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Day of reckoning

Collective bargaining between IBEW Local 1245 and Pacific Gas & Electric got underway Sept. 4 as the utility approaches a day of reckoning with its unionized workforce.

Preliminary work by subcommittees during the summer produced progress on a few issues, including tentative agreements affecting ISTS, California Gas Transmission and Diablo Canyon Power Plant. But other issues being considered by subcommittees remain unresolved, and major monetary issues have

not yet left the starting gate.

Despite repeatedly promising to do so, the company failed to offer any proposal during the summer to address the rising cost of retiree medical premiums nor the declining value of retiree pensions. Retiree issues were among the highest priorities set forth by the union when opening proposals were exchanged in June.

The negotiations amount to a day of reckoning for PG&E, which relied heavily

on the skills and good faith of its unionized workforce to find ways to maintain service when the company's vaunted "Transformation" plan replaced many traditional practices with new ones that didn't work. In many cases, union members had to devise workarounds to keep the business operating, but it is unclear whether the loyalty and ingenuity they exhibited will be rewarded at the bargaining table or will simply be taken for granted.

As the Utility Reporter went to press, the union and company had reviewed the status of subcommittee negotiations, and were figuring out the order in which they would consider

PG&E negotiations

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Union membership News briefs

nation-wide rose .5% last year, the second straight year of growth after declining since 1980, according to the UCLA Institute for Research on Labor and Employment.

Tax fairness? About a quarter of large corporations—ones that had more than \$250 million in assets or \$50 million in gross receipts—paid no taxes between 1998 and 2005, according to the Government Accountability Office.

Pension Dipping: At a time when scores of companies are freezing pensions for their workers, some are quietly converting their pension plans into resources to finance their executives' retirement benefits and pay, the Wall Street Journal reported.

Dereg Blues: Texas had some of the cheapest power rates in the country when it deregulated electricity six years ago. Now its power is among the nation's most costly. In May, wholesale prices rose briefly to more than \$4 a kilowatt hour—about 40 times the national average.

Executive Compensation for four of five senior executive positions at Sierra Pacific Resources more than doubled over five years, exceeding even recommendations from an expert hired by the company, according to the attorney general's Bureau of Consumer Protection.

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

Beach rescue

A pleasant summer day at the beach took a deadly serious turn for Local 1245 member J.R. Clark when a woman sitting nearby with her family suddenly began to scream.



"I put everything into it I had"

Clark, who had just come off of Lake Tahoe after an afternoon of boating with his wife and two kids, rushed over to find Tony Kaiser unconscious.

"I pulled him out of his chair. There was no heart beat," said Clark, a second-step Apprentice Lineman at Sierra Pacific Power and 10-year member of IBEW Local 1245.

"I opened his airways. I started chest compression. He vaguely had a breath so I knew there was no reason to give him air," said Clark. "The main thing was chest compression because he had no heart beat."

A fibrillating heart requires an electric shock from a defibrillator to enable it to resume a normal heart beat. Until then, chest compressions are the only means to move blood to the patient's brain, heart, and other organs.

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Among the many Local 1245 members who fought the privatization of TMWA assets were, from left, Tim Flanagan, Chip Chadwick, Chris Hires, Jackson Bergland, Jon Rouse and Travis Bunkowski. Photo by Pat Waite.

Water war

Members at TMWA defeat takeover

story by Eric Wolfe

When Jackson Bergland got an early-morning phone call on a Friday in July, he knew immediately what he had to do.

The caller warned that their employer, Reno-based Truckee Meadow Water Authority, was considering a proposal to lease the agency's assets to a private firm. Bergland, a unit officer for IBEW Local 1245, immediately called in to a local radio station and began talking about the downside of privatization. He didn't mention the TMWA plan because it hadn't been announced to the public yet, but he wanted to get in some early licks on the privatization issue to set the stage for the debate that was sure to come.

Between that phone call on July 11 and the Authority's hurried decision two weeks later to kill the privatization plan, all hell broke loose. And you don't have

to look very far to see who the hell-raisers were.

"We got on our horses and notified as many people as we possibly could to let them know what was going on," said Chris Hires, a union steward who co-chairs the IBEW unit at TMWA. The goal: get people to make enough noise to be heard.

Hires himself called KOH radio talk show and ignored the host's effort to limit him to one comment.

"This was my first time of ever calling a talk radio show. I figured it was something we had to do, otherwise it's going to go through—unless we speak our voices and make sure we're heard," Hires said.

"I guess you're going to make your other points," the talk show host said on-air, when it became apparent that Hires wasn't going to shut up anytime soon.

"Yeah, I have to get it out," Hires replied.

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Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Sacrifice and remembering

I am writing this column in the early morning hours of Labor Day. We Americans celebrate most holidays as a day that we are paid not to work and as a day to spend doing what we want to do, usually with family. This is all too true with Labor Day.

The Department of Labor tells us that Labor Day "is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country." This being the Bush Department of Labor, there is no mention of the labor movement that started the holiday, but be that as it may, for most Americans Labor Day is a long weekend that marks the end of summer and little more.

I don't belittle the value of time off with family, but the day's historical roots beg for some reflection on our union.

In case we had forgotten that the work that many of our members perform is dangerous, this summer reminded us. Within an eight-day period, three of our members were killed on the job. On July 16, Utility Tree employee Phillip Baker was electrocuted when the bucket in which he was working malfunctioned and lifted him into contact with the conductors under which he was working. On July 19, Underground Construction employee Daniel Dennard was murdered a short distance from his San Francisco jobsite after leaving work for the day. On July

24, Sacramento Regional Transit rail maintenance worker Troy Schafer was killed while working on the tracks when he was struck by a light rail train.

Our work is dangerous. In just a few seconds a job can turn from routine to a widow-maker. We should never forget this-and our employers should never forget this.

Our work also demands that our members sometimes spend nights and holidays away from their families. On Labor Day, as most of us enjoy the three-day weekend with our families, hundreds of our members are working. Generation employees, electric and gas operators, dispatchers, call center workers, other shift workers, and emergency responders work Labor Day, just as they work every holiday. When PG&E needed several hundred gas service representatives in Davis this Labor Day weekend to re-light services after a widespread gas outage, our members responded, putting our shared commitment to public service before leisure time with their families. We thank our members who make such a sacrifice and we ask that our employers not forget this.

Jose Torres

Jose Torres was sworn in as the new representative for Line Clearance Tree Trimmers at the July 26 Advisory Council meeting in Vacaville. Torres, who served as a member of the Tree Trimmer bargaining committee this year, is



Local 1245 President Mike Davis, left, administers the oath to Jose Torres.

El Presidente Mike Davis del Local 1245, a la izquierda, le imparte el juramento a Jose Torres.

As I worked on this column, we learned that Hurricane Gustav would be less destructive than predicted. But catastrophic storms will come again, and we know that our members will be faithful and effective emergency responders to hurricanes, ice storms, snow storms, fire storms, earthquakes or whatever the case may be. Through long and hard work, drawing on their skills as journeymen, they restore the utility service on which communities depend. We ask that our employers not forget this.

On September 4 we begin formal negotiations with PG&E, our largest employer. Yes, the company has its interests to protect and advance, and yes, there is market data that needs to be reviewed. As we negotiate, though, we will be reminding PG&E that without our brain and muscle, not a single wheel can turn. Without us, there is no "strength or prosperity or well-being," as the Department of Labor puts it.

We sacrifice our time with our families for the greater good, and we work jobs that can turn killer in a heartbeat. We never forget this, and we never forget that those who came before us and

employed by Davey Tree Surgery Company, working on the Sacramento Municipal Utility District system. He has been a member of Local 1245 since 2002.

Jose Torres

En la reunión del Consejo Consultivo el 26 de julio en Vacaville, Jose Torres fue juramentado como el nuevo representante de trabajadores en la Poda de Árboles Cerca de Líneas Eléctricas.

El Sr. Torres ha servido este año como miembro del comité de negociaciones para Podadores de Árboles, está empleado por la empresa Davey Tree Surgery Company, y trabaja en el sistema del Sacramento Municipal Utility District. Ha sido miembro del Local 1245 desde el año 2002.

are now retired worked just as hard and with greater danger. In the old days, we would say that this doesn't all fit on a slide rule, and I suppose that today we would translate that as - "this doesn't all fit on an Excel spreadsheet or a Power-Point presentation." Our members work hard, and the respect that they demand and deserve is best expressed at the negotiating table.

Dues Deduction Notice

IBEW 1245 members who work for Pacific Gas & Electric will see the recently approved dues increase deducted from their first paychecks in October (Friday, October 3). Members at other companies will see the dues increase on the same date or soon thereafter.

APPOINTMENTS

US BUREAU OF RECLAMATION

Bargaining Committee

Patrick Pipis
Robert Skordas
Dean Sharp
David Hoertling

MIRANT

Bargaining Committee

Mike Cutshaw
Greg Ho
Larry Jasmann
Phil Kamp
Ted Wallace

DAVEY TREE (TURLOCK. I.D.)

Bargaining Committee

Nathan "Cory" Higgins

NCPA

Bargaining Committee

Jana Linkiewicz

ASPLUNDH, TREES INC. & UTILITY TREE

Ballot Committee

Diego Urbina
Manuel Macias
Ray Banfill
John "Scott" Mahnke

FRONTIER

Bargaining Committee

Sheila Lawton
Denise Sanders
Eric Tanka
Bruce Gilbert
Thomas Greer

CONFERENCES & CONVENTIONS

California Labor Federation 27th Biennial Convention

Mike Davis
Art Freitas

Inter-Union Gas Industry Workers Conference

Lou Mennel
Mike Scafani

CALENDAR

Oct. 2: Retirees Club, San Jose, CA

Oct 7: Retirees Club, Merced, CA

Oct 7: Retirees Club, Santa Rosa, CA

Oct 8: Retirees Club, Vacaville, CA

Oct 9: Retirees Club, Dublin, CA

NOV. 4: ELECTION DAY - VOTE!

Nov 4: Retirees Club, Merced, CA

Nov 4: Retirees Club, Santa Rosa, CA

Nov 6: Retirees Club, San Jose, CA

Nov 12: Retirees Club, Vacaville, CA

Nov 13: Retirees Club, Dublin, CA

Nov 15: Public Sector Stewards Conference, Vacaville, CA



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

Our phone number is (707) 452-2700.



South Feather pacts ratified

By Ray Thomas

Members of Local 1245 have ratified new four-year agreements with South Feather Water and Power in both the Hydropower Generation and Water Treatment and Distribution Divisions.

On Aug. 6 the employee representatives for both divisions and I met at the agency's Oroville offices in order to proofread and executed the ratified table agreements for each unit. The ratified agreements contain the following improvements/changes:

Unit Changes

Unit 3312, Carson City, Nev., has been re-established. Meetings will be monthly on the 3rd Thursday at 5:30 pm at Round Table Pizza North at 3325 Retail Drive. Unit chairman to be announced.

Randy Osborn, Business Rep.

Unit 4014, Elk Grove/Frontier is moving to a larger meeting room facility. Unit meetings will now be at Round Table Pizza, 10054 Bruceville Rd. in Elk Grove. There is no change in meeting times or dates.

Ray Thomas, Senior Business Representative

Unit 1111, Fresno, has a new meeting location: Jimenez Mexican Grill Restaurant and Cantina, 6561 N. Blackstone Ave., in Fresno. The Jimenez Restaurant is across the street and just north of the old location at Sierra Lanes. Meeting time and date remain the same.

Mike Grill, Business Representative

Unit 1128, Lemoore, has a new meeting location: Mr. Bills, 230 Fox St. in Lemoore. Meetings are now the second Wednesday of the month, beginning at 5:00 pm. Meeting dates for the remainder of 2008 are Aug. 13, Sept. 10, Oct. 8, Nov. 12, and Dec. 10.

Robert Dean, Business Representative

Hydropower Generation MOU

- Article 7 WAGES: 3.58% General Wage increase above PG&E parity for all incumbent employees, employed as of June 30, 2008, each year of Term.
- Article 8 HOURS AND OVERTIME: Amend Article 8.6 to allow occasional, temporary change in assignment of shift hours.
- Article 19 RETIREMENT: Move from deferred compensation defined contribution retirement programs into the Cal-PERS 3% @ 60 defined benefit pension plan. Employees still retain the right to participate in non-matching deferred compensation savings plans via pre-tax payroll withholding. Employees pay their 8% share of the cost of the Cal-PERS plan while the District pays the difference, including any increases during the term of the Memorandum of Understanding.
- Article 25 TERM: July 22, 2008 through December 31, 2011.

Water Treatment and Distribution MOU

- Article 7 WAGES: 3% General Wage increase to all Exhibit "A" Wage Rate Ranges in each year of the Memorandum of Understanding. In addition to the Exhibit "A" general wage increase, all incumbent employees as of June 29, 2008 received a 3.58% wage rate increase.
- Article 19 RETIREMENT: Move from deferred compensation defined contribution retirement programs into the Cal-PERS 3% @ 60 defined benefit pension plan. Employees still retain the right to participate in non-matching deferred compensation savings plans via pre-tax payroll

Mirant committee reviews proposals

The Local 1245 bargaining committee at Mirant met on Aug. 15 and 27 and Sept. 3 to review and finalize our membership proposals. The most common proposals, in no particular order, were:

- Job security
- Retiree medical benefits
- Employee medical premium cost
- Pension benefits
- Wages, job definitions and promotions
- 401k savings plan
- Recruitment and retention plan

The company and union are scheduled to exchange proposals on Sept. 15. The union committee is looking forward to discussing our proposals with the company.

In unity,

Your 2008 bargaining committee:

Greg Ho, Mike Cutshaw, Larry Jasmann, Phil Kamp, Ted Wallace and Joe Osterlund

withholding. Employees pay their 8% share of the cost of the Cal-PERS plan while the District pays the difference, including any increases during the term of the Memorandum of Understanding.

- Article 25 TERM: July 22, 2008

through December 31, 2010.

A special note of thanks to Business Representative Jack Osburn, who assisted in the negotiations for both units in this year's bargaining.

Ray Thomas is Senior Business Representative for IBEW Local 1245



From left: Henry Reeson, Shop Steward, Hydropower Generation unit; Rick McCullough and John Shipman, Shop Stewards, Water Treatment and Distribution unit; and Senior Business Rep. Ray Thomas.

Pact boosts wages at Tri-Dam Project

A new agreement with the Tri-Dam Project will boost wages for Local 1245 members by 4% a year for the next four years.



Dennis Seyfer

The agreement runs through Feb. 29, 2012, with wage increases the first pay period in March of 2008, 2009, 2010 and 2011.

The agreement also provides an "incentive pool" of \$30,000 to prevent outages, with the incentive pay to be shared by all non-probationary employees.

Other provisions of the agreement include:

- Jury duty capped at 416 scheduled hours-not-worked.

- Expanded application of funeral leave.
- Opt-out of medical insurance, with a payment of \$200/month, if an employee is covered by another source.
- Increased accidental death benefit, to \$50,000.
- Pension formula increased to 2.5% at 55 effective March 2009.
- Employer contribution to employee share of PERS increased by 1% (to 7% of the 8% employee required contribution).
- Coordination of sick leave and disability benefits

Serving on the union bargaining committee were Barbara Bray, Troy Hammerbeck, and Assistant Business Manager Dennis Seyfer, assisted by Business Rep. John Mendoza.

Notice regarding agency fee payers objection plan

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



Letters to Peter Darbee

Make sure our retirees receive long due improvements

Editor's note: The following three letters were sent to PG&E Chairman and CEO Peter Darbee by Local 1245 retirees.

Dear Chairman Darbee:

I am writing this letter on Labor Day in hopes that you will understand and act on the concerns that my retired brothers and sisters have with huge medical premium costs and no pension increases.

I retired in April 2005 as an Electric Foreman's Clerk in Santa Cruz with 35 years of service. During my service I worked with my brothers and sisters in the field and office to restore gas and electric service after outages due to yearly storms in our mountain areas, earthquakes and the Oakland firestorm. As an active Shop Steward for IBEW 1245 I was also involved in many committees. Quite a few of these included the latest change the new management of the company at that time was going to install. At our field level we called this the "flavor of the month".

I started my career in the PG&E family, went through employee involvement and other feel-good titles, suffered with SAP, deregulation, proposed cutbacks, bankruptcy, served on the last General Negotiations and thankfully retired at the beginning of Transformation. Through all these changes during my 35 years there has been one constant and that was that my brothers and sisters who dig the ditches, climb the poles and answer the phones for our customers have always been there and done so in a professional and compassionate manner.

When I retired my pension check was reduced by having to pay 50% of my medical premium for my spouse and me. Thankfully due to the last set of contract negotiations this was helped by the Retiree Premium Offset Account that went towards half of that payment. On September 2007 that amount was exhausted and due to talks between the union and company an additional amount was added to pay 25% of our premium amount. For me that amount was exhausted on Aug. 1, 2008 and I now have the full 50% of my medical premium of \$603.86 deducted each month from my pension.

While this seems like a huge amount to me I can only imagine what it must be to my brothers and sisters that

retired years before me with smaller pensions that never have had yearly increases. Most of these retirees are the workers that had no backhoes, no bucket trucks and no computers or state of art phone systems and they still built this system of gas and electricity that serves the customers of Pacific Gas and Electric today.

So on this Labor Day 2008 when we recognize and celebrate the workers of our great country I would ask that you and the Board of PG&E act in a professional and compassionate manner and make sure our retirees receive long due improvements to pension and retiree medical benefits during the current General Negotiations.

Respectfully, Art Freitas,
Retired Electric Foreman's Clerk

Not asking for the world

Dear Mr. Darbee,

Fifteen years have gone by since I retired in 1993, and I have not had one cost of living increase in my pension check. Imagine what a gallon of milk or a gallon of gas was in 1993 and what they are in 2008. A cap for my tooth was close to the amount of my pension check for the month because retirees have no dental coverage. It is getting difficult for retirees to stretch their checks 15 years without a raise. To make a bad situation worse, our pension checks are being reduced by medical deductions. It's rather like a computerized cancer.

Hopefully none of our retirees have cancer, but we do have a disease and it's called "Pension and Medical Depression." As we retirees grow older, and hopefully stay alive, we patiently have been waiting for the current negotiations with PG&E regarding our pension, medical, and dental. And now nothing seems to be happening. Are we somehow unworthy?

We want PG&E to acknowledge us and start negotiating. PG&E is doing well, so these negotiations shouldn't be like the budget crisis in California. Are we not just as important as active employees? We might not have been top executives but we did our part and did it well. We've wandered through a dry desert for fifteen years—and we're hungry for a raise in our pensions, help with our medical and hopefully some dental coverage.

The retirees want the PG&E negotiating committee to respect the men and women who helped build the company you now run. Helping the retirees sets an example for the active employees. What happens to us can happen to them and they are very aware of that as many proposals by active employees were made for retirees.

Mr. Darbee, if you were a clerk instead of a CEO and you had not had a cost of living increase in fifteen years with medical eating away at what's left, you too would probably be writing the

CEO for help. Helping us shows that PG&E cares. We care about PG&E—it's been our whole life. We're not asking for the world—just some help.

Linda Lillehaugen
Retired Joint Pole Clerk

Breakthrough needed in negotiations

Mr. Peter Darbee:

I'm writing to you about a great concern that all of your PG&E retirees are dealing with. It is the monthly medical premiums, for both union and management retired employees. We all worked a 40-hour week. For some it was more. We all had a job to do.

Many retirees are financially worse off than I am. I am one of the newer retirees. I retired in 2004 as a Working Foreman "A" with 37 years in General Construction Gas Department. But at the rate of increase of our medical premiums, I know I will be in the same place as our older retirees are now.

My monthly premium in 2005 was \$145. In 2006 it was \$185. In 2007, it was

\$280 and in 2008 it was \$364. Thank goodness that the company and the union negotiated the premium off-set to help eligible retirees. Now there has to be some kind of breakthrough in negotiations to help our retirees that make a lot less than I do but have to pay the same monthly health premiums.

I have been on the union side of negotiations two times and I know you have people on your side who can show you how many retirees there are, what they receive from their pension, and how much they pay out to medical premiums each month. You have the power to do something about this terrible situation. All we can do as employees is to make a career and a good name for PG&E and to make sure all of your customers have gas and electric services when needed.

I look forward to meeting you at one of our Retiree Club monthly meetings. You are always welcome to attend. You want to hear something funny now—because we should always leave the table with a smile? Why do you spell your name wrong?

Larry L. Darby
Retired Working Foreman "A"

Open letter to active members of Local 1245

By Mike Silva

The first 10 years of my career were the longest. It seems that I went to sleep at the start of my 11th year and woke up in my 33rd year. It was just like over night that the time passed—11 years to 33 years and it was time to retire.

It was time to retire because my body was worn out. The doctors say that my work contributed to the major conditions that no longer make me young. I walk with a cane. I have accumulative trauma in my left ankle and right knee, making it difficult to walk and impossible to run.

I did physical work my whole career. My joints took the punishment. No senior softball, no golf, some fishing as long as there's not much of a walk. I developed Type 2 diabetes with age, which makes sex like playing billiards with a rope.

The point is: most of us don't retire with piss and vinegar. We are worn out. We've given it all to the company store. You go away feeling your pension will continue, the Medical Plan will be protected and you'll still be able to take care of your wife, who will probably out-live you any way.

For those of us who are retired now, our pension is diminishing. How much longer are we going to be able to afford medical insurance?

You people, the members still at work, are our only hope. If you'd only understand that what is affecting us right now will affect you pretty soon. Some of you will find out that their body didn't come with a warranty, and replacement parts are hard to find, and

when they are found they rarely work as good as new.

We can only hope that you can see that you do have a future with this company and that you have a good chance to retire from this company. You need to take stock at this time to securing your future. You probably should give some high priority to protecting your pension plan.

From our point of view it is very important right now for you to protect your future. In doing so we would hope that you could carry us along. The cap on PG&E payments to our medical insurance is draining away our pension. And it is draining away your pension even before you get it. Your pension isn't worth the paper it's written on as long as this medical cap exists.

Think about it. Although some might believe PG&E retirees are independently wealthy, most of us are not. Far from it. The medical cap really hurts retirees. The fact that cost of living adjustments are not part of the retirement plans really hurts your future. The Medical cap will really hurt your future.

Your support for retirees during the current bargaining is critically important—not just for us, but for you as well.

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

Get the latest
news at

www.ibew1245.com

Neglect is problem at nursing facilities

By Felicia Curran

You probably think it is unlikely that you or a family member will ever spend time in a nursing home. Well, think again. The United States General Accounting Office estimates that more than 43 percent of all Americans over the age of 65 will wind up in one at some point during their remaining years. After a hospitalization, many people will also need to spend time in a rehab center or convalescent

hospital before going home.

Unfortunately, many of these facilities provide very poor care. In 1998, the federal government reported that one in three California nursing home was cited for serious or potentially life-threatening problems. Many cases of medical neglect result from corporate owners of nursing facilities trying to cut corners in order to widen their profit margins.

The corporate owners of care facilities have legal liability for understaffing their facilities. The less staff there are at a care facility, the higher the probability of injury to elderly patients. The patient may go in with one medical problem, and acquire other medical problems in the facility as a result of neglect by staff.

Care facilities that are short staffed often leave elderly adults lying in bed unattended, which can lead to pressure ulcers. Elderly adults are more likely to

suffer from falls because no one is around to assist them getting in and out of bed or up from a chair. Elderly adults are more likely to be malnourished because no one takes the time to assist them with eating or monitor their consumption of food. Overworked staff may not notice a change in the patient's condition, and consequently may not call the doctor in time to get the resident needed medical help.

For incidents of abuse or neglect in either a nursing home or other care facility, file a complaint with the local Ombudsman. Call 1-800-231-4024 to find the location of their office.

You can also complain to the agency that licenses the care facility. Call the state Department of Health Services (Licensing and Certification Program) for nursing homes, skilled nursing facilities, group homes and home health agencies. Their telephone number is 1-

800-236-9747, and their website is www.dhs.gov/lnc.

Call the state Department of Social Services' Community Care Licensing Division for residential care facilities and assisted living facilities. Their telephone number in Sacramento is 916-657-2592. Their website is <http://ccl.dss.cahwnet.gov>.

For abuse or neglect outside of a facility, call your local Adult Protective Services. For your local number call 1-800-510-2020.

You should also consult a lawyer. The threat of a lawsuit often gets more of a response from care facilities than action by a licensing agency. This is because the licensing agency can only fine the offending facility for a comparatively small sum. Unscrupulous owners often would rather pay the small fine or simply gamble that they won't be caught than adequately staff their nursing homes. A lawsuit is often the most effective way to force the nursing home or care facility to abide by proper regulations and provide for a sufficient number of staff.

Keep in mind as well that elderly adults (i.e. 65 and above) and adults with disabilities have a right to monetary compensation under the Elder Abuse and Dependent Adult Civil Protection Act for their injuries as a result of abuse or neglect. The elderly victim's family may have a right to compensation for wrongful death of their loved one.

Nursing homes are required to post the number of staff on duty each day. If you are concerned that the facility may be understaffed, contact the appropriate licensing agency, or your lawyer.

Felicia Curran is a lawyer at Boxer & Gerson, LLP, in the firm's elder abuse and medical neglect practice areas. She provides legal analysis on preventing nursing home abuse and elder abuse in her blog www.elderadvocacyblog.com. Visit the firm's website at www.boxer-law.com or call 510-835-8870 for more information.



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!

Alfredo Agorilla 27 years So. San Francisco, CA	Thomas Bonham 38 years Fresno, CA	Rosa Feliciano 24 years Patterson, CA	Allan Lakeman 36 years San Jose, CA	James Olivieri 23 years Sonora, CA	Carol Shriver 23 years Stockton, CA
Alexius Aiu 34 years Fairfield, CA	Susan Bulkeley 23 years Bakersfield, CA	Corazon Felix 26 years Vallejo, CA	Roger Lambert 35 years Oklahoma City, OK	Gerald Pachie 33 years Middletown, CA	Wilberta Skinner 35 years Richmond, CA
Gennie Alderson 15 years Reno, NV	Edith Cabanban 33 years Daly City, CA	Wayne Gin 21 years San Luis Obispo, CA	Barbara Larcom 26 years Corona, CA	George Payne 34 years Goodyear, AZ	M Sparks 7 years Elverta, CA
Penny Angle 23 years Modesto, CA	Daniel Campos 16 years Stockton, CA	Robert Godett 30 years Roseville, CA	Michael Lawrence 13 years San Francisco, CA	James Petersen 35 years Penn Valley, CA	Gary Stevenson 18 years Bandon, OR
Donna Ashley 27 years Sunnyvale, CA	Edward Casazza 34 years So. San Francisco, CA	Daniel Gomes 37 years San Lorenzo, CA	Ray Lewis 30 years Orcutt, CA	Barbara Phillips 11 years Auburn, CA	Gary Stevenson 37 years Santa Rosa, CA
Gloria Baker 27 years Red Bluff, CA	Julie Cheng 31 years Sacramento, CA	Guillermo Gutierrez 24 years Emmett, ID	Jesus Llamas 29 years Modesto, CA	Michael Pinske 30 years Trinidad, CA	Karla Terry 27 years Aptos, CA
David Baldwin 27 years Gray, TN	Beverly Crain 26 years Stockton, CA	Scott Harden 35 years Soulsbyville, CA	Dennis Lockwood 23 years Ione, CA	James Pooler 13 years Concord, CA	Linda Toler 30 years Eureka, CA
James Barkhurst 35 years Dixon, CA	John Cunningham 15 years Bear, DE	Melinda Harvey 26 years Seaside, CA	Karin Manuele 11 years Bakersfield, CA	Leonard Quinn 10 years Concord, CA	David Tucker 7 years Cambria, CA
Angelina Barrientos 28 years San Francisco, CA	Sandra Dalbec 25 years Cloverdale, CA	Donna Hayden 29 years Rocklin, CA	Avelina Martinez 37 years Oakley, CA	William Rechcygl 30 years Citrus Heights, CA	John Vidales 38 years Woodland, CA
George Beckam 34 years San Anselmo, CA	Thomas Davalos 26 years Salinas, CA	Roger Hushour 38 years Stockton, CA	Fred Martinez 38 years Turlock, CA	Douglas Reeves 2 years Silsbee, TX	Jane Watanabe 11 years San Francisco, CA
Chris Beckman 38 years San Francisco, CA	Vickie Detwiler 13 years Oakhurst, CA	Paul James 45 years Escondido, CA	E Mello 37 years Manteca, CA	Don Rideau 30 years Opelousas, LA	Lawrence Watts 38 years Eureka, CA
Anivea Beshears 26 years Fresno, CA	John Devaurs 21 years Lafayette, LA	PO Jang 35 years San Francisco, CA	Ronald Meyers 4 years Vacaville, CA	Jack Roeber 34 years Roseburg, OR	Shirley Wilson 40 years Castro Valley, CA
Keith Bickley 5 years Stockton, CA	Daniel Dinneen 29 years Yerington, NV	Ronald Jones 30 years Coarsegold, CA	Larry Moon 35 years Bakersfield, CA	Connie Salladay 26 years Pleasanton Hill, CA	Larry True 33 years Bakersfield, CA
Bruce Bila 22 years Placerville, CA	William Emanuel 34 years Oakdale, CA	Charlene Kinard 27 years Sacramento, CA	Dean Moresco 43 years San Carlos, CA	Lydia Sapiandante 33 years So. San Francisco, CA	
Randall Bollan 35 years Fortuna, CA	Michael Emerson 36 years San Francisco, CA	Thomas La Pan 30 years Arnold, CA	Jerry Munoz 37 years Lodi, CA	Phyllis Satterfield 26 years San Bruno, CA	
				Jane Seybold 55 years Auburn, CA	



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.

Showdown in Fernley

A clash between Local 1245 and the City of Fernley escalated beyond the bargaining table when over two dozen union members showed up at a City Council meeting in July to express displeasure over the current state of affairs.

Members are upset over the hostile work environment and poor compensation package, including the city's refusal to offer any wage increases in the current negotiations. Morale is at an all-time low.

"Fernley has the worst management I've ever seen," said Local 1245 Business Representative Pat Waite. "They show zero respect for their employees, and don't mind telling them."

The union member's mobilization prompted the council to consider firing the city manager at a meeting on Aug. 20, but ultimately only two of the five members voted for termination.

Local 1245 has responded with a full-page newspaper ad—scheduled to run in the Fernley Leader the first week of September—that publicizes the city's unfair treatment of its employees. A copy of the ad appears on this page.

"It's a sad state of affairs when management shows no regard for the employees," said Waite, "but this only makes our members more determined to stay united. This is their livelihood and they've shown they're not going to take these attacks lying down."



"The change we need doesn't come from Washington. Change comes to Washington. Change happens because the American people demand it, because they rise up and insist on new ideas and new leadership, a new politics for a new time."

Barack Obama, August 28, 2008



Everybody gets a raise...

- ◆ Increase in the City Council Members' stipend: 50%*
- ◆ Increase in the Mayor's stipend: 71%**
- ◆ Money found for lobbyist in Washington: \$95,000***
- ◆ Money found for City Manager's Health Care: Fully-Paid



City of Fernley employees, members of IBEW Local Union 1245, put in 20-hour days cleaning debris and pumping water following the levee breach in January.

... everybody, that is, except the people who actually do the work.

In current negotiations over wages, Fernley employees are being offered 0% for their efforts on behalf of the city.

0

We're doing our job for the city.
We're not asking for the moon.
But we deserve better than this.



Respectfully,
City of Fernley Employees
Members of IBEW Local Union 1245

Paid for by International Brotherhood of Electrical Workers Local 1245, representing municipal and private sector workers in Nevada and California since 1941.

* Increase for Fiscal Year 2008-2009 ** Increase for Fiscal Year 2007-2008 *** Compensation for Fiscal Year 2008-2009

Day of Reckoning, *continued from page 1*
proposals related to working conditions as well as those related to benefits. As is often the case in general bargaining, wage issues probably won't be considered until later in the negotiations.

Areas where subcommittees appeared to reach tentative agreements as of the first week of September were:

- Information Systems Technology Services (ISTS) Utility Worker proposal
- California Gas Transmission (CGT) environmental skill block
- Diablo Canyon operator issues

Subcommittee topics that were still being discussed included Gas Transmission & Distribution, Gas Service Rep, Bidding, Service Crew, Material Handler, Meter Reader and GC Per Diem.

The Local 1245 website at www.ibew1245.com—which is under the direct control of the union—is the primary place to find copies of tentative agreements, progress reports on bargaining, and letters from members and retirees about the issues at stake.

The same information will be posted on the IBEW home page on the PG&E Intranet, although it may not be as complete or as timely. Go to the PG&E home page, select "My Stuff", and scroll down to IBEW.

Union bargaining committee

Members serving on the General Bargaining Committee are:

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

Members serving on both the General Bargaining Committee and the Benefits Committee are:

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

Members serving on the Benefits Committee are:

Donna Ambeau, Sr. Service Rep I in Oakland
Bryan Carroll, Corrosion Mechanic in Sacramento
Cecelia de la Torree, 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

PG&E Electric Operations Letter Agreement

Editor's note: This joint statement was issued to Electric Operations employees on Aug. 18 by Local 1245 and PG&E.

Today, we are pleased to announce that we have reached another significant milestone in the Electric Operations Optimization project. We have identified a process to assist employees during the closing of the transmission control centers while they transition to the new GCC or other opportunities.

PG&E and the IBEW have reached an agreement (Letter Agreement 08-24) which provides employees with options and benefits beyond those in Title 206. The agreement triggers the workforce transition benefits which otherwise would have expired before

the normal Title 206 process would have begun. The agreement also maintains each employee's right to exercise their full Title 206 options.

The Letter Agreement is intended to assist in the transition of the impacted transmission employees at the closing control centers, but also provides enhanced benefits to other employees in Electric Operations (Transmission and Distribution) including:

- Eligibility for a special allowance for those who voluntarily accept a position at the Vacaville Grid Control Center
- Enhanced Moving Allowance
- Transitional and Educational Leave of Absence options if impacted

[This Letter Agreement is posted on

the IBEW website at www.ibew1245.com/PGE_LAs/LA08-24_8-18-08.pdf]

Over the next few weeks, meetings will be held with all control center employees where more details of this process will be shared and questions can be answered.

Coupled with the recent groundbreaking and beginning of construction of the Vacaville Grid Control Center, this signed Letter Agreement represents another significant achievement in the process as we continue our drive to optimize Electric Transmission Operations in support of PG&E's vision of becoming the leading utility in the United States.

Mark Johnson
PG&E

Tom Dalzell
IBEW

Water war, *continued from page 1*

Just the Beginning

The radio campaign was just the beginning. Union Steward Jon Rouse, a 14-year IBEW member, was one of many TMWA employees who began turning up the heat on local politicians.

"We e-mailed all the city council people in Sparks, the TMWA Board of Directors, the Washoe County commissioners," said Rouse. In other words, anyone who had a say in what the ultimate decision would be. Rouse helped trawl various websites to come up with the needed e-mail addresses for the public officials they were trying to contact. Many of the messages they sent went straight to the pocketbook issue: If the agency was allowed to go private, the new owners would expect to earn a profit and rates would inevitably go up.

"Right now we're a public agency so we're non-profit," Rouse noted. Not having to generate profits spares the ratepayers an added layer of expense.

"We got some (IBEW) members at Sierra Pacific to call up and say what they think. We got our families and everybody to do it."

Like everyone else interviewed for this story, Rouse attempted to minimize his own contribution, stressing that it was a group effort with widespread participation.

Blogging

The electronic campaign didn't stop with e-mail. Travis Bunkowski, a Water Plant Operator and also a union steward, went straight to the blog hosted by the Reno Gazette-Journal, the area's major newspaper. No need to wait for an editor to think about publishing your letter and maybe tossing it in the trash instead—the blog enabled Bunkowski to reach out to the public immediately.

"As soon as they posted this story the public got concerned real quick," Bunkowski said.

kowski said.

The following Wednesday, only five days after Bergland got that early-morning phone warning, IBEW Local 1245 Business Representative Pat Waite confronted the TMWA Board of Directors at their public meeting and pointed out many problems with the proposed privatization.

"Pat did a fantastic job," said Rouse. But the TMWA board was not ready to listen. They voted overwhelming to proceed with the privatization study. The only dissenting vote was Mike Carrigan, the Sparks councilman and chair of the TMWA board.

Despite the outcome of the vote, it served an important purpose. It showed TMWA employees which directors they needed to work on.

Tim Flanagan, a 10-year IBEW member, spoke to Reno Councilman Dave Aiazzi about state standards for drinking water.

"We far exceed those standards, sometimes by 10-fold. We're not required to do that, but we're customer-service focused as a company and we want to do that," Flanagan explained. "Sometimes it costs a little more money, but it's safer for the customers' health, and satisfaction is much higher. Typically private companies do just the minimum that needs to be done to meet the minimum standards."

The conversation with Aiazzi was just the beginning of Flanagan's lobbying. He also contacted a Reno councilman, spoke with an influential former assembly member currently running for the state senate, and posted anti-privatization arguments on the Reno Gazette Journal's website.

One argument probably stood out more than most. Flanagan noted that water companies around the country have been purchased by foreign firms, including companies from Canada and France.

"Everybody's pissed off about money

going to Saudi Arabia (for oil). Now Saudi Arabia is buying companies over here. How would you like to be paying Saudi Arabia for your water as well as your oil?" Flanagan asked.

Framing the Argument

Local control is a powerful argument when you're talking to people about basic services like water or electricity, and union members didn't hesitate to contrast their public agency with the private parties trying to get their hooks into it.

The possibility of leasing the agency's assets was proposed by Goldman Sachs, an investment firm that ranks 20th on the Fortune 500 list of America's largest corporations. Bergland, the IBEW hydro electric plant operator, took the time to do a little research on the firm. It turns out that the corporation's chief executive officer, Lloyd Blankfein, raked in total compensation of more than \$70 million in 2007.

Bergland compared the rather modest \$180,000 earned by TMWA's current general manager to the huge Goldman Sachs' salary, and then asked radio listeners to ponder this question: "Where do you think this money is coming from?"

The obvious answer is that the money for CEOs originates farther down the food chain—with the customers.

"The thing to think about when you're trying to shape public opinion like that," said Bergland, "is to frame your argument in the context of the audience."

On one radio show with a conservative, anti-tax audience, Bergland suggested the money that would be needed to support lavish CEO salaries was like a hidden tax that would be levied on TMWA ratepayers if the agency was privatized.

"This was going to be straight out of everyone's pocket, no matter what their feelings about economics or politics—we were all going to be harmed," said Bergland.

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New transformer



Local 1245 members at Sierra Pacific Power were at work last spring preparing to install a new transformer and four new feeders at Greg Substation on Purina Drive in Sparks, Nevada. The additional capacity will help the utility keep up with new growth in the area and the increased electric demand that comes



Jesse Folmer is laying out for attachments.



Photos by Eric Wolfe

From left, standing: Business Rep. Randy Osborn, Denny Tittensor, Mike Coli, Randy Brunelli, Kevin Bellows, Jesse Folmer. Kneeling, from left: Ben Shelton, Aaron Luzier.



Business Rep. Randy Osborn discusses some union business with Mike Coli, center, and Randy Brunelli.



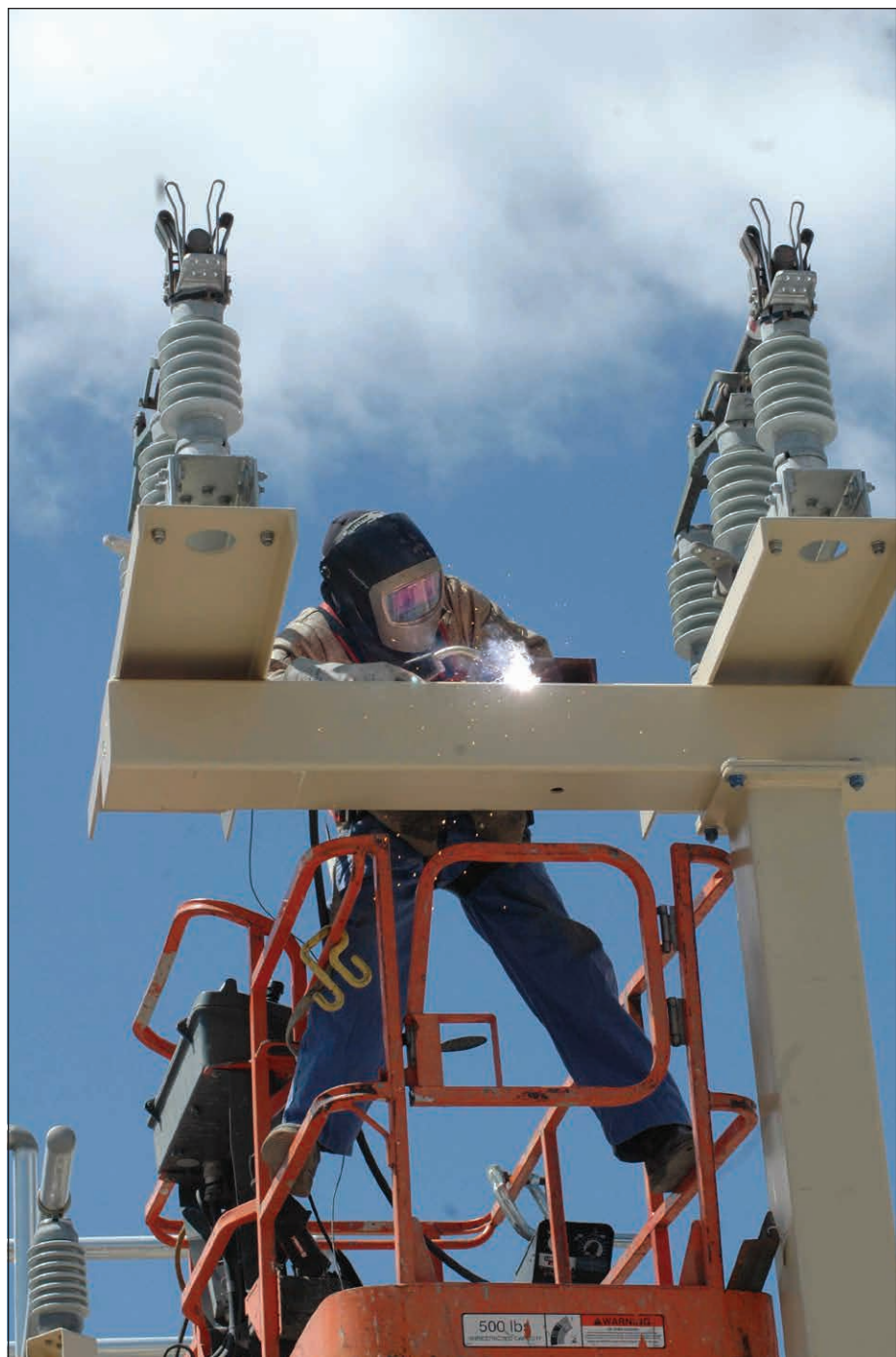
r for new growth

with it.

At the time of our visit the crew was just a few weeks into the four-month project. Still ahead: process vacuuming and oil filling the transformer, setting the transformer, putting up the bus and a whole lot of welding.

Local 1245 members on the job ... so that your lights stay on.

Kevin Bellows (left in insert) and Ben Shelton install light box for yard light.



ABOVE: Denny Tittensor welds the steel on brackets for switch handles.



Randy Brunelli bends conduit.



Contract ratified with Asplundh/Utility/Trees, Inc.

By Ray Thomas

Except for a few smaller Line Clearance Tree Trimming contracts still in negotiations, the bulk of the Line Clearance and Vegetation Control contracts have been re-negotiated and ratified by the Local 1245 membership.



Ray Thomas

Multi-contractor tree company negotiations officially kicked off on Nov. 20, 2007 in a meeting in San Francisco, with the top brass from Davey Tree Surgery, Asplundh Tree Expert Co., Utility Tree Service, Inc., and Trees, Inc. meeting with the IBEW 1245 negotiating team headed up by Business Manager Tom Dalzell.

For some six months, multi-contractor negotiations continued, until Davey Tree notified IBEW 1245 that they desired to meet and confer separate from the other three companies.

Davey Tree was the first large company to reach a table agreement that was ultimately ratified by the IBEW 1245 membership—on June 6.

Asplundh Tree Expert Co., Trees, Inc., and Utility Tree Service, Inc. did not ratify so quickly as these three companies had opted to exercise their right to move bargaining unit employee/dependant health and welfare plans from Principal PPO and Health Net HMO coverage to Lineco coverage effective Sept. 1, 2008. Faced with ever escalating Principal and Health Net premium increases, the companies had been demanding in negotiations that their employees pay 25% of their respective health and welfare monthly premiums, with the company paying 75% up to a maximum of \$700 per month. The Principal PPO family premiums were exceeding \$1,500 per month, meaning that the company was proposing that employees with family PPO coverage were to pay some \$425 per month for their health and welfare benefits.

The union's negotiating committee refused to agree to employee premium contributions as proposed by the company. Finally, the companies began to propose Lineco health and welfare coverage, which currently has an hourly cost of \$4.75, or a straight time monthly equivalent of approximately \$821.75 per month per employee (not calculating in potential overtime hours).

The first table agreement put out to vote was rejected by the membership at

all three companies. The union met and conferred with the lead negotiator of the three companies. The companies gave the union their "last, best and final" offer. Those ballots cast by the membership at all three companies were counted at Local 1245's Weakley Hall on Aug. 15, and the membership of all three companies approved the new agreements. Highlights of the new Asplundh, Trees, Inc. and Utility Tree agreements are as follows:

- Article 5:1 Increase meal allowance to \$13.00 per meal.
- Article 6:7(d) : Employee continuity of service (seniority) shall not be broken for absences due to temporary disability incurred on the job while working for the Company.
- Article 8:1: General Wage Increases of 3% in both 2008 and 2009. NOTE: Former EPA PROVCO Vegetation Specialists who were attained by Trees, Inc. shall receive their 3% General Wage Increases on top of their former, higher, EPA PROVCO Vegetation Specialist hourly rates.
- Article 8:4: Employees must only work 4-hours in a higher classification to receive upgrade (formerly 8). There is now no minimum upgrade hours required for employees who work in a higher classification during emergency call-out work to receive the upgrade wages.
- Article 14:7 Miscellaneous: During the months of June, July, and August the companies are to provide ice for water coolers, or reimburse employees for these ice purchases.
- Article 16:1: Health and Welfare: Effective Sept. 1, 2008 employee Health and Welfare coverage will be moved from Principal and Health Net to Lineco. Current employee monthly premium contributions will be eliminated and the companies will pay \$4.74, the current hourly cost of Lineco, for each hour the employee works.
- Term: Article 19.1: Effective upon signature, and through Jan. 3, 2010.
- LETTER OF AGREEMENT: Safety Incentive Bonus: Beginning Oct. 1, 2008, employees who have no OSHA recordable on the job injury whereby the employee violated a safety rule, or cause no property damage, or cause no vehicle damage, or cause no electrical outage, and who do not violate employer drug and alcohol policy, shall be eligible for a quarterly bonus of 1% of their gross earnings.
- LETTER OF AGREEMENT: CPR, First Aid: Employees working on the Pacific Gas & Electric properties shall be paid for any time spent in CPR and/or First Aid Training.

Ray Thomas is Senior Business Representative

Se Ratifica Contrato con Asplundh, Trees Inc. and Utility Tree

Por Ray Thomas

Con la excepción de algunos contratos de menor tamaño que todavía se están negociando acerca de la Poda de Árboles Cerca de Líneas Eléctricas, la mayor parte de los contratos sobre Limpieza de Líneas y Control de Vegetación ya han sido renegociados y ratificados por los miembros del Local 1245.

Las negociaciones con múltiples empresas contratistas de árboles, se iniciaron oficialmente el 20 de noviembre de 2007 en una reunión en San Francisco, en la cual estuvieron presentes los más altos jefes de Davey Tree Surgery, Asplundh Tree Expert Co., Utility Tree Service, Inc., y Trees, Inc. reunidos con el equipo de negociaciones de IBEW 1245 encabezado por el Gerente de Negocios Tom Dalzell.

Durante unos seis meses continuaron las negociaciones con los múltiples contratistas, hasta que Davey Tree le notificó a IBEW 1245 que ellos deseaban reunirse y consultar en forma separada de las tres otras compañías.

Davey Tree fue la primera de las grandes compañías en llegar a un acuerdo en la mesa de negociaciones, que fue finalmente ratificado el 6 de junio por los miembros de IBEW 1245.

Asplundh Tree Expert Co., Trees, Inc.,

y Utility Tree Service, Inc. no ratificaron tan rápido, ya que estas tres compañías habían optado por ejercer su derecho a cambiar los planes de salud y bienestar de empleados/dependientes, correspondientes al grupo negociador, de Principal PPO y Health Net HMO a cobertura por Lineco con fecha efectiva a partir del 1° de septiembre de 2008. En vista de constantes aumentos en las primas de seguros Principal y Health Net, las compañías habían estado exigiendo en las negociaciones que sus empleados pagaran el 25% de sus respectivas primas mensuales de salud y bienestar, y que la compañía pagaría 75% hasta un máximo de \$700 dólares por mes. Las primas de familias de Principal PPO estaban sobrepasando \$1,500 dólares por mes, es decir que la compañía estaba proponiendo que los empleados con cobertura PPO de familia pagarían alrededor de \$425 dólares mensuales por sus beneficios de salud y bienestar.

El comité negociador del sindicato se rehusó a aceptar las contribuciones de primas por parte del empleado de la manera que la compañía había propuesto. Finalmente, las compañías empezaron a proponer cobertura de salud y bienestar a través de Lineco, que actualmente tiene un costo por hora de \$4.75, ó un equivalente mensual de horas ordinarias de aproximadamente \$821.75 por mes por cada empleado (sin incluir en el cálculo las posibles horas extra).

El primer acuerdo proveniente de la mesa de negociaciones que fue sometido al voto, fue rechazado por los miembros en todas las tres compañías. El sindicato tuvo ronda de negociaciones con el principal negociador de las tres compañías. Las compañías le entregaron al sindicato su "última, mejor y definitiva" oferta. Los votos

continued on page 11



The original committee for the multi contractor negotiations with line clearance tree trimming companies consisted of (back row, from left): Octavio Perez Trees, Inc.; Carl Lamers, IBEW Business Rep.; Jose Torres, Davey Tree; Dale Evenson, Asplundh Tree; front row, from left: Juan Amezcua, Trees, Inc.; Casey Burtch, Utility Tree; Pete Ely, Davey Tree; Roy Hayes, Davey Tree; Ray Thomas, IBEW Senior Business Rep.; Sergio Munoz, Asplundh Tree; Junior Ornelas, IBEW Business Rep.

El comité original para las negociaciones de múltiples contratistas con empresas de poda de árboles cerca de líneas eléctricas, estuvo formado por (fila de atrás, de izquierda a derecha): Octavio Perez Trees, Inc.; Carl Lamers, Rep. de Negocios de IBEW; Jose Torres, Davey Tree; Dale Evenson, Asplundh Tree; fila del frente, de izquierda a derecha: Juan Amezcua, Trees, Inc.; Casey Burtch, Utility Tree; Pete Ely, Davey Tree; Roy Hayes, Davey Tree; Ray Thomas, Rep Senior de Negocios de IBEW; Sergio Munoz, Asplundh Tree; Junior Ornelas, Rep. de Negocios de IBEW.

Trees, from page 10

emitidos por los miembros en todas las tres compañías se contaron en Weakley Hall del Local 1245 el día 15 de agosto, y los miembros de todas las tres compañías aprobaron los nuevos convenios. Los elementos principales de los nuevos convenios de Asplundh, Trees, Inc. y Utility Tree son los siguientes:

- Artículo 5:1 La asignación para comida se aumenta a \$13.00 por comida.
- Artículo 6:7(d) : La continuidad de servicio del empleado (antigüedad) no se considerará interrumpida por ausencias causadas por incapacidad temporaria ocurrida en el empleo mientras el empleado está trabajando para la Compañía.
- Artículo 8:1: Aumentos Generales de Sueldo del 3% en 2008 y en 2009. NOTA: Los anteriores Especialistas en Vegetación EPA PROVCO que fueron contratados por Trees, Inc. recibirán sus Aumentos Generales de Sueldo del 3% por encima de sus anteriores y mayores sueldos por hora recibidos como Especialistas en Vegetación EPA PROVCO.
- Artículo 8:4: Los empleados sólo tienen que trabajar 4 horas en una clasificación de mayor nivel para recibir el aumento de categoría (anteriormente 8). Actualmente no existe ningún mínimo de horas en aumento de categoría que se requiera de los empleados que trabajen en una clasificación de mayor nivel durante trabajo de llamada de emergencia para poder recibir aumento de categoría en el sueldo.
- Artículo 14:7 Misceláneo: Durante los meses de junio, julio y agosto, las compañías proveerán hielo para los

bebederos de agua, o les reembolsarán a los empleados por estas compras de hielo.

- Artículo 16:1: Salud y Bienestar: Con fecha efectiva del 1º de septiembre de 2008, la cobertura del empleado con respecto a Salud y Bienestar se cambiará de Principal y Health Net y pasará a ser cobertura con Lineco. Se eliminarán las contribuciones de la prima mensual que los empleados hacen actualmente, y las compañías pagarán \$4.74, el costo actual de Lineco por hora, correspondiente a cada hora que el empleado trabaja.
- Término: Artículo 19.1: Entra en vigencia al ser firmado, y vence el 3 de enero de 2010.
- CARTA DE CONVENIO: Bonificación de Incentivo de Seguridad: A partir del 1º de octubre de 2008, los empleados que no hayan sufrido en el trabajo una lesión registrable por OSHA en la que el empleado haya cometido violación de alguna norma de seguridad, o que no hayan causado daño a la propiedad, daño a algún vehículo, o apagón eléctrico, y que no hayan cometido algún incumplimiento de las normas del empleador con respecto a drogas y alcohol, habrán reunido los requisitos para poder recibir una bonificación trimestral del 1% de sus ganancias brutas.
- CARTA DE CONVENIO: Resucitación Cardiopulmonar (CPR), Primeros Auxilios: A los empleados que trabajen en propiedades de Pacific Gas & Electric se les pagará por cualquier tiempo que pasen capacitándose en CPR y/o Primeros Auxilios.

Ray Thomas es Representante Senior de Negocios

Redding wild fire

Members stand the heat, restore service

By Ray Thomas

IBEW Local 1245 members jumped into action on Aug. 26 when a wind-whipped wild fire charred 130 acres and threatened wider damage in the heart of Redding, CA.

The fire burned within 20 yards of the city's Sundial Bridge near the Convention Center. Between 3,000 and 4,000 electric customers lost power due to the wild fire. The main damage to the electric system was on Sulphur Creek Sub Station Circuits 2302 and 2804.

City of Redding Electric Department line crews worked around the clock to replace damaged poles, transformers and hardware while utility arborists removed fire damaged trees from around the high voltage power lines and poles. Local 1245 members at Utility Tree Service also assisted with tree work during the fire.

Local 1245 members at the Bella Vista Water District jumped into action as the fire approached the main intakes at the Wintu Pump Station in Redding. Bella Vista Water employees kept vegetation at the pump station wet in order to keep that facility from catching fire. They also had to utilize an emergency generator to keep water pumping at the Water Treatment Plant on Canby until power was restored by the City of Redding Electric employees.

The cause of the fire is still under investigation at the time of this report.



26-HOURS STRAIGHT AND STILL GOING STRONG

City of Redding Electric Line Crew working in the aftermath of the fire are, from left: Lineman Mike White, Lineman Dustin Hamilton, Line Crew Foreman Bob Ecklebarger, and Local 1245 Shop Steward and Lineman Mark Larsen.

Photo by Ray Thomas



Plumes of smoke from the Redding fire billow over the Sacramento River, with the Sundial Bridge in the background.

Photo by Phil Alleman

School daze?

Check out all the **educational services** and **savings** available to union families.

With the right education or training, the sky's the limit! Yet soaring costs and confusing choices can make things difficult for working families. But once again, **you can count on your union for support**—with a wide range of educational services and benefits designed to help you and your family gain that “learning edge.”



www.UnionPlus.org/Education

Water war, *continued from page 7*

Union members tied the issue of local control right back to the issue of water quality.

"You'd don't want just anybody coming in here and starting turning valves on something people directly drink," said Flanagan. He noted that almost the entire staff at TMWA has a Grade 4 water treatment license—the highest rating there is.

Flanagan considers TMWA's staff "by far the most professional and well-trained" of any he's worked with in a 27-year career spanning six different utilities. "And this is the only one that's union—and I do correlate those two things together," he said.

TMWA also is the only utility he's worked for that had an apprenticeship program, he added.

Several IBEW members praised the leadership of General Manager Lori Williams, who resigned immediately after the Board voted to explore privatization. She said her resignation was based in part on the possible "change in direction" at the utility.

Face-to-Face

Williams wasn't the only manager concerned about the utility's possible change in direction. Opposition to the plan was widespread in management ranks, according to union members.

But when it came to mounting a campaign, "most of the legwork was done by union members because management was worried if they spoke their mind ... they'd have lost their jobs" if the lease deal went through, said Hires.

"We take a lot of pride in being union members. We basically got together and asked what do we have to do to get this thing resolved. We're going to make our voices be heard," Hires said, and most of this organizing was done "face-to-face at work."

"This was not just a bargaining unit issue, this was an issue for the whole (organization), but being a union, with shop stewards and all those people we were able to organize quickly and within a week have it turned around," said Rouse.

In some cases it took a bit of extra effort to persuade their co-workers to get involved, Rouse said.

"I had union brothers and sisters come up to me and say, 'Can I really call and complain?' I said, 'Yeah, this is America, you can call and complain all you want.'"

The breadth of the mobilization and the swiftness of victory was astonishing even to those who made it happen.

"We are John Q. Public," said Bunkowski, the water plant operator, "and the power of your voice is strong if you exercise it. If you don't exercise it, nothing happens. Sometimes you win battles, sometimes you lose them, but if you go down with a fight you can sleep at night."

Beach Rescue, *continued from page 1*

In effect, Clark was the man's heart beat.

"I was pretty much on my own," said Clark. "There was another guy (at the beach) who knew CPR but he wasn't quite sure what to do."

It was a moment when the importance of good training becomes starkly, nakedly clear. Clark understood exactly what his purpose was at the critical moment: "It was to give blood circulation."

It took about eight minutes for the sheriff to arrive, with the fire department and rescue equipment close be-

hind. For Clark, it was probably the longest eight minutes of his life.

"It's not the same when it's not a dummy, I'll tell you that," said Clark, who had practiced on dummies during periodic CPR training at Sierra Pacific Power. "The guy was pretty much purple. I put everything into it I had."

Giving chest compressions is physically demanding and at one point Clark worried that he might pass out himself. But there wasn't really any choice but to keep on keeping on until help arrived.

When the fire crew attached the defibrillator, the victim registered a heart beat, and the worst was over.

Clark felt confident he was performing CPR correctly, having just gone through a refresher course in CPR. It was that confidence that allowed him to respond immediately, at a moment when hesitation could have had fatal consequences.

"I just never imagined I'd be in that situation. It still hasn't hit me yet," Clark said.

Tony Kaiser spent a week in the hospital, but made a full recovery and in late August gave Clark a call to invite him to dinner. It's an invitation that Clark could accept with confidence—he also knows the Heimlich Maneuver.



IBEW LOCAL UNION 1245 Perry Zimmerman's 22nd Annual Golf Tournament



Where: Green Tree Golf Course, Vacaville, CA
When: Saturday, October 18, 2008
Time: 8:00 a.m. Shotgun Start
Entry Fee: \$80.00 (Includes Cart, Green Fee & BBQ)
Entry Deadline: October 10, 2008 - Limited Tee Spaces-1st Come 1st Serve!

Prepare for the Contest!!!



LONGEST DRIVE!



CLOSEST TO THE HOLE!



BIRDIE ON HOLE #6!



BBQ, RAFFLES AND AWARDS
IMMEDIATELY FOLLOWING!

On Saturday, October 18th, Local 1245 will hold its 22nd Annual Golf Tournament. Registration will begin promptly at 6:30 a.m. It will be a shotgun start at 8:00 a.m. If you don't have a 4-Some, we will assign you or your group to a 4-Some. BBQ and awards after the tournament at the Union Hall (30 Orange Tree Circle, Vacaville (behind Home Depot)).

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

1. **NAME: (PRINT)** _____
ADDRESS: _____
2. **NAME: (PRINT)** _____
ADDRESS: _____
3. **NAME: (PRINT)** _____
ADDRESS: _____
4. **NAME: (PRINT)** _____
ADDRESS: _____

GOLF SHIRT FOR SALE

Black polo golf shirt: Cost \$35.00 each. Sizes: Small – 4XL. Orders must be received by September 26th!

Quantity / Size: _____ Amount Enclosed: _____

FOR INFORMATION, CALL:

JOHN MENDOZA, Chairman
 [Cell] (209) 329-3449

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



Tentative pact on FR clothing

By Ralph Armstrong

At the time of the July Safety Committee meeting there had been no movement on negotiations. Since then, however, the IBEW and PG&E have come to a tentative agreement on Fire Retardant clothing, which is still waiting for a final draft and pending signatures before implementation.



Ralph Armstrong

Both parties are well aware that there will be some issues once this agreement is implemented, and have agreed that a one-year deal would be in the best interests of both parties. With the November date set for implementation, we are really looking at only 6-8 months. This will allow both sides to evaluate what is going right and what just doesn't work and address those issues when we renegotiate next year.

The big issue is the clothing allowance which PG&E has agreed to pay for the cover-alls for the full-time users separately and therefore will not require the employee to use their allotment for that item. The \$750 that each full time user gets will be for all other items such as shirts, pants, jackets, etc.

It is important to note that any agreement reached on FR Clothing Policy based on the current OSHA regulation will be subject to re-negotiations by the union if the pending revision of 1910.269 standards, either in the standard itself or in interpretations of this standard, des-

ignates FR Clothing in that regulation as PPE (personal protective equipment).

FR Clothing Allowances

Full Time Users

First Year of employment
\$750.00 plus (1) pair of cover-alls to be provided by company.
Total = \$841.90

50/50 Users

First Year of employment
\$400.00

Infrequent Users

- Cover-alls, with replacement as needed with supervisors approval. Supervisor's guidelines for replacement will be based on manufacturer's recommendations.
- Separate negotiations are on-going with the Gas Service Rep. employees.
- Gas M&C T&R Employees will be moved from the infrequent users to the 50/50 user category. This will allow for a wider selection of clothing options for those employees.
- Agree to garment color choices.
- Agree to working committee language.
- Company will add replacement language as previously discussed regarding supervisors approval.
- Company will add language that addresses non-FR outerwear usage such as Jackets, bibs, vests, etc.

Darryl Rice Appointment

Darryl Rice will be taking the vacant spot on Safety Committee that was created when Keith Hopp announced that he would be stepping down last month. Darryl will be filling the position on the committee that is designated for a gas department employee.

Near Miss Program

New guidelines and a description of this program have been established and are posted on the IBEW Local 1245 web site under the Safety Matters tab. We will continue to monitor and post these as they become available. Please remember to sanitize these reports prior to submitting them so as to not provide names, companies and employers to the report. These reports are intended to share someone else's experience with

Three July fatalities

The importance of maintaining a safe work environment was brought home to our union in the starkest possible terms in July when three Local 1245 members were fatally injured—two in workplace accidents and one just after leaving the worksite. Local 1245 mourns the passing of these three union brothers. We offer our condolences to the friends, families and co-workers of these fallen members and urge everyone to rededicate themselves to maintaining the safest work environment possible.

Troy Schafer, Rail Maintenance Worker at Sacramento Regional Transit, died July 24 after being struck by a light rail train in North Highlands, CA.

Daniel Dennard, an employee of Underground Construction, died July 19 when he was shot a short distance from his San Francisco jobsite after leaving work for the day.

Phillip Baker, Utility Tree employee, died July 16 while working on a job in Palermo, CA.

a potential hazard in the workplace in an effort to prevent accidents elsewhere.

Three reported near misses were recently added to the website data base. To view these, check the Near Miss page in the Safety Matters section of our website. On that page you will find an e-mail link you can use to send in your near miss so that others may learn from your experience.

Accident Reporting Requirements

The committee reviewed the Safety Committee Policy Document (Charter) to clarify the individual duties of the Local 1245 Safety Committee. This policy has been modified to better reflect what this committee's make-up and duties are, and has been approved by the Business Manager for implementation. All added responsibilities will become effective immediately.

The Committee has also submitted a new reporting requirement to replace the current requirement that each unit have a Unit Health and Safety Committee. This new requirement—which will replace the old one that is not being used because it is impractical—will require each unit to document any accidents, deaths and sicknesses on a separate form to the Safety Committee. Implementation of this should start in the next couple of months upon final approval.

Safety Network

The Safety Committee realizes that there is a need to develop an avenue of

communication regarding safety related issues for all signatory employers. We also realize that this is a long-term project and will take time to do successfully. We will report any progress on this as it becomes available.

Outstanding Open Items

There are several items left open from previous meetings that need to be discussed during the next IBEW/PGE Health and Safety meeting. These items will be carried over to the next meeting of the IBEW Safety Committee. They are:

- Confined Space Rescue procedures
- Backhoe buckets used for lifting
- Resource Coordinator safety concerns
- Unqualified electrical workers to install personal protective grounds

Round Table Topics

There were several side topics discussed with no action required such as:

Reviewed request for assistance from a PG&E unit to help get safety items corrected on one of their prior rental vehicles. This is an agenda item also for the IBEW/PGE Health and Safety Meeting scheduled for Aug. 22. This request was received by the Safety Committee through the Recording Secretary. The Safety Committee welcomes all requests for assistance with safety related items.

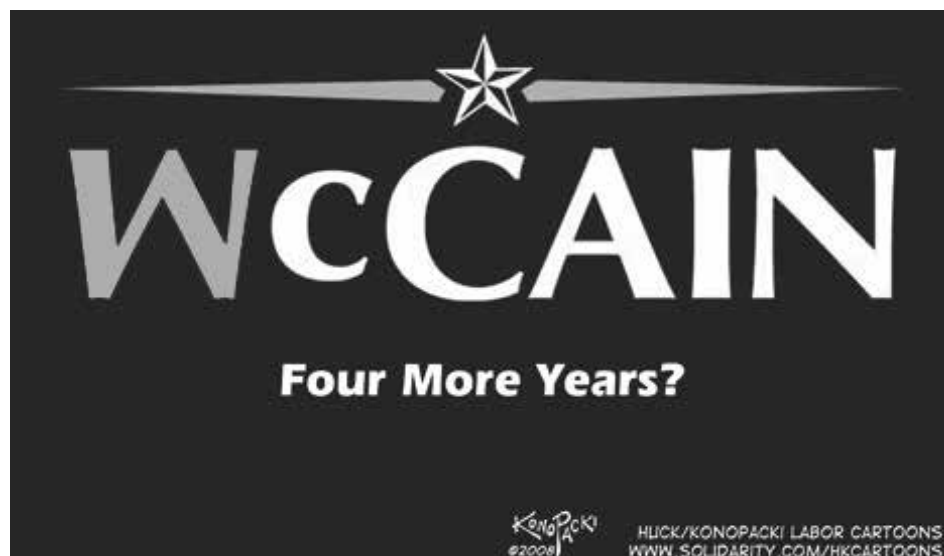
Safety updates on the Local 1245 website occur more frequently than these reports in the Utility Reporter. Please visit www.ibew1245.com and check the safety folder more the latest information.

Ralph Armstrong is chair of the Local 1245 Safety Committee

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; Darryl Rice, PG&E; and Business Rep. Ralph Armstrong.

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



Outside Construction

Training dates set

We have picked the following dates for training:

- Shop Steward Training: This will be on a Saturday, February 28, 2009, all day long at the Vacaville office.
- NCCCO Crane Training: This class will be held the week of March 2, 2009 at the Vacaville office.
- "A" Member Retirement Seminar: This class will be held on March 14, 2009 at the Vacaville office. This class will be a broad overview of NEAP, NEBE, New 401k, PBF and Lineco.
- CPR Classes are held on the second Saturday each month through the JATC in Sacramento.
- BATC-Bay Area Training: Monday – Friday call (925) 313-0500 or (925) 313-0503. Everyone working in the Finery property needs this card. We think it still is \$40.00 a class.



Ron Cochran

Apprentice News

Outside Line:

We currently have 316 Outside Line apprentices in the CAL-NEV JATC program. One is traveling in the jurisdiction for work. We have 5 working out of the jurisdiction. Sixty-four are working out of Local 1245 and two hundred eighteen are working out of Local 47. More interviews were on July 16 & 17. They are planning to hold more interviews on August 20, 2008. Local 1245 will not participate in the August interviews. There are over 110 selected through the interviews and waiting to attend climbing school. Five apprentices are working out of Local 396. Twenty-four are off work. Twenty-nine apprentices have graduated to Journeyman Lineman. We have indentured thirty-eight Outside Line apprentices year to date.

Traffic Signal:

We have 30 traffic signal apprentices. Nine are working in Local 1245 and twenty are working in Local 47. One is off work for disciplinary reasons. We have indentured four this year.

Injured Workers Fund

Starting balance was \$18,317.07 and the ending balance on 7/31/2008 was \$20,883.03.

Henkels and McCoy is now deducting from the members payroll as required. At this time Henkels is not interested in making the fund whole. We have asked

Outside Construction "A" members performing dock work for Sierra Pacific Power in Sparks, Nev. recently were, from left: Joe Donahoe (Sierra Pacific employee), Harold Harms, Steve Curl, Mel McElvain and Tim Riddle.

Photo: Ron Cochran



members who are working and that have worked for H&M to donate the difference to make the fund whole. Some members have already donated.

The fund has paid \$500.00 each to Juan Velazquez and Michael L. Ortiz. Juan had heart problems while working for Dacon on the Vaca-Dixon Sub Project. Michael was involved in an auto accident on I-80 near Dixon on the job working for ILB. Both members received their checks in August.

Work Outlook

Nevada:

Par continues with three crews. Two transmission lines are close to starting. Wilson has both lines. One is near Jungo, Nevada and the other is near Elko. Both are wood transmission and should be good jobs. The Ely to Las Vegas 500kv line is scheduled to start in the first quarter of 2009.

California:

We are waiting for several jobs to start now. There will be a large surge at the end of September, first part of October.

- Hoopa Reservation Job – ILB
- WAPA T-line Lewiston to Weaverville – ILB
- SMUD T-line re-re-route and re-conductor – ILB
- PG&E 500 to 1000 wood poles, EPC work mostly transmission poles – Par
- PG&E 5.2 miles 115kv XLP cable job Hunter Point to Martin Sub – B&V - October
- PG&E Re-conductor gas filled 115kv underground cable – B&V starts September – October.
- PG&E Fresno –Bakersfield, 42 new business jobs released – H&M - started
- PG&E Silver Springs – More AMI installation – Republic ITS – September.
- PG&E Humboldt Power Plant-Started driving pilings yesterday-Substation contractor unknown yet.
- Chevron oil field work expand in Taft & Coalinga area – Par
- Shell Oil- 5-mile T-line off Bear Ridge, near Scotia, CA- looks like spring of 2009
- Shilo-II project- 5> mile of 230kv line-H&M – footers 8/21/08 , 12kv to

- 230kv Substation- Rosendin – started footers
- Sierra Pacific is hiring Linemen in several locations; some with 10k signing bonus.

Grievances

- Par wrongful termination – Journeyman Lineman
- Par wrongful termination – Apprentice Lineman
- Wellington unjust disciplinary action – Meter Techs

Organizing

There are many targets in the works.

We have signed the following contractors:

- United Power Grid – Foundation Contractor
- R.E. McCollum Construction – Foundation Contractor
- United Power Inc – Minority Line Contractor

July Dispatches

Journeyman Lineman:23
Line Equipment:1
Groundman:3
Apprentice Lineman:16
U.G. Tech:4

continued on page 15

Taking the oath

Many members—both new and long standing—have never had the opportunity to take the IBEW oath, which is also known as the “obligation.” We’re talking about dues-paying members who already enjoy all the benefits of union membership, but who have never taken that important step of publicly affirming their membership. In fact, it’s possible no one ever invited them to do so.

Taking the oath is not a legal requirement—it’s a privilege of union membership. Taking the oath was once an essential rite-of-passage and helped introduce new members to the organization that defends their rights in the workplace and works to promote their wages and benefits. It also serves to remind members that their support and loyalty to the union’s mission is essential to maintaining the solidarity that keeps the union strong. It’s a way to visibly demonstrate “strength in numbers.”

In Outside Construction, the union is reviving this tradition by giving members a chance to take the oath at unit meetings or at the worksite. This exercise in solidarity isn’t limited to Outside Construction members—it’s a positive action that every members is entitled and encouraged to do. Ready to show your support for the union? Ask your business representative to administer the oath to you.



Wellington employees (top) take the IBEW obligation at the yard before heading out to work. A diverse group of members (above) take advantage of an opportunity to take the IBEW obligation at Weakley Hall.

Outside Report, from page 14

Portability:8

Total calls for July were 43 and the month of June was 71.

SF Trolley Agreement

Trolley agreement with SFNECA is finished, finally. We ended up filing an unfair labor practice (ULP) with the National Labor Relations Board (NLRB). I went to San Francisco and gave a deposition to a NLRB attorney. SENECA settled before going to court. We will print the agreement after the I/O approves it.

Abbett is a part of SFNECA, they are having trouble with reporting to Lineco through Western Line Chapter. This is affecting several members' insurance benefits; we are working to get this situation corrected

Moss Landing 230kv Reconducting Job

This issue arose from a dead-end failure where there was suspected cause by human error. Henkels and McCoy will replace all dead-ends on this project in a good faith effort with PG&E. To date they have replaced over 120 dead-ends.

PG&E FR Clothing Update

PG&E has started fitting all of its approx. 6,000 bargaining unit employees for FR clothing. By November of this year all employees should be fitted and wearing this clothing which will require shirts, pants, cover-alls at times and outerwear if needed. PG&E has said that all contractors will be required to follow the same guidelines to work on their system. Western Line NECA has contacted PGE to see if they can join in on their contract with TYNDALE for the purchase of this clothing since the negotiated rate with them is very low.

Out Of Works Books

Lineman-1:	23
Lineman-2:	12
Lineman-3:	5
Lineman-4:	15
Groundman-1:	19
Groundman-2:	11
Groundman-3:	32
Groundman-4:	103
Equipment-1:	3
Equipment-2:	4
Equipment-3:	13
Cable Splicer-1:	3
Cable Splicer-2:	0
Cable Splicer-3:	3

Ron Cochran is an Assistant Business Manager for IBEW Local 1245.

Get the latest news at

www.ibew1245.com

Attention Customers of **Sierra Pacific Power:**

What's Happening in Vegas Won't Stay in Vegas

Northern Nevada is a different world from southern Nevada, but in some ways we're joined at the hip. One way that we're linked is our electric utilities.

IBEW members work for Sierra Pacific in the north and Nevada Power in the south, but it's all one company now. We're not the people in the executive suites—we're the people out in the sun, on the poles. We're the people who keep the power on.

But IBEW members at Nevada Power have had to work under an expired contract since February 1st. Why? Because Nevada Power is demanding that IBEW members accept a **70% reduction in their pension benefits.**

This isn't necessary, and it isn't right. IBEW members—understaffed and overworked—are the ones who keep the lights and air conditioners on. They work under difficult and sometimes dangerous conditions to provide the electricity that Reno and Las Vegas rely on for their very existence.

Take a look. Look at the compensation the top executives receive. Look at the sizeable rate increases that Sierra Pacific Power and Nevada Power have both received. And then look at what they are trying to take away from the members of IBEW Local 396 in southern Nevada.

Electricity is a public necessity. IBEW members are the ones who provide that vital public service. Corporate executives ought to have something more useful to do than attacking those of us who actually keep the power on.

SHAME ON NEVADA POWER!



International Brotherhood of Electrical Workers

Paid for by the members of IBEW Local 1245, the collective bargaining representative of Sierra Pacific's construction, maintenance, operations, and clerical employees.



Local 1245 ad targets Sierra Pacific

Local 1245 took out a half-page newspaper ad in the Reno Gazette-Journal in July in support of IBEW utility workers in southern Nevada fighting to hang onto their pensions.

Members of IBEW Local 396, working under an expired contract since February, have been resisting efforts by Nevada Power to impose a 70% reduction in union members' pension benefits. The hardball bargaining by Nevada Power in southern Nevada strikes close to home for members of Local 1245. Nevada Power is owned by Sierra Pacific Resources, the same corporation that owns Sierra Pacific Power, which employs nearly a thousand Local 1245 members in northern Nevada.

"What's happening in Vegas won't stay in Vegas," the ad says, alerting the public that workers' pensions are under attack. The ad invites the public to compare the utility's policy of generously rewarding top executives while attacking the benefits of the workers who actually keep the power on.

On Aug. 6-7, members of IBEW Local 396 in Las Vegas rejected the company's latest contract offer by a nearly-unanimous vote of 97% against.

Problems Paying Your Mortgage?

New Save My Home Hotline Can Help.

Free, confidential counseling is available from HUD-certified housing counselors who can help you develop a budget, answer your questions and explain the strategies available to help you avoid foreclosure. If you are unable to make your mortgage payment:

1. **Don't ignore the problem**
2. **Contact your lender**
3. **Talk to a HUD-certified housing counselor**

Call the Union Plus Save My Home Hotline at

1-866-490-5361



Or visit

UnionPlus.org/SaveMyHome

EdMail 02/08

Doorhanger campaign urges “No on H”



Help spread the word!

Volunteer for the Doorhanger campaign. Call Local 1245 Business Rep.
Landis Marttila at 415-469-9903.



Hello. Remember us?

We're the people who work around the clock, no matter what the weather, to keep your gas & electricity on.

We believe Prop H wastes money & endangers service



International Brotherhood of Electrical Workers Local 1245

Prop. H hurts you, the ratepayer.

- ◆ Takes away your right to approve energy revenue bonds and puts the cost of those bonds on top of your energy bill.
- ◆ Lets Board of Supervisors and their appointees issue billions in bonds to buy PG&E's electric system, plus huge sums for equipment, material and employees—all paid for by you and your neighbors—without any money for renewable energy.
- ◆ Puts these politicians—with no experience—in charge of operating the most complex urban utility system on the West Coast.
- ◆ Does nothing to ensure an increase in clean energy for San Francisco or develop renewable in-City power.
- ◆ Fails to place any limit on costs or your future utility rates.
- ◆ Forces you to bear all costs of system upgrades, maintenance and operation, as well as all repairs after fires, earthquakes and other disasters—costs that are currently shared statewide.

Prop. H will harm your service.

Many of the skilled workers who keep your lights on will move to PG&E jobs elsewhere in the state rather than stay to work for a new, unproven employer. Trying to hire and train a new workforce when there is a national shortage of linemen—that's going to cost a bundle.

IBEW members have always worked hard to keep your power on. It's what we do. It's who we are.

***The Board of Supervisors
Can't Do Our Job.***

Vote No on H.

Earthquakes.

Fires.

Storms.

**Who knows how
To get the power back on?**

We do! Local 1245, Electrical Workers

**No
on Prop. H**

