy, Mountain, Family.

Rodeo de Negocios en la poda de Árboles

Las negociaciones con los contratistas de limpieza de árboles están en pleno esfuerzo este verano. Algunas negociaciones han producido contratos ratificados. En algunos casos los contratos no han sido ratificados todavía, pero están siendo negociados. Así es como están las cosas.

Davey Tree

Este acuerdo ha sido ratificado. Vea la historia separada en esta página.

Mountain Enterprises, Inc.

Los miembros del Local 1245 han ratificado un nuevo acuerdo con Mountain Enterprises en una nueva balota por correo contada en Weakly Hall el 27 de junio. El acuerdo provee aumentos generales de salarios que van desde 3% hasta 7%. En una nueva provisión la compañía crea una bonificación anual de mérito para los empleados basada en el rendimiento con la compañía; todos los empleados recibirán la misma compensación basada en sus salarios horarios.

El término de este acuerdo es: 3% en 2008 y 3% en 2009., hasta el 3 de enero de 2,010. En otras provisiones:

- La compañía proveerá un aviso de 48 horas para los trabajos no de emergencia fuera de la región. El aviso era antes de 24 horas.
- Los empleados retenidos en áreas donde la compañía assume un contrato con otro contratista miembro del Sindicato tendrán un período de prueba de 3 meses (previamente era de 6 meses)
- La compañía pagará hasta 18 meses de las primas de los seguros de salud y bienestar para el empleado en caso de lesiones temporales sufridas en el trabajo. El acuerdo también aumenta la subsistencia diaria de \$25 a \$30, aumenta la notificación de trabajo no de emergencia fuera del área a 48

horas de las presentes 24 horas y reduce el período para los empleados retenidos en nuevas áreas de contrato a 3 meses, en lugar de los 6 meses actuales.

Family Tree Services, Inc.

Los miembros del Local 1245 ratificaron un nuevo acuerdo con Family Tree Service, en una balota enviada por correo contada en Weakly Hall el 27.

El acuerdo provee aumentos generales de salarios del 5% el 28 de Julio de 2008 y 4% el 27 de Julio del 2009. El pago de subsistencia aumentará a \$30 por día de \$17 por día.

El acuerdo también requiere que la compañía provea hielo para los enfriadores de agua y compense a los empleados por el tiempo pasado en adiestramiento de resucitación cardiopulmonar (CPR) y de primeros auxilios.

El término de los acuerdos es desde el 2 de abril, 2008 hasta el 3 de enero, del 2010.

Asplundh Tree Expert Co., Trees, Inc. y Utility Tree

Las negociaciones de contrato han resultado en un acuerdo para Asplundh Tree Expert Co. y sus subsidiaries, Trees, Inc. y Utility Tree.

Un voto de ratificación será llevado a cabo por correo en el futuro cercano. Los miembros en todas estas tres compañías son exhortados a que asistan a sus reuniones regulares del Local 1245 para explicaciones del contrato.

El acuerdo provee aumentos generales de salario en las fechas aniversario actuales por región: 3% en 2008 y 3% en 2009.

Otros puntos salientes del contrato son:

- Revisa el lenguaje de los derechos de la administración en el Artículo 2
- Aumenta el reembolso de comidas a \$13 (antes era \$12).

- Proporciona bonificaciones de 1% para Incentivos de seguridad a los empleados que califiquen cada trimestre.
- Proporciona super antigüedad durante el degrado y despido a los empleados con licencia comercial y de freno de aire.
- Aumenta el pago por servicio en un jurado a 3 semanas (antes eran 2 semanas).

Además del actual Plan de Pensión de Compra de Dinero, las compañías permitirán que los empleados participen en el Plan de Ahorro Asplundh 401(k) sin contribución igualadora de la compañía.

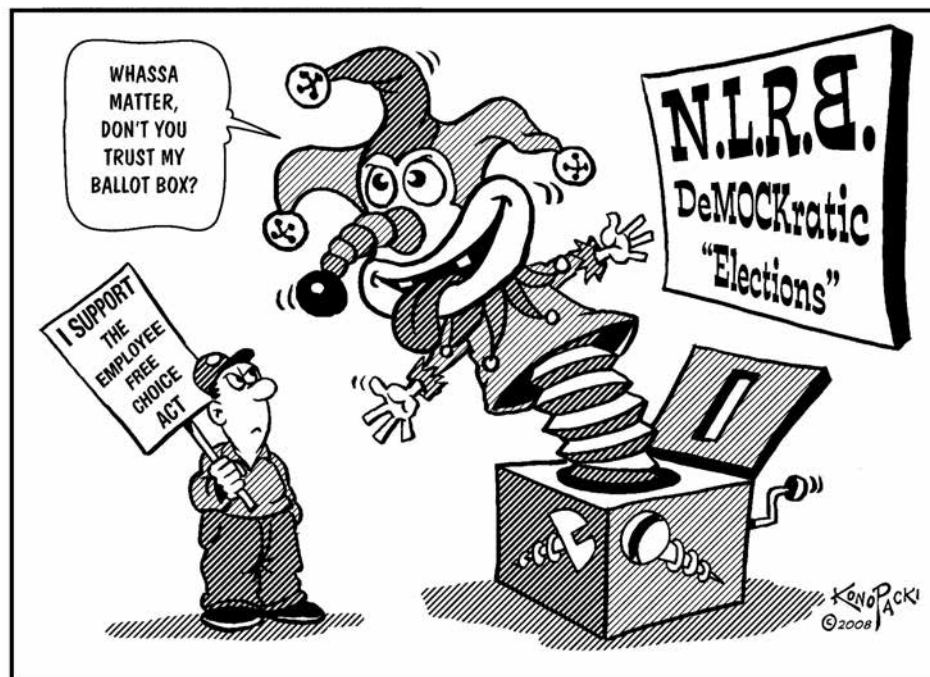
El acuerdo cambia los actuales sum-inistradores del Plan de Salud y Bienestar

(Principal, Healthnet y Kaiser) a los beneficios de salud y bienestar de LINECO. La compañía contribuirá \$4.75 por empleado por todas las horas trabajadas.

El acuerdo también provee lenguaje de “nación más favorecida, permitiendo que las compañías paguen manos salarios o beneficios si el sindicato se los paga a otro contratista. Esta provisión excluye contratistas que están certificados como “Negocios en Desventaja”

Windy Tree, Inc.

Las negociaciones estaban programadas para comenzar en Weakly Hall en Vacaville el 23 de junio, pero no había nada que reportar cuando esta historia fue preparada.



Employee Free Choice Act

Million member mobilization

Workers have a right to join a union. In theory.

In reality, many employers use coercive and intimidating tactics to block union organizing drives. And so—despite professional polls that indicate 60 million US workers would join a union if they had the chance—most workers remain unrepresented by a union.

But there is change in the wind, a change called the Million Member Mobilization.

In the current Congress, 234 members—a majority—support the Employee Free Choice Act, a bill that would allow workers to form a union when a majority in a given workplace sign cards stating they want one. This “card check” system would allow employees to freely choose their destiny without having to run a gauntlet of threats and reprisals from the boss.

Until now the bill has been bottled up by the threat of a presidential veto and Senate filibusters. In January, there will be a new president and a new congress, offering a chance to enact the most important labor reform in a generation.

But the change won't happen on its own. There's no “auto pilot” that guarantees working people their fair share of the

economic pie. The “Million Member Mobilization” needs a million members to take action. And it's not even that hard. You can sign the on-line “card” in favor of the Employee Free Choice Act at <http://www.aflcio.org/joinaunion/voiceatwork/efca/actionteamsignup.cfm>.

According to a survey of National Labor Relations Board (NLRB) election campaigns in 1998 and 1999 by Cornell University scholar Kate Bronfenbrenner, private-sector employers illegally fire employees for union activity in at least 25% of all efforts to join a union.

It's time to end the fear and stop the intimidation. The Employee Free Choice Act would not only allow workers to have a union when a majority wants one, it would also provide mediation and arbitration for first-contract disputes. The 60 million workers who say they want a union would actually have a decent shot at getting representation, and could start bargaining for the better wages and benefits that unions are able to achieve.

You're lucky. Chances are, if you're reading this, you've already got the protections of a union. Now you can help others get protected, too. Sign the petition. Be part of the Million Member Mobilization.

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying statement of Finan-
cial Position arising from cash transactions as of DECEMBER
31, 2007 and the related Statement of Cash Receipts and Dis-
bursements of the International Brotherhood of Electrical
Workers, Local No. 1245 for the year then ended. These finan-
cial statements are the responsibility of the Local's manage-
ment. Our responsibility is to express an opinion on these

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245 FINANCIAL STATEMENTS DECEMBER 31,2007

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORK-
ERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION
ARISING FROM CASH TRANSACTIONS December 31, 2007

Assets

General Fund:

Bank of the West - checking accounts	96,234	
Bank of the West - money market	331,619	427,853
Cash funds		5,350

Investments:

Merrill Lynch Institutional Money Fund	7,893	
Merrill Lynch-CMA Money Fund	391,236	
Corporate Bonds	434,812	
U.S. Government Securities	567,773	
Mutual Funds	96,960	
Common Stocks	808,058	
Bank of the West-Short term Treasury Portfolio	64,405	
Franklin Income Fund	1,029,568	
Total General Fund	3,833,908	

Political Donation Fund- checking account	838	
Total Current Assets	3,834,746	

200 shares PG&E common stock - at cost	3,388	
Loan receivables-Energy Workers Center, Inc.	744,103	

Fixed assets, (Note 1):

Automobiles (43) at cost	957,616	
Less: allowance for depreciation	761,750	195,866
Furniture and office equipment - at cost	564,339	
Less: Allowance for depreciation	298,822	265,517

Total Assets	5,043,620	
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Liabilities and Net Assets

Liabilities:

IBEW per capita portion of December receipts to forward	200,000	
Vacation payable	578,497	

Current Liabilities	778,497	
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Net Assets:

Unrestricted	4,264,285	
Temporarily restricted- Political Donation Fund	838	4,265,123
Total Liabilities and Net Assets	5,043,620	

*The accompanying notes are an integral part of this finan-
cial statement.*

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL NO. 1245 STATEMENT OF CASH
RECEIPTS AND DISBURSEMENTS POLITICAL DONATION
FUND TEMPORARILY RESTRICTED For the Year Ended
December 31, 2007

Cash balance, December 31, 2006	6,966	
Receipts:		
Santa Clara Democratic Party - Check voided	400	
Total receipts and balance	7,366	

financial statements based on our audit.

We conducted our audit in accordance with auditing
standards generally accepted in the United States of Amer-
ica. Those standards require that we plan and perform the
audit to obtain reasonable assurance about whether the
financial statements are free of material misstatement. An
audit includes examining, on a test basis, evidence support-
ing the amounts and disclosures in the financial statements.
An audit also includes assessing the accounting principles
used and significant estimates made by management, as well
as evaluating the overall financial statement presentation.
We believe that our audit provides a reasonable basis for our
opinion.

As described in Note 1, these financial statements are pre-
pared on the cash basis of accounting, which is a compre-
hensive basis of accounting other than accounting principles
generally accepted in the United States of America. Accord-
ingly, the accompanying statements are not intended to
present financial position and results of operations in con-
formity with U.S. generally accepted accounting principles.

Disbursements:

Secretary of State Political Reform Division-filing fee	60	
Kilpatrick, Johnson & Alden, attorneys - 2007 Legislative Session	4,000	
Unity PAC	1,000	
Capital Web Works - filing fees	130	
Service charges	88	
Gavin Newsom for Mayor	500	
Democratic Party of Contra Costa	100	
Monterey Bay COPE	500	
San Mateo Central Labor Council	150	

Total disbursements	6,528	
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Cash balance, December 31, 2007	838	
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*The accompanying notes are an integral part of this financial
statement.*

EXHIBIT C. INTERNATIONAL BROTHERHOOD OF ELEC-
TRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH
RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET
ASSETS For the Year Ended December 31, 2007

Cash and investments balance, beginning December 31, 2006	4,361,999	
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Receipts:

Local Union portion of receipts:		
“A” members’ dues	172,878	
“BA” members’ dues	9,758,261	
Initiation fees	26,141	
Reinstatement fees	887	
Agency fees	70,170	
Working dues	1,304,117	
Hiring hall dues	691,375	
Retiree’s club dues	42,067	12,065,896

Reimbursements to General Fund:

Interest and investment income	203,532	
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Refunds and reimbursements:

Union Shopper	24,772	
Other receipts	23,942	

Energy Workers Inc. improvement loan payments:

Principal	107,808	
Interest	37,119	
Automobiles sales	6,190	403,363

International portion of receipts:

“A” members’ per capita	334,972	
“BA” members’ per capita	1,875,033	
Initiation fees	25,779	
D.B.A.F. fees	150	
Reinstatement fees	4,375	
Agency fees	15,256	2,255,565
Total receipts	14,724,824	
Total balance and receipts	19,086,823	

Disbursements, per Page 14 of Schedule of Disbursements	15,252,915	
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Cash and investments balance, December 31, 2007, Details in Statement of Financial Position arising from cash transactions	\$ 3,833,908	
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In our opinion, the accompanying financial statements
referred to above present fairly, in all material respects, the
cash basis transactions of Local No. 1245 for the year ended
DECEMBER 31, 2007 and the financial position- cash basis at
DECEMBER 31, 2007 in accordance with the basis of
accounting as noted above.

Our audit was conducted for the purpose of forming an
opinion on the basic financial statements taken as a whole.
The accompanying supplemental information (shown on
pages 8 to 21) is presented for the purposes of additional
analysis and is not a required part of the basic financial state-
ments. Such information has been subjected to the auditing
procedures applied in the audit of the basic financial state-
ments and, in our opinion, is fairly stated in all material
respects in relation to the financial statements taken as a
whole.

San Bruno , California
February 11, 2008
DALMAS ACCOUNTANCY CORP.

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

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL NO. 1245 STATEMENT OF CASH DIS-
BURSEMENTS UNRESTRICTED NET ASSETS For the Year
Ended December 31, 2007

Affiliation fees:

International Brotherhood of Electrical Workers	2,460,947
Santa Clara C.L.C.	8,580
Alameda C.L.C.	11,520
Nevada State AFL-CIO	4,200
Nevada State Electrical Association	840
Sacramento C.L.C.	9,600
San Francisco C.L.C	14,008
State Association of Electrical Workers	515,628
Contra Costa C.L.C.	9,900
California Federation of Labor	75,301
Marin County C.L.C.	4,776
San Joaquin and Calaveras C.L.C.	3,000
Butte-Glenn C.L.C.	1,500
Napa-Solano C.L.C.	1,926
Fresno-Madera C.L.C.	4,200
Merced-Mariposa C.L.C.	1,350
Stanislaus-Tuolumne C.L.C.	1,116
Marysville C.L.C.	1,200
Humboldt-Del Norte C.L.C.	603
Five Counties C.L.C.	852
Monterey County C.L.C.	3,630
Government Coordinating Council	600
San Mateo C.L.C.	3,600
Idaho State AFL-CIO	76
Joint Executive Conference-N.C. Electrical Workers	100
Tri Counties C.L.C.	1,920
Maritime Trades Post Council	600
Congress of California Seniors	1,650
Forum - Alameda Retired Members	35
TCC-6	383

	3,143,641
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Staff expenses:

Salaries	5,445,103
Expenses	297,954
Automobile expenses	121,308
Fitness plan	1,059

	5,865,424
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Research and Education:

Subscriptions and publications	17,761
Scholarship fund	2,000
	19,761

Office salaries:

Administration office salaries	351,592
Bargaining unit salaries	585,085
	936,677

Office expenses:

Rent	300,000
Telephone	86,266
Postage mail service and meter expense	48,438
Print room/printing	48,571
Supplies	15,745
Equipment maintenance	6,049

Data processing	11,843
Equipment rental	29,971
Utility Reporter	105,949
Miscellaneous	14,449
Bank charges	1,210
Furniture and equipment purchases	79,689
Storage	2,997
	<u>751,177</u>

	Salaries Paid or Reimbursed	Expenses	Total
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Committee salaries and expenses:

Executive Board meetings	15,740	32,088	47,828
Advisory Council	9,007	38,110	47,117
Trustee Committee	9,704	7,208	16,912
Review Committee	3,844	2,129	5,973
Safety Committee	13,357	11,016	24,373
Shop Steward expenses	3,999	36,727	40,726
Other conferences	5,888	70,142	76,030
Labor Management	2,393	5,072	7,465
Organizing	2,470	4,008	6,478
Grievance/FF/LIC	<u>2,363</u>	<u>3,156</u>	<u>5,519</u>

	<u>68,765</u>	<u>209,656</u>	<u>278,421</u>
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Various Other Committees:

Sierra Pacific Power	81,989	9,861	91,850
Outside Line	14,560	3,886	18,446
Davey Tree	17,267	3,711	20,978
Retirees		538	538
Central Labor		226	226
So. San Joaquin		188	188
SMUD		62	62
Apprenticeship committee		701	701
Joint Grievance		57	57
Regional Transit	7,314	2,393	9,707
No. Calif. Port Authority		169	169
Utility Trees		335	335
Frontier committee	2,446	4,429	6,875
WAPA		207	207
I/O Convention		7,401	7,401
Joint Apprenticeship		1,179	1,179
City of Gridley		52	52
City of Roseville		362	362
Training Membership		3,143	3,143
SF Muni		81	81
Merced ID		23	23
Local Union Election	7,824	47,691	55,515
Pole Treatment		64	64
No. American Energy Service		69	69
Tri Dam		44	44
AC Transit	403	130	533
Yuba Co Water		261	261
Foster Wheeler	1,351	581	1,932
Bella Vista		337	337
Osmose		595	595
Trees Inc.		5,614	5,614
City of Oakland		44	44
Wood Group		6,475	6,475
Mirant Power Plant		194	194
Mt. Wheeler		75	75
Truckee Meadows		185	185
Provco		60	60
Asplund	153	881	1,034
City of Santa Clara		872	872
Modesto I.D.		4,041	4,041
Truckee Donner	4,769	1,347	6,116
Lassen MUD	10,366	776	11,142
City of Berkeley		71	71
Turlock I.D.		2,555	2,555
EPA PROVCO		144	144
Plumas Sierra Rural		67	67
City of Lodi		80	80
Training - contract costing		133	133
Trans Canada		3,575	3,575
City of Fernley		90	90
City of Healdsburg	<u> </u>	<u>650</u>	<u>650</u>

	<u>148,442</u>	<u>116,705</u>	<u>265,147</u>
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PG&E Negotiation Committees:

Departmental:			
Arbitration	1,218	46,126	47,344
Meal Committee		529	529
Clerical	2,220	1,195	3,415

Utility Reporter

Gas Servicemen		196	196
Hiring Hall		224	224
CGT		356	356
Contract Center Future		530	530
ESC		109	109
Exhibit XVI	6,508	4,423	10,931
Benefits		2,726	2,726
Rubber glove		206	206
Hydro / Sys Op		30	30
Lineman Committee		23	23
Gas T&D		609	609
Ad Hoc		419	419
Helicopter		1,866	1,866
Misc. General Office Clerical		47	47
Misc. Physical		315	315
Barehand		254	254
Diablo Canyon		123	123
Transformation		1,634	1,634
Comet		1,868	1,868
System Operator		824	824
Gas Stub Committee	<u>1,142</u>	<u>837</u>	<u>1,979</u>

	<u>11,088</u>	<u>65,469</u>	<u>76,557</u>
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Membership expenses:

Supplies - Intl.	2,793
Supplies - Local	3,397
Membership fees	6,765
Flowers/donations	435
Union Shopper	42,064
Lineman Rodeo	243
Golf tournament	<u>3,909</u>
	<u>59,606</u>

Membership benefits:

Group life insurance	90,475
Unit drawing award	550
Individual drawing award	550
Service award dinners	43,266
Social fund	<u>13,400</u>
	<u>148,241</u>

Payroll taxes:

Employee portion:	
U.S. income tax withheld	(924,768)
FICA withheld	(409,468)
California income tax withheld	(312,336)
SDI withheld	(26,458)
U.S. income tax forward	924,768
FICA forward	409,468
California income tax forward	312,336
SDI forward	26,458

Local Union's portion:	
FICA	409,852
California Unemployment	25,650
U.S.Unemployment	<u>3,925</u>
	<u>439,427</u>

Employee benefits:

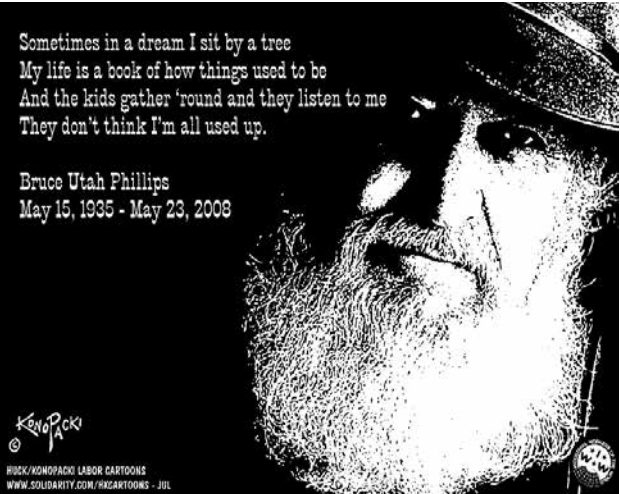
Health and Welfare plans	1,511,449
Group life insurance	166,122
Pension plan	934,760
Other costs, pension plans	<u>30,794</u>
	<u>2,643,125</u>

Other disbursements:

Legal fees	318,237
Hall rentals	82,604
Workmen's compensation insurance	72,184
Refunds	5,922
PRD fees	10,266
Payroll Deduction	2,448
Miscellaneous taxes	266
Insurance - auto	44,347
Insurance - bond - pension plans	14,784
Insurance - Travel	1,000
Insurance - professional liability	18,144
Insurance-bond	6,587
Audit fees	28,600
Charitable donations	1,500
Miscellaneous fees	40
Consulting fees	<u>18,782</u>

	<u>625,711</u>
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Total Disbursements	<u><u>15,252,915</u></u>
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Hobo, songwriter, unionist, raconteur

U. Utah Phillips

U. Utah Phillips was a parttime union activist, hobo, train lover and songwriter. But he was a full-time seeker of justice right to the end, which came on May 23 at his home in Nevada City, Ca.

Phillips, who was Bruce Duncan before he became U. Utah, was a natural storyteller. In concert, he mixed original songs with sometimes salty monologues like the classic “Moose Turd Pie,” in which Phillips describes how a member of a railroad construction gang tries to get fired from the job of camp cook by serving up a moose turd pie, referred to variously by Phillips as a meadow wafer, pasture pastry and poetry on a plate.

But he was a lot deeper than his cornball humor would lead you to believe. Phillips’ songs were eternally concerned with matters of social justice, personal longing, and nostalgia for an earlier era when “riding the rails” provided young wanderers with freedom as well as fraternity. For a time Phillips lived in a railroad caboose.

At a performance last year, he said: “It’s nice to know there are some things in early 21st-century post-industrial culture that don’t change very fast. I am one of those.”

Among his many songs were “Daddy, What’s a Train?”, “Green Rolling Hills”, “All Used Up”, “The Telling Takes Me Home” and “Goodnight Loving Trail.”

After serving in the Korean War, Phillips joined the Industrial Workers of the World, also known as the Wobblies, which envisioned all the workers of the world in one big union. He discovered that he could make a modest living on the strength of his singing and storytelling, and spent the next 38 years, in his words, “learning how to make a living, not a killing.” In a 2007 podcast he said, “I discovered a dignified, ancient, elegant trade, one where I could own what I do and never have to have a boss again.”

As a folk singer who blended working class activism with his music, Phillips was firmly in the tradition of Woody Guthrie and Pete Seeger, who were among his many influences.

In the late 1980s, Mr. Phillips settled with his fourth wife, Joanna Robinson, in Nevada City, where he became a fixture in the northern California music scene.

Former IBEW Local 1245 lineman Bruce Hayden recalled Phillips’ appearance last year at the Strawberry Music Festival.

“He was quite the man about the festival last year, holding court wherever he went,” Hayden wrote in a letter to the Utility Reporter. “He talked with anyone who wanted to talk with him. I think he knew this may be his last festival and damn he was going to enjoy it.”

And we’ll let Utah have the last word in his own obituary, taken from one of his songs: “I don’t know a lot about what you call class, but the upper and middle can just kiss my ass.”

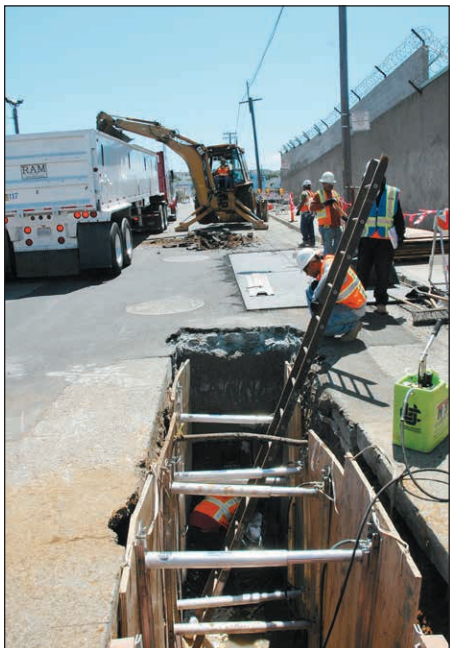
UNDERGROUND CONSTRUCTORS

When Local 1245 teamed up with Underground Constructors, Black and Veatch, and San Francisco's CityBuild program to host a job fair in March, everyone hoped the effort would connect city residents with some good-paying union jobs.

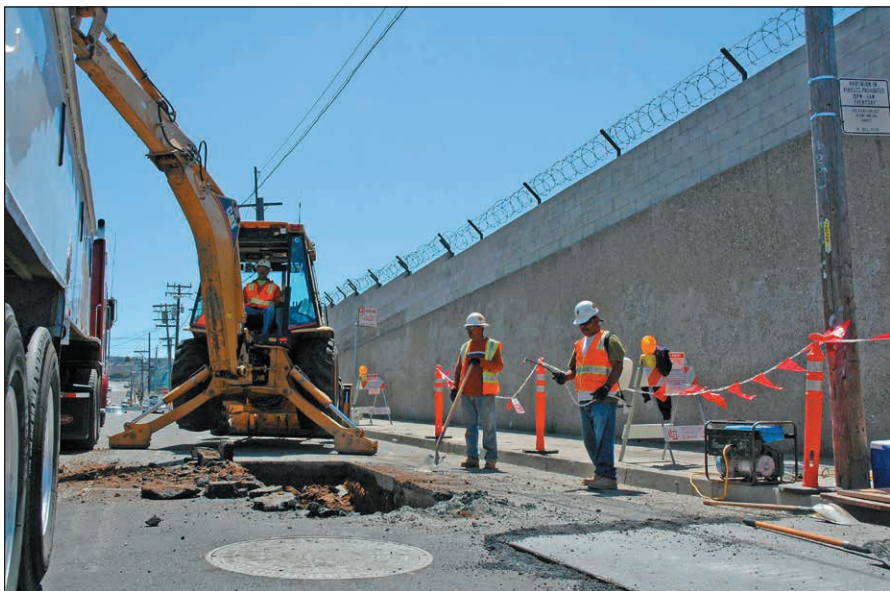
It has.



Welding part of the shoring system for a manhole.



(ABOVE AND BELOW) Dirt from the trenching will be hauled away and disposed of by a contractor.



A couple of months after the event, about two dozen people recruited through the job fair were at work for Underground Constructors on the trenching phase

of PG&E's Martin-Hunters Point Project. The project, managed by Black and Veatch, will connect two PG&E substations with a 5.1-mile-long 115kV transmission line, increasing electric reliability for San Francisco.

"It's been good," said Andrew McManus, Project Manager for Underground Constructors. "I have nothing but positive things to say about the crew out here."

When the Utility Reporter visited four jobsites on June 2, the Underground Constructor crews had already logged 25,000 hours without a reportable safety incident. And according to McManus, the job was staying on-time.

"Our guys have been meeting and exceeding expectations," he said.



The trench has to be covered back up at the end of each workday.



Marquez Boyd, one of the job fair recruits, is about to finish up some welding.

Traffic control is critical for safety, especially in a heavily-trafficked urban setting.

