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Utility Reporter

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UNITY IS STRENGTH

For up-to-the-minute news, see our website: www.ibew1245.com

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PG&E Lineman
Shane Kayser works
near Montara, CA



Tom Dalzell
BUSINESS MANAGER

Stepping Up to New Challenges

Local 1245's members are facing a series of challenges to their job security unlike any we've seen since the "glory days" of deregulation in the late 1990s. Some of these threats have been building quietly, and some are exploding onto the scene – but we are taking proactive measures to counteract them all. Our members have asked the Executive Board for help fighting back, and Board members have stepped up to the plate.

Berkshire Hathaway

When Warren Buffet's Berkshire Hathaway acquired Nevada Energy in 2013 we had our guard up, and had heard from other IBEW locals that they had had a tough time at the bargaining table. To protect our members' interests we formed a Coordinating Council with six other locals and asked the Executive Board for support.

In response, the Board allocated up to \$5 million to defend our members' interests. We have spent a small fraction of that amount, partly because Berkshire's progressive management style at NV Energy has turned out to be an improvement over the leadership team they replaced. Thanks to the Board's support and the hard work of our staff we have already significantly altered the relationship between Berkshire Hathaway and the IBEW. This month there were unit motions addressing specific challenges faced by our members, and the Executive Board responded without hesitation.

Diablo Canyon

The future of Diablo Canyon is questionable, and closure would cost 600 Local 1245 members their jobs. Attacks from environmentalists, the cost of seismic upgrades, and the economic squeeze created by the priority given to wind and solar have converged to put the plant at risk.

To counteract these threats we designed a campaign that includes litigation, participation in agency proceed-

ings, public relations, and community organizing. The Board allocated up to \$2 million to support the plan, and it is already paying off. In conjunction with CUE (the Coalition of California Utility Employees), we successfully blocked a legal petition filed by Friends of the Earth that would have shuttered Diablo Canyon. Thanks to the Board's support and the support of our members, we won this battle – and will continue fighting the war.

Manteca

The South San Joaquin Irrigation District has won preliminary approval to take over the PG&E electric system in Manteca. If they are successful our members there would be displaced, and a dangerous precedent of successful municipalization would be established. SSJID is represented by Local 1245, and our opposition to the take-over is based on our long-standing policy of opposing changes in ownership.

At my request, the Board allocated up to \$1 million to defend the job security of our Manteca members. We're putting those resources to work on an effort that leaves no stone unturned. We are approaching the task from legal and regulatory angles, and layering in a public relations strategy and on-the-ground organizing push. We have our work cut out for us but feel this is a challenge we can successfully manage.

Stay tuned for updates.

Community Choice Aggregation

Community Choice Aggregation (CCA) allows a city or county to aggregate its electric customers and purchase power on their behalf. In theory it is supposed to allow communities to buy greener power than what is available from the utility, but in practice that has not been the case. In California the CCA movement has been subverted by the Royal Dutch Shell Oil Company. Shell buys fossil fuel power from out of state and pairs it with unbundled renewable energy certificates - allowing it to sell cheaper, dirty power and call it green.

Starting in Marin County and spreading to the East Bay and Sonoma, Community Choice Aggregation has cut into PG&E's customer base and reduced demand, putting all of our generation jobs at risk. Advocates of municipalization in San Francisco see CCA as a stepping stone to the complete takeover of PG&E, which would impact hundreds of Local 1245 jobs.

The Board has allocated up to \$2 million to fight Community Choice Aggregation unless it (1) is not associated with Shell Oil; (2) does not rely on renewable energy certificates; and (3) creates local generation. We are moving forward with a plan to force CCAs to comply with the spirit in which they

were conceived: if a CCA can provide truly green power to customers at a competitive price and support local jobs, it is a movement worth supporting. But until then, we will fight to make sure consumers and workers know the truth about the power behind CCAs.

Union Busting at Edison

SoCal Edison (SCE) operates on the southern end of PG&E's service territory. The SCE Goleta yard is not far from the PG&E Buelton yard. SCE crews in Tehachapi and the Grapevine work in close proximity to PG&E crews, and SCE crews in Tulare County work in the midst of PG&E crews.

Edison recently hired a notorious union-busting law firm to handle negotiations with IBEW Local 47. The proposals made would destroy Local 47's contract and greatly impair their members' working conditions.

Given the closeness of our crews, what happens at Edison could significantly impact what happens at PG&E. For this reason, the Board authorized up to \$250,000 as a donation to Local 47 to support their publicity campaign against Edison.

I believe that standing up for our people early is better than lying down and waiting for our opponents to get stronger. In each of these cases, we're moving aggressively and proactively to defend our members now, before it's too late. I want to thank the Board for their willingness to invest in the strength of our union and to fight back against those who want to take our jobs. And I want to thank you, our members, for your support. We are truly stronger together.

Jessen Appointed to E-Board

Mike Jessen, a 23-year IBEW member and Electric Compliance Inspector (Lineman) who works at PG&E, has been unanimously appointed to the IBEW 1245 Executive Board.

Jessen was initiated into Local 1245 in June of 1991. He has represented the DeSabra Division of PG&E on the union's Advisory Council since 2007, and has served as a shop steward since 2008. He previously served on the PG&E Negotiations Committee (2012), the Emergency Overtime Sub-Committee (March–April

2011), and the PG&E North Valley Division of the Safety Inspection Committee (Winter/Spring 2009 and Summer/Fall 2009).



Mike Jessen

Jessen will replace Mike Scafani on the IBEW 1245 Executive Board, representing the Northern California Area. As a result, the DeSabra Advisory Council seat Jessen held is currently vacant and the Executive Board will be looking to fill it. Individuals who are interested in the position should email a brief resume to IBEW 1245 Recording Secretary Chris Habecker at cahf@ibew1245.com.

APPOINTMENTS

LASSEN MUD

2015 Bargaining Committee

Lisa Hay
Jim Lovercheck
Patrick S. Norvell
Joann Villalobos

CITY OF REDDING (MAINTENANCE)

2015 Bargaining Committee

Sam Petty
David Williams

IBEW COMMITTEES

Hold The Pull Safety Committee

Rob Azevedo
Armand Rains

CONFERENCES AND CONVENTIONS

9th District Organizers' Conference

Logan Jonas
Samson Wilson

IBEW Nuclear Conference

James Hayes
Brian Leader
Ken Wilson

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Find us on Facebook at www.facebook.com/IBEWLocal1245
Our phone number is (707) 452-2700.



Unit meeting changes

Recent changes to the unit meeting schedule:

Unit 1110, Fresno Clerical has voted to change their unit meeting location. Starting in March, the unit will meet at Kocky's Bar & Grill, 1231 Van Ness Ave, Fresno, CA, and will continue to meet there for the duration of 2015.

The unit has also changed the date for its March meeting. The meeting will take place on Monday, March 2nd, at 6:30pm. If this proves to be a more convenient date for members, the unit will consider making the switch for subsequent months as well.

PJ Saenz, Unit Chair & Gracie Clark, Business Rep

Unit 1111, Fresno Physical has voted to change their unit meeting location. Starting on March 3, the unit will meet at the Clovis Elks Lodge #2599 Banquet Hall, 535 Woodworth Ave., Clovis, CA, 93612, and will continue to meet there for the duration of 2015.

Mike Grill, IBEW 1245 Business Rep

Unit 1119, Balch Camp has been re-established. The Unit Meetings will be held at Unit Chairman Don Baker's residence at Balch Camp, CA at 6:00pm on

Wednesdays on the following dates for the rest of 2015: April 15th, May 13th, June 10th, July 15th, August 12th, September 16th, October 14th, November 11th, December 16th. For directions, please email mfg6@ibew1245.com.

Mike Grill, IBEW 1245 Business Rep

Unit 2317, Antioch has voted to change their unit meeting location. Beginning in March, the unit will meet at Celia's Restaurant, 523 W. 10th St.,

Antioch, CA. The meeting date and time will remain the same

Anthony Brown, IBEW 1245 Business Rep

Unit 2512, Angels Camp has voted to move their monthly meeting to a different location. The new venue is Round Table Pizza, 27 N. Main St., Angels Camp, CA. The dates and times of the meeting will remain the same.

Lloyd Cargo, IBEW 1245 Business Rep

Unit 3511, Auburn has changed their unit meeting location. The new location is Round Table Pizza, 10894 Combie Rd,

Auburn, CA. The meeting dates and time will remain the same.

Dave Sankey, IBEW 1245 Business Rep

Unit 3012, Orangevale (USBR/CVO) has changed their unit meeting location. The unit will now meet at Round Table Pizza, 9500 Greenback Lane, Orangevale, CA. The dates and time will remain the same.

Sam Glero, IBEW 1245 Business Rep

The complete IBEW 1245 unit schedule for 2014 can be found at ibew1245.com/unit-meetings

CALENDAR	
April 1:	"Hold the Pull" Safety Summit, Vacaville
April 17:	Pin Dinner/Service Awards, Reno
April 18:	Family Soccer Tournament and Cook-Off, Ripon
April 19:	Bowling Party, Reno
May 1:	Shop Steward Conference, Fresno
May 1:	Pin Dinner/Service Awards, Fresno
May 2:	Advisory Council meeting, Vacaville
May 6:	Shop Steward Conference, North Bay
May 9:	Family Soccer Tournament and Cook-Off, Fairfield
May 9:	Annual Charity Bowl, Sacramento
May 15:	Pin Dinner/Service Awards, Merced
May 15-16:	Public Power Lineworkers Rodeo, Sacramento
May 16:	Cancer Walk, Lompoc
May 30:	PG&E Gas Rodeo, Livermore
May 31:	2nd Annual Charity Bowl, Fresno
June 5:	Pin Dinner/Service Awards, Monterey/Salinas
July 11:	2nd Annual Softball Tournament, Central Valley
July 25:	Advisory Council meeting, Reno



IBEW 1245

Logo Design Contest

**Calling all aspiring artists/designers.
We need YOU to create a new IBEW 1245 logo.**

**Winner will receive
a prize of \$1,000.**

Submission deadline: May 1, 2015.

Contest is open to all IBEW 1245 retired members and members in good standing.

For a full list of requirements, please visit
www.ibew1245.com/2015/1/2/ibew-1245-logo-contest/

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"This is What We're Trained to Do"



Crew member Kurt Kidwell holds the baby as first responders give advice to the child's mother.
Photo by Dustin James

PG&E Crew Saves Baby From Choking

By Rebecca Band

It started off as an ordinary work day for the PG&E General Construction line crew out of the North Bay. Little did they know that their CPR training was about to pay off in a big way for one terrified family and their tiny baby.

IBEW 1245 members Facundo Ronquillo, Kjol Turner, Art Mayfield, Noah Studebaker and Mark Hockenberger, along with IFPTE-ESC member Kurt Kidwell and their supervisor, Dustin James, were on their way to a job in Fort Bragg when they decided to stop off for a meal break at Mary's Pizza Shack in Cloverdale. The men were waiting for their order to arrive when they noticed something was going on at nearby table, where a mother and grandmother were seated with their nine-month-old infant.

Miscellaneous Equipment Operator Art Mayfield had been outside on a work-related phone call, but when he

stepped back inside the restaurant, he looked over at the family and immediately knew something was wrong. "It struck me that something was amiss when I saw the way the grandma was handling that baby. [The crew and I] all looked at each other and realized the baby wasn't breathing. Something was lodged in the windpipe."

Mayfield said it was clear that the mother and grandmother were panicking and didn't know what to do. "Even the waitress had no clue what was happening," Mayfield said. "She just stepped back."

But the GC crew members, who are all trained in CPR and emergency preparedness, knew exactly what to do, and immediately leapt into action.

Kurt Kidwell was the closest and reached the baby first. He took the baby into his arms and held her close to his face to check for air flow, but felt no breath coming from her.

"She wasn't breathing ... and I knew that we needed to get an ambulance, so I yelled 'Call 9-1-1!'" said Mayfield. But when Mayfield saw Kjol Turner take out his cell phone, he and Dustin James quickly stopped him.

"We know from experience that it takes longer to get through to 9-1-1 on a cell. So we got the restaurateur to dial 9-1-1 on the landline," Mayfield recalls.

While Turner and the restaurant manager called for help, Kidwell began to perform infant CPR. Supervisor Dustin James reports that Kidwell gently flipped the baby onto her stomach and balanced her on his arm and knee, while the baby's tearful mother knelt in front of him. With his other hand, he began to apply pressure to the baby's back.

"Kurt was giving the baby a little Heimlich [maneuver], and pretty soon the baby started coughing up what was lodged in there!" Mayfield recalls. "Then I went outside with Mark to direct the Fire Department. The rest of the guys were still inside talking to family, telling them everything would be OK."

And indeed, thanks to the crew's quick thinking and emergency preparedness training, the baby was just fine. "By the time the Fire Department arrived, the baby was good, she was actually drinking some milk," said Mayfield.

"Once the Firemen arrived and started giving advice to the mother, I realized what really just happened and how awe-

some our team reacted," reports Supervisor Dustin James. "It was truly amazing."

"We go to CPR training every year, and we're always told that we'll use it more away from work than at work," said Mayfield. "This is what we do. This is what we're trained to do. We all reacted at the same time. We each took a different responsibility and did certain things. Kurt did the actual CPR, but we worked together and did everything we're supposed to do."

Word of the crew's heroic act quickly spread throughout the company. "Words cannot express the pride I have in knowing I work amongst great men such as yourselves," John Ghigliazza, Sonoma Division Senior Manager, wrote in a thank-you email to the crew members. "I hope to one day be able to shake your hand and thank you in person. You all made the ultimate difference yesterday."

"The culture of safety that IBEW and PG&E have worked to develop means that every lineman has the ability to save a life, whether it's the life of a co-worker who is injured on the job, or the life of a child they've never met who winds up choking in a restaurant," said IBEW 1245 Business Manager Tom Dalzell. "These heroes reacted effectively and without hesitation. Today we celebrate them and the young life that they helped save. We couldn't be more proud."

IBEW 1245 defends Diablo Canyon

As part of IBEW 1245's ongoing effort to save more than 600 jobs at PG&E's Diablo Canyon Power Plant, the union, in conjunction with the Coalition of California Utility Employees (CUE), succeeded in blocking a legal petition that had the potential to needlessly close down Diablo Canyon.

The environmental organization Friends of the Earth filed a petition in 2014 to launch a specific type of legal "rule-making" process around Diablo Canyon, with the underlying goal of shuttering the power plant. IBEW 1245 and CUE filed two responses with the court, arguing that FOE failed to meet the legal requirements needed for their petition to be successful. Last week, an administrative law judge ruled in our favor, blocking FOE's preliminary effort for the time being.

"This is just one of many efforts being made by outside groups that want to go after the Diablo Canyon Power Plant, despite the fact that several recent studies have found the plant to be a safe, clean and reliable source of energy," said IBEW 1245 Business Manager Tom Dalzell. "We will continue to work with PG&E and the CUE to fend off these attacks and protect the quality, union jobs and clean power that Diablo Canyon provides every day."



Representing IBEW 1245 at a national organizing conference sponsored by the AFL-CIO's Organizing Institute are, from left, Organizer Eileen Purcell, Organizing Stewards Pam Pendlestone and Rodrigo Flores, and Organizer Fred Ross, Jr.

Gearing up for bargaining

The Pre-Bargaining Committee met Feb. 19 at Weakley Hall to prepare for IBEW 1245's general negotiations with Pacific Gas & Electric.

The committee will be officially convened after proposals from members are received during the month of March. In addition to proposals received in March, the committee will examine all proposals received during this same time last year. Those negotiations were put off to this year when members approved a one-year extension of the labor agreements with the company.

After consolidating and analyzing the proposals, the committee will prepare an opening package to be presented to the company in June. PG&E will at the same time present its opening package. Bargaining will then begin in earnest shortly after Labor Day.



The IBEW 1245 bargaining committee for negotiations with PG&E. Photos by John Storey

2015 PG&E Bargaining Committee

PHYSICAL

Jeff Price, System Operator, Edenvale SC

Steve Pettigrew, Roving Operator - Hydro, Wise Powerhouse

Dan Witte, Lineman, Angels Camp

Al White, Troubleman, Concord SC

Chad Lavezzo, Sub-Foreman A - GC Line, DAVIS GC

Thorn-Fresno GC (3 months Start Feb)

Jim Brager, Sub-Station Electrician, DCP

Teresa Alvarez - Sanchez, Materials Leadperson, Fremont Warehouse

Gary Maschio, Building Technician, SF GO

Robert Mohler, Gas Service Rep, Fresno SC

Steve Lange, Back-Hoe Operator - GC Gas, Chico GC

CLERICAL

Kevin Krummes, Operating Clerk, West Sac RMC

Keri Hughes, UMO, West Sac BPM

Donna Ambeau, SSR, Oakland Local Office

Eddie Moreno, CSR, Fresno Call Center

Bill Hunt, Operating Clerk, Santa Rosa

BENEFITS

Amber Cordeiro, Service Rep/Records, Stockton Records Center

Mark Newman, Telecom Crew Lead, Salinas SC

Dan Mayo, Troubleman, Merced SC

Marcus Luna, Lineman, Placerville SC

David Kelly, Dist Gas System Operator, San Ramon Bishop Ranch

Rene Perez, Senior Gas Compliance Rep, Antioch

Jeff Roby, Operator, DCP



Business Manager Tom Dalzell discusses the bargaining process with committee members at the opening meeting on Feb. 19.

Dispatchers choose 1245

System Dispatchers and Senior System Dispatchers who work at PG&E facilities in San Francisco and Vacaville have voted to join IBEW 1245. The election was certified by the National Labor Relations Board on Feb. 10.

The dispatchers first met to dis-

cuss the possibility of joining IBEW in July of 2014, and began actively organizing in October. After just four months, the dispatchers held their election and the majority of those voting chose the union. The final vote tally was a razor-thin 6-5, proving once again that every vote

counts.

The union will be working to incorporate the 14 newly represented employees into the existing PG&E agreement, and union staff will be teaming up with the dispatchers to collectively bargain for lines of progression, job duties, wages and

more.

IBEW already represents dispatchers at a number of other employers in the region. Local 1245 represents this classification at SMUD, and Local 111 represents dispatchers at the Western Energy Coordinating Council.

PG&E Safety Kick-Off in Los Padres



The entire Los Padres Division of PG&E M&C gathered at the San Luis Obispo Elks Club last week for the annual Safety Kick-Off. PG&E holds dozens of similar events for all divisions across its jurisdiction every year to underscore the company's commitment to safety on the job.



Rex Evans, working from the bucket.

Outside Line Construction

MAKING THE CONNECTIONS

Photos by John Storey



Jason Massey wrestling wire



IBEW 1245 members, making the connections



Roman Rose, pulling wire



Keane Davis, front, and Roman Rose, pulling wire



Keane Davis on the ground, Rex Evans in the bucket

IBEW members at Balfour Beatty Rail are the people making the connections as Sacramento Regional Transit adds a new four-and-a-half mile extension to its light rail system through Elk Grove.

When the Utility Reporter visited a couple months back, an Outside Construction crew headed by Foreman Jason Massey was stringing messenger wire between newly-installed struc-

tures. Messenger wire supports the contact wire, which carries the juice. That device you see on top of light rail vehicles is the pantograph, which grabs electricity from the contact wire and uses it to get you to your next stop.

Next, the crew will pull in the signal cable and lash it to the messenger wire.

Balfour Beatty Rail

You're going to be happy they get that job done right because the signal cable controls the lights and crossing arms that keep you from driving your car in front of a train.

Balfour Beatty crews also installed four substations along the route to keep the power running through the contact

wire. The job was going smoothly at the time of our visit, with no reported accidents or incidents. "Things are looking pretty good for the home team," said Massey. "That's the way I like it."

Working with Massey the day the Utility Reporter and Business Rep. Richard Ingle visited the site were Journeyman Lineman Rex Evans, 3rd Step Apprentice Lineman Keane Davis, and Groundman Roman Rose.

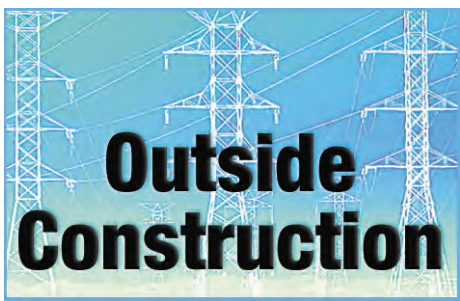


Rex Evans pulling wire

Utility Reporter



Helping build Regional Transit's extension in Elk Grove are, from left, Keane Davis, Third-Step Apprentice Lineman; Richard Ingle (IBEW Business Rep visiting the site); Jason Massey, Foreman; Roman Rose, Groundman; Rex Evans, Lineman



WORK OUTLOOK

Work remains steady for this time of the year with not much change from last month. January's numbers for PG&E show that there are currently 70 crews working on distribution projects; 46 are on electric projects and 24 are performing civil work. Transmission has several projects slated to go to bid. Substation projects and security upgrades are being performed, which is typical at this time of year due to outage availability.

Work in Nevada has been fairly good as of late, with contractors including Summit Line, Wasatch, Titan, Black and McDonald and Christianson all performing projects of various sizes and duration there.

Since the Feb. 2, Outside Line Rep Richard Ingle has logged over 5,000 miles visiting 52 job sites. While performing crew visits in Nevada, Richard picked up outdated fall protection and FR Clothing to be donated to Brady Hansen's "Recycling for Lineman" project,



Ralph Armstrong

ect, where they will be sent to linemen in Suriname and other countries. These items are no longer allowed in the states due to regulatory requirements, but they would represent a significant upgrade for linemen working in developing countries. (See page 10)

We have settled some issues of members not paying dues. We found a contractor that was working in our jurisdiction with a crew that was dispatched through Local 47 without notifying us, though we are not sure if this was an error of commission or omission on the part of the contractor.

CODE OF EXCELLENCE TRAINING

As of Feb. 28, we have conducted 3,000 "Code of Excellence" orientations to members as they sign or are referred to jobsites. The goal of these trainings is to expand safety awareness in our jurisdiction.

CALTRAIN PROJECT

The CalTrain project is a small portion of California's large-scale high speed rail project which our members will benefit from for years to come. The first phase of the project is to electrify a 54-mile stretch of the CalTrain line from San Francisco to San Jose and extend the current train service through the peninsula. The RFP should be out soon and work is underway to secure a project letter agreement for this portion of

the project that will provide work for our members through at least 2020. However, many of the design details are still unclear. The actual number of structures and substations haven't been finalized, nor has the work schedule (a lot of this work will require a schedule outside of the norm to accommodate the operational needs of the current train schedule). More to come.

JATC

Apprentice interviews were conducted on Feb. 25 and 26, at which time 160 candidates were interviewed. Additional interviews are scheduled for April 1 and 2 of this year. All of the applicants being interviewed are from last year's open application period, which was open for only 10 days last September. The sheer number of applications that were received during the 10-day opening period shows that times have changed with a marked increase in the number of people interested in becoming linemen. Of the 160 candidates that were interviewed this past month, about 95% of them had attended a line school and several of them have been working in the industry somewhere. Competition is steep for these apprentice positions.

We currently have 336 outside line apprentices registered in our JATC program. We have 3 traveling apprentice in our jurisdiction as well.

- 59 apprentices are working out of Local 1245
- 245 are working out of Local 47
- 5 are working out of Local 396

- 13 are unemployed (30 are technically unemployed, but 17 can't work)
- 13 apprentices have graduated to journeyman lineman
- Zero outside line apprentices have been indentured in 2015

The JATC is offering a crane certifying course and written test. Anyone interested can find out more information about the class on their website under Trade classes.

BARGAINING

We have made contact with 40 contractors whose agreements with Local 1245 are set to expire on May 31, 2015. We have proposed to extend these agreements for a period of two years with wage increases only. Over the next few months we will be out in the field talking with the affected membership and having on-site voting when possible.

ORGANIZING

In the month of February we signed the following contractors:

CA Outside Line Construction Agreement

- Tau Delta Industries, Inc
 - High Country Line Construction, Inc
- ### Line Clearance Tree Trimming Agreement
- Pacific Coast Tree Experts

INJURED WORKERS FUND

As of Jan. 30, the balance of the fund was \$762,109.51. No disability or death benefit claims were paid out in the months of January or February.

2015 TRAINING SCHEDULE & SPECIAL EVENTS

- First Aid & CPR is the 2nd Saturday of every month at JATC Riverside and Sacramento facility.
- Soccer Tournament (south) April 18 – Ripon, CA
- Soccer Tournament (north) May 9 – Fairfield, CA

DISPATCH

February 2015	As of 28th	Total Calls YTD – 2015
Lineman	58	109
Apprentice Lineman	17	32
Equipment Man	26	59
Groundman	67	173
Substation Tech	15	29
Fabricator Tech	25	67
Cable Splicer	1	4
	209	473

OUT OF WORK BOOKS

As of February 27, 2015

BOOK #			
L-1	33	CS-1	12
L-2	57	CS-2	8
L-3	0	CS-3	3
L-4	19		
		GM-1	24
ES-1	6	GM-2	25
ES-2	13	GM-3	166
ES-3	12	GM-4	289
		F-1	4
		F-2	0
		F-3	18
		Sub-1	0
		Sub-2	1
		Sub-3	55
		Sub-4	0



SERVICE AWARDS

Ukiah

February 21, 2015



30 Years From left: Sherry Falge with Business Rep Sonny Hollesen.



15 Years From left: Jason Sutton with (Hollesen). Photos by John Storey

Congratulations on your service!



10 Years From left: Philip Colvard with Business Rep Carl Lamers.

HONOREES

45 Years

Scott II, John Woodson, Gary

35 Years

Prine, Patrick Stockton Jr., Kenneth Weiper, Rodney

30 Years

Bevering, Rebecca Falge, Sherry Farris, Jamie Hall, Douglas McFarling, Robert Sambrailo, David Santo, Timothy

20 Years

Brown, Thomas Doeding, Mary Slover, Stacy

15 Years

Allen, Hershel Dickson, Joshua Fifield, Heath Graham, Wesley Green, Donald Hoberg, Devin Ingham, Jason Myers, Bradley Rege, Robert Sutton, Jason Trujillo, Martin

Williams, Randy Wilson, Jeremy

10 Years

Adams, Manuel Cardenas, Victor Castillo-Cardenas, Jose Cervantes, Irineo Colvard, Phillip Crosthwait, Chad Diaz, Feliciano Glavin, Greg Juenke, David Keffeler, Ben Lozano, Jimmy McCulley, Jared Orloff, Robert Piazza, Joseph Williams, Mitchell Woodard, Kyle

5 Years

Arnold, Kyle Arreguin, Joel Flores, Rafael Holbrook, E. Homer Hoyle, Christopher Johnson, Jered Leach, Rodney Levy, Ronald Lucero, Ralph Lukas, Travis Malfavon, Miguel Mollett, Rick Pellegaud, Ricardo Roades, Cory Ryken, Robert Soria, Alberto Sumpter, Shawn Tullios, James Watson, Joseph Woodall, Tyler

If These Walls Could Talk

By Rebecca Band

Eduardo Pineda believes that every wall has the potential to tell a story.

Pineda has been part of the US Community Mural Movement for nearly 40 years and has worked on more than 70 murals over the course of his career.

His works of art can be seen all over the Bay Area, from the streets of San Francisco's Mission District to the walls of some of the area's finest art museums.

Now, Pineda's creative vision and artistic prowess will shine from the walls of IBEW 1245's Weakley Hall. He's the man behind a new mural that will be unveiled this spring.

A Celebration of Work

While many artists tend to focus on famous or infamous people and events, Pineda draws much of his artistic inspiration from "regular people."

"I feel like we could all use some more creativity in our everyday lives," Pineda said, "and I like that murals can help us celebrate those everyday moments that make our lives meaningful."

That's the basis of his inspiration for the IBEW 1245 mural. According to Pineda, it's "a celebration of work and the union itself. It includes everything from linemen to customer service reps;

all the different trades [of Local 1245] are represented. And it has a section that looks at the future of the union and the energy sector."

The mural also features a depiction of the union's founder, Ron Weakley, tying together the union's storied history with its bright future.

But the central figures in the mural are the families, because at its core, that's what the union is all about – fighting for and protecting quality jobs that allow Local 1245 members to support their families and raise their children.

Eduardo Pineda

"I wanted the mural to be broad enough so that different people in the union can look at the wall and find something in it to relate to," Pineda explained. "I want members to be able to connect with the imagery in the mural and with the union itself. I also want to give the wall some longevity, so it stays relevant over time."

Pineda noted that he appreciates how the mural fits in with the photos and historical paraphernalia that is already on display throughout the union hall. "It's nice to have the hand-brushed quality of the mural offset by all of the historical objects and images," said Pineda.

The Process

Pineda began the first phase of the



Local 1245 mural in the fall of 2014. He met with members of the Executive Board and the union's staff to find out what they'd like to see, and he also conducted his own research to learn more about the union and its diverse membership.

"I put together some ideas that reflected the core concept ... then the E-board gave me some additional feedback about the portrayal, particularly in terms of what the union will be like in the future," said Pineda.

He took their feedback into account in his next draft of the design, and got the go-ahead to begin transferring his drawing to the wall in late 2014. He

started the detailed transfer process shortly after the New Year, and then the painting process began in earnest.

"In spending a good amount of time here, I've realized this union hall is a pretty vibrant place," said Pineda, referring to the gamut of meetings, conferences, and members coming and going nearly every day. "It's also a really visual environment. I'm glad that there's room for the mural in this great central location. I think it's pretty terrific."

The mural is well on its way to completion. Drop by Weakley Hall later this spring to see how art tells our union's story while bringing new color and movement to our headquarters.



Eduardo Pineda, outlining the new IBEW 1245 mural.

Photos by John Storey



Brady Hansen speaks to SMUD linemen

Chasing Darkness

“As linemen, whether we recognize it or not, whether we choose to celebrate it or not, we chase darkness away from humanity.”

That’s Brady Hansen speaking. Philosopher, crusader, poet—it’s not easy to pigeon-hole Hansen. Call him a lineman on a mission. As described in the last issue of Utility Reporter, that mission is to help linemen in under-developed countries “chase darkness away” without getting themselves killed in the process.

On Jan. 14 Hansen was at the Sacramento Municipal Utility District, inviting IBEW 1245 linemen to consider helping linemen in the South American nation of Suriname. He also asked the linemen to remember what it is that linemen provide to society.

“We bring that source of energy that educates, lifts, cleans, warms and cares for humanity. Whether it’s making a secondary connection or working off a helicopter, that’s what we do,” said Hansen. “It’s pretty easy to take it for granted. It’s pretty easy to forget how important it is.”

The people of Suriname want the life-changing benefits of electricity, and Suriname linemen are doing their best

to provide it. But they need help.

“I promise you, two weeks in Suriname will change the way you see the world and change the way you view your craft,” Hansen said. He has introduced modern work practices, helped launch an apprenticeship program, and persuaded many American linemen to donate usable tools and clothes to linemen in Suriname—men Hansen considers brothers.

Business Manager Tom Dalzell told the SMUD linemen that IBEW 1245 wants to send a team to Suriname to study Hansen’s program and figure out how we might adapt it to assist union brothers in other South American countries. Dalzell said IBEW 1245 is also interested in seeing if the program could be adapted to include assistance to line clearance tree trimmers and natural gas workers.

Several SMUD linemen expressed interest in joining the team traveling to Suriname, and many others asked how they could donate their old tools and clothes.

SMUD Lineman Eddie Torix said Hansen’s work “brings heart to the brotherhood, seeing other people struggle, and having some way to help them.”

“I’ve talked to some other guys already about it, get a big box together for these guys (in Suriname),” said SMUD Lineman Jeremy Wright. What impressed him most about Hansen’s project was simply this: “The Brotherhood. I like that. It’s good stuff.”

“The brotherhood, definitely,” agreed SMUD Lineman Nick Valdez. “It’s easy to forget ... we have it better than most—it’s just eye-opening.” Valdez said he thought everybody at the meeting could think of something to donate—“an old belt or an old skid or an old pair of hooks or whatever you got, it’s something that maybe you don’t use anymore but it’s still serviceable and safe.”

Valdez said Hansen’s presentation helped him see that linemen in other countries had the same goal as American linemen: “provide power and keep the lights on and go home safe to our families every day, that’s the most important thing to everybody. To be able to help somebody to do that, no matter where they’re from or who they are, that’s something pretty special.”



Photos by John Storey

Healdsburg pact approved

On Feb. 25, IBEW local 1245 members at the City of Healdsburg voted 35-5 to approve the Tentative Agreement reached between IBEW 1245 and the City on Feb. 18. The agreement will go into effect upon ratification by the City Council and expires on June 30, 2017.



Al Fortier

The new agreement includes a 5% wage increase effective upon ratification and an additional 4% wage increase in July 2016. The agreement also provides for improvements in compensatory time off, standby, rest periods, educational reimbursement, tool allowance, bilingual pay and sick leave payment upon retirement.

Effective July 2016, the City’s health care contribution will be 90% of the 2015 Kaiser rate plus 50% of the increases, with the increased employee costs capped at 1% of base monthly salary for members in the Kaiser plan, but uncapped for members in the Anthem Blue Cross plan. More than half of IBEW employees are in the more expensive Anthem Blue Cross plan, and the parties agreed to form a Joint Cost Containment committee to consider less expensive comparable plans.

Local 1245 and the City bargained for 10 months before reaching an agreement. The IBEW 1245 negotiating committee consisted of Jason Hageman, Ethan Cottrell, Art Cruz, Valerie Macor, Allen Roseberry, and Business Rep. Al Fortier.



TID pact ratified

IBEW 1245 members at Turlock Irrigation District have ratified a new agreement through 2016.



Charley Souders

The agreement includes one year of retroactive, across-the-board wage increases of 3%, with 5% for Troubleshooters. Another identical set of across-the-board wage increases will apply for 2015. Effective in 2016, the rubber glove certification premium will be 8% (included in the base rate).

The equal distribution of overtime and call-out bypass compensation procedures have been updated and include the new automated call-out system. Overtime meal language will provide for specific compensation at the overtime rate. Medical benefits will be through the CSAC-EIA Joint Powers Authority Benefit Program, where there is an increased pool of plan participants.

Negotiating for IBEW 1245 were TID members Pat Patterson, Jeff Sturm, Dennis Mattos along with IBEW 1245 Business Manager Tom Dalzell and Business Representative Charley Souders.

Modesto pact ratified

IBEW 1245 members at Modesto Irrigation District voted on Feb. 9 to approve a new tentative agreement. The three-year agreement includes a general wage increases of 2.5% in the first year, 2.75% in the second year, and 2.75% in the third year.

Under the new agreement, promotional opportunities within the District will be increased, and the number of District applicants required before outside applicants are considered will be reduced. A new section was added to the agreement addressing Overtime on Mutual Aid. The pact also includes increased flexibility for accrued leave

utilization in one-hour increments.

On-Call provisions are to be expanded to include Operations Technicians. Improved overtime language will now provide a rest period of eight hours at the completion of emergency work whenever more than four hours of emergency work occurs during the 16-hour period immediately preceding the start of a work shift.

Negotiating for IBEW 1245 were MID members Mike Gomes, Steve Carlson, Kurt Celli, Travis Weese, Brad Stapleton and Fred Albertoni, along with Business Representative Charley Souders.



Paul Bledsoe and Karri Daves, members of the MID Voting Committee

The Next Chapter: IBEW 1245 Business Rep Brian Kapaun Retires

Though it might seem like he spent his whole life in the trade, IBEW 1245 Business Rep Brian Kapaun didn't always work in General Construction for PG&E. For the first decade of his professional life, he actually sold shoes at the mall.

"I worked for GallenKamp Shoes as a store manager at Weberstown Mall in Stockton," Kapaun recalls. "I watched as my assistant manager interviewed for and landed a PG&E GC Field Clerk position. As he was leaving, I said 'What about me?' ... and he pointed me to the right person at PG&E for an interview."

The rest, as they say, is history. Kapaun hired on with PG&E in 1978 as a 1st Field Clerk in GC, and was initiated into IBEW 1245 in 1979. He worked in GC for PG&E for 35 years.

"By going to PG&E, I gained about a month of my own time for each year of my life, simply by not working long hours each day, by not working weekends and holidays," he noted.

But with the improved hours and pay came a whole lot of time on the road away from his home and family.

"During the first five years with PG&E, I tracked my GC travels on a AAA paper map, and the many pencil lines wore through the paper," Kapaun said.

Union Career

Brother Kapaun was a committed union member from Day One. He became a shop steward in 1981, and held a multitude of volunteer positions over the years. In his early years with the union, he served as Unit Recorder for

the Loomis Unit #3510. In 2007, he was appointed to fill the GC At-Large seat on the union's Advisory Council. He also served on the bargaining committee from 1999 to 2009 as well as a number of other committees. He's the kind of guy who never shied away from an opportunity to get more involved with the union.

He came on staff at IBEW 1245 in January of 2010, and for the past five years he's worked with PG&E GC members in the North Coast. After a long union career, Kapaun decided to retire in February of 2015.

The Next Chapter

"It has been a challenging, wonderful and rewarding experience serving the IBEW members through the years as both a shop steward and Business Representative," said Kapaun. "I will miss the challenge of the day-to-day Business Rep interaction with the members and pleasure of working with the Union staff and fellow Reps. I have treasured and enjoyed my work as a Rep but look forward to retirement and the next chapter of my life."

"He has always been the consummate professional," IBEW 1245 Business Manager Tom Dalzell said of Kapaun. "He's held many different roles with us, and he has definitely made a difference. We thank him for his service to the union and wish him all the best."



Brian Kapaun

Business Rep Ken Amaral Retires

IBEW 1245 sends warm wishes to Business Representative Ken Amaral, who will be retiring from the union staff this month.

Amaral is a 38-year IBEW member who began his PG&E career as a Senior Hydro Clerk in Auburn. He served on the union's bargaining committee for several years. In 2011, he was appointed to the Advisory Council, where he represented the old

Drum Division of PG&E, Plumas Sierra REC, and City of Roseville.

He joined the staff of IBEW 1245 in 2013, and represented members in the Stockton Division (except the Credit Center), Gas Systems Maintenance and Gas Systems Operations.

We thank Brother Amaral for his years of service to the union and wish him luck in his future endeavors.



Ken Amaral

Kyle Whitman joins IBEW 1245 staff

The union is pleased to announce that 13-year IBEW member Kyle Whitman has joined the staff at IBEW 1245.

Brother Whitman started his tenure at PG&E in 2002 as a utility worker in General Construction, and worked his way up to the Miscellaneous Equipment Operator (MEO) position over the course of 5½ years. He then successfully bid into the Apprentice Watersystem Repairperson program in Alta, completed his apprenticeship, and became a Journeyman Watersystem Repairperson. For the past nine months, he has

served as temporary Watersystem Crew Lead.

Whitman has been a Shop Steward for four years and served on two Ad Hoc committees. He has also been a member of the Exhibit XVI committee since 2012.

In his new role as Business Representative, Whitman will be working with PG&E General Construction members in Sacramento, Sierra and the North Valley.

Welcome aboard Brother Whitman!



Kyle Whitman

Rey Mendoza joins IBEW 1245 staff

The union is pleased to welcome Brother Jose "Rey" Mendoza to the staff of IBEW 1245. Brother Mendoza will be serving as the new Business Representative for clerical members at the PG&E Customer Service offices at Stockton, Lodi, Manteca, Tracy, Jackson, Angels Camp & San Jose, along with the San Francisco General Office, San Jose Call Center, Concord RMC & PSEA, Stockton Credit & Records and Stockton Call Center.

Brother Mendoza is a seven-year member of IBEW 1245 and began his career with PG&E at the Fresno Call Center, where he worked as a Service Rep and Senior Service Rep. He has also served as a Shop Steward, Organizing Steward and delegate to the Fresno-

Madera-Tulare-Kings Central Labor Council. Additionally, Mendoza sat on the Clerical Bargaining Committee in 2014 and Contact Center Operations Rewards and Recognition Committee in 2012.

From June through October of 2014, Mendoza served as a temporary Business Rep, filling in for Gracie Clark during her maternity leave. He is "excited and appreciative" to continue serving the members of Local 1245 in the Business Rep capacity.

"I will take advantage of this opportunity by effectively representing the IBEW members in my area, promoting solidarity and increasing member participation in Union activities," Mendoza said.

Welcome aboard Brother Mendoza!



Jose "Rey" Mendoza

Ralph Kenyon joins IBEW 1245 staff

IBEW Local 1245 is pleased to announce that Brother Ralph Kenyon has joined the union staff.

Brother Kenyon is a 25-year member of the IBEW, and has been a part of Lsocial 1245 for more than 10 years. He will be serving as the new Business Representative representing PG&E members in the North Bay & Sonoma Divisions (San Rafael, Napa, Vallejo, Petaluma, Geyserville & Santa Rosa).



Ralph Kenyon

Prior to joining the union staff, Kenyon worked as a Division Lineman at PG&E's Richmond Service Center. He has served as a Shop Steward and a member of the Overview Committee for the Knowledge and Skills Program. He's also an Outside Line Apprentice Instructor and Subject Matter Expert (SME) over the Apprentice curriculum development. He previously served as a temporary Business Rep in the Outside Line department from January of 2012 through June of 2012.

"I feel it's a great honor to have been chosen to serve the members of Local 1245," Kenyon said.

Welcome aboard Brother Kenyon!

Todd Wooten joins IBEW 1245 staff

The union is pleased to announce Brother Todd Wooten has joined the staff at IBEW 1245.

Brother Wooten formerly worked for PG&E as a Work and Resource Coordinator in Marysville, and has been a member of IBEW 1245 for 29 years. He also sat on the 1245 Advisory Council for 12 years.

Wooten will serve as the new business representative

for Title 200 members in the North Valley and California Gas Transmission members from Willows to Burney.

"I'm looking forward to this assignment," said Wooten, "and would like to thank Business Manager Tom Dalzell and the staff for giving me this opportunity."

Welcome aboard Brother Wooten!



Todd Wooten



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www.facebook.com/IBEWLocal1245

In Storm's Wake: IBEW 1245 Crews Respond



The crew at work, changing out the 2 transformers that were damaged in the storm

Photos by John Storey



PG&E crew (Right to left) Rich Surina, Cho Nip, Sean Smith and Adam Moreno review their plan before they get to work

IBEW 1245 crews for Pacific Gas & Electric worked around the clock restoring service to customers in the wake of the major storm that pummeled northern California in mid-December. Wind gusts reached 95 mph in some higher elevations, with many communities reporting several inches of rainfall. Over 400,000 customers lost power, but service was restored quickly to almost

all of them.

It's no fun working in the rain, but these crews did what had to be done. Foreman Rich Surina, Linemen Cho Nip and Vic Ramil, and Apprentices Brandon Yarbrough, Sean Smith and Adam Moreno took advantage of a break in the weather on Dec. 12 to replace two storm-damaged transformers in San Francisco.

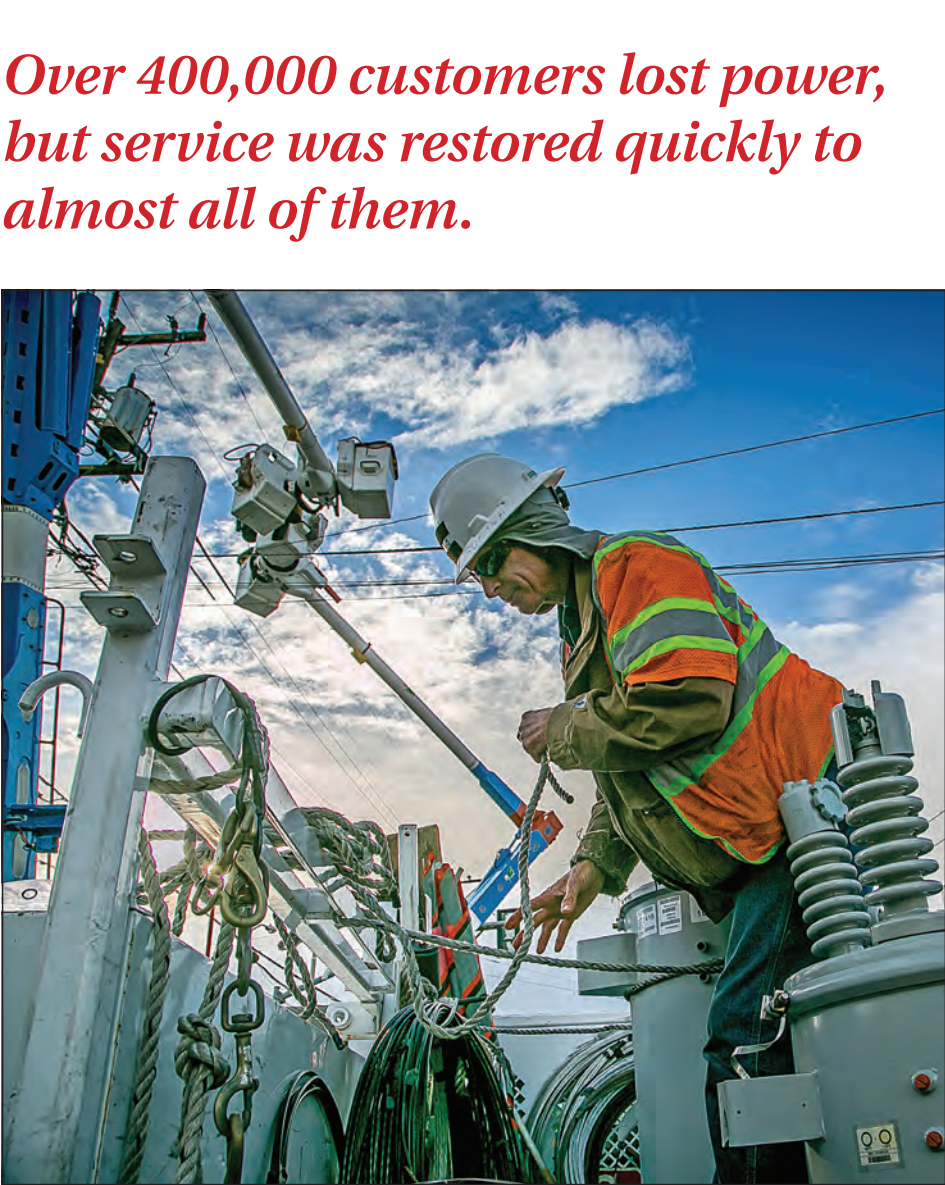


Vic Ramil, left, and Adam Moreno work together to get the job done





PG&E apprentice Brandon Yarbrough on the pole



PG&E lineman Rich Surina unties a replacement transformer



PG&E lineman Rich Surina watches out as an old transformer is lowered into his truck
Utility Reporter



The crew worked tirelessly to ensure power was restored to San Francisco residents

Productive meeting for IBEW, Berkshire Hathaway

Local 1245 Business Manager Tom Dalzell and Senior Assistant Business Manager Dennis Seyfer joined Nevada Energy President & CEO Paul Caudill and Director of Labor Relations Ryan Bellows Feb. 25 for a day of meetings with IBEW and company leaders at Alabama Power in Birmingham, Alabama.

Alabama Power is seen as the gold standard in collaborative relationships between the IBEW and utility management. Local 1245 and other members of the Utility Coordinating Council (which is comprised of IBEW locals representing workers at Berkshire Hathaway-owned utilities) invited Berkshire Hathaway's CEO to the meeting in Birmingham to get a first-hand look at the benefits of a collaborative labor-management relationship. Five International Vice Presidents of the IBEW, as well as IBEW Utility Department Director Jim Hunter, joined

five local union business managers at the meeting.

The day was an impressive display of collaboration, demonstrating a powerful narrative about a union and company that were able to make a transition from a polarized, adversarial relationship to a productive, cooperative one. Paul Caudill has spoken publicly about the benefits of the meeting, and we are in the process of planning a labor-management leadership seminar about Alabama Power's effective model and collaborative process.

"Of all the Berkshire Hathaway utilities, NV Energy appears to lead the way in embracing the benefits of collaboration," said Dalzell. "We have several years before negotiations at NV Energy begin for us to continue developing the relationship, but as things stand now, the trip to Alabama was instructive and positive."



Food drive nets \$1,100

A group of IBEW 1245 members in Nevada took up a collection to support Evelyn Mount's annual Holiday Food Drive this past December. They succeeded in raising over \$1100, which they used to purchase a pickup truck full of food, including 40 turkeys, to donate to Mount's Outreach Center. They also wrote Mount a check for \$270.

David Thieme, Gayle Anderson and John Wilson were in charge of collecting donations. Thieme and Wilson, along with Carl Shoemaker and his two sons, John and Jeffrey, purchased the groceries and dropped them off at Mount's food bank.

"I want to thank everyone that donated to make the 1245 Evelyn Mount food drive a success," said Wilson. "Union and MPAT members donated generously to make this possible."

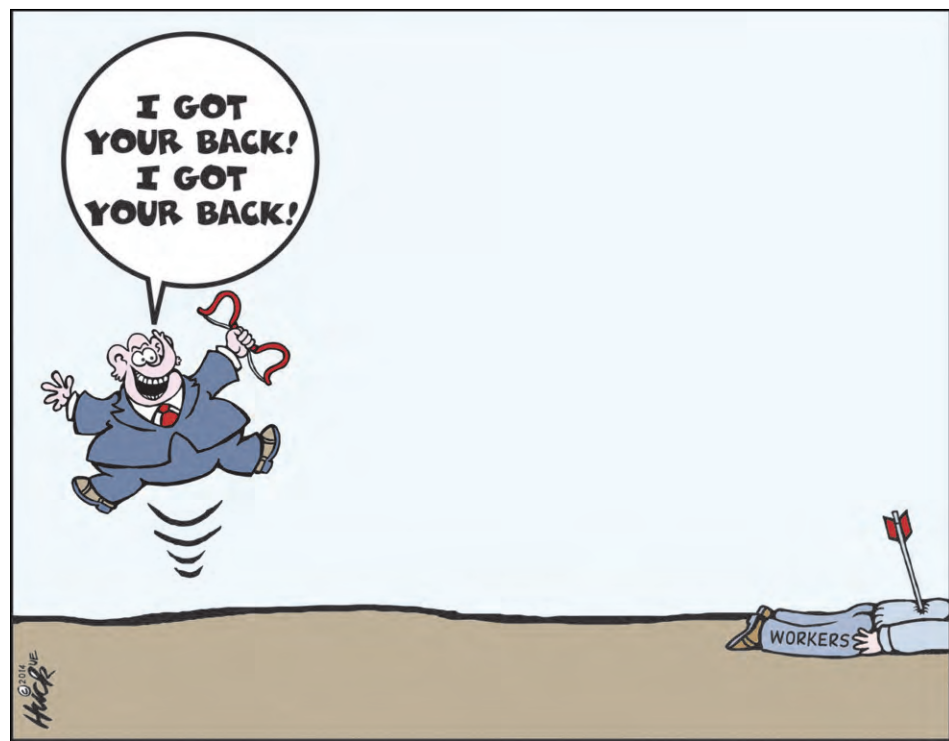


Alaska says 'thanks' ... with a video

When the City of Anchorage, Alaska passed an anti-union ordinance that took away collective bargaining rights for municipal workers, IBEW 1547 in Anchorage reached out to IBEW 1245 and requested support to help them repeal the ordinance, known as AO37. IBEW 1245 responded by dispatching a small but dedicated group of organizing stewards and staff to Alaska, and together with Local 1547 and the Alaska AFL-CIO, the team was able to successfully repeal AO37 and restore rights to the city's municipal workers.

IBEW 1245 Business Manager Tom Dalzell pointed out that the victory was three-fold. "We got the precedent of repealing an anti-union ordinance. We got a friend in Local 1547; now if we ever need their support they will be there for us. And we got experience that can't be replicated in a simulator ... which will be invaluable if and when city councils in California attempt something like this."

To express their gratitude for the support they got from IBEW 1245, the leaders and staff from IBEW 1547 and the Alaska AFL-CIO put together the "thank you" video at <http://bit.ly/1b8vjm6>



This week, Scott Walker signed right-to-work-for-less legislation making Wisconsin the 25th state to do so. *Salon, March 10, 2015*

Right-to-Work laws reduce wages

Right-to-work laws have definite effects. A 1987 study of 21 right-to-work states found that the passage of such laws reduced union membership—by 5 to 10 percent in the first five years. As a result, the wealth of corporate shareholders grows—by 2 to 4 percent, according to one study. Apparently, this comes out of workers' pockets: An Economic Policy Institute study found that in right-to-work states, average wages were about 3.2 percent lower (or \$1,500 a year) than in other states.

Yet no studies conclusively demonstrate that right-to-work laws create more jobs or a more vibrant economy.

Surveys of both large corporations and small manufacturers about their location decisions have found that right-to-work had little to no bearing—more influential factors included highway accessibility and construction costs. And although low-wage, right-to-work states had some success in luring manufacturing to the South in the mid-20th century, today such jobs are likely to head overseas from both the North and the South.

From *In These Times*: Read the full story by David Moberg at <http://inthesetimes.org/article/17735/scott-walker-strikes-again>

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CARA defends Medicare in 2015

By Ken Rawles

The California Alliance for Retired Americans (CARA) is working hard to continue our fight for working families and labor and seniors in 2015.

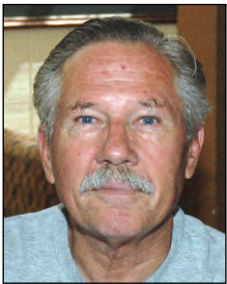
The GOP is proposing a voucher system for Medicare and wants to raise the age to qualify for benefits. This issue has given CARA its first campaign for 2015: "Take Action to Protect and Expand Medicare Today!"

CARA sent out forms with four post cards to be filled out and sent into the CARA office. The first batch has already been delivered to Senator Feinstein, Senator Boxer, President Obama, and California members of Congress. We are still gathering cards and there's still time for you to join this action. Go to the CARA website at <http://www.californiaalliance.org/>.

CARA is one of the most effective ways for IBEW 1245 retirees to get involved and have some influence over the issues that affect seniors and our standard of living. CARA is now in its

12th year and I am very excited about what's coming up in 2015!

CARA has its constitutional convention this October in Ontario, Ca.



Ken Rawles

IBEW 1245 retiree Tom Bird is now the president of the Nevada Alliance for Retired Americans, our sister organization in Nevada. CARA and NARA will be working together wherever we can.

IBEW 1245 retiree Ken Rawles is editor of "Ninth News" for IBEW Ninth District retirees and an activist with the IBEW 1245 Retirees Club as well as CARA.



Tom Bird, NARA President, Ron Borst Reno/Sparks IBEW 1245 Retiree Chapter President, Rita Weisshaar VP NARA (IBEW), Priscilla Mahoney Nevada AFSCME Lobbyist, Vickie Borst, Reno/Sparks IBEW 1245 Chapter member, and Danny Thompson, Nevada AFL-CIO Executive Secretary- Treasurer. Photo by Sue Bird

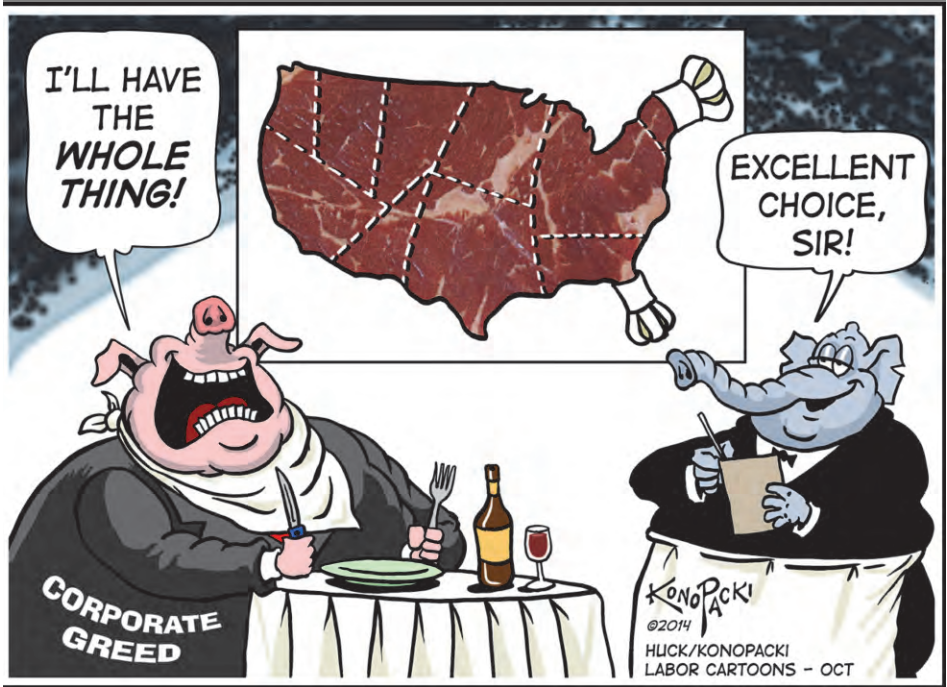
Legislative training for Nevada retirees

by Tom "T" Bird

IBEW 1245 Retiree Club members attended the first of several 2015 Legislative Training sessions provided by the Nevada AFL-CIO at the Northern Nevada Labor Temple in Sparks, Nevada on January 29, 2015. These trainings will be provided in

both southern and northern Nevada to all affiliated members and will be most helpful to our brothers and sisters for future legislation affecting labor and seniors in Nevada and our nation.

Tom "T" Bird is an IBEW 1245 retiree and president of NARA.



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, Santa Rosa, Merced, Reno, Yerington, Carson City or Winnemucca. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

James Airth 2 years San Luis Obispo, CA	Angel Cueva 35 years Grass Valley, CA	Darcy Lowe 34 years Stockton, CA	Roy Roden 20 years Camden, ME
Toribio Alvarez 26 years Bakersfield, CA	Constance Dalton 36 years Antioch, CA	Douglas Lueck 34 years San Jose, CA	Trinidad Rodriguez 30 years Livermore, CA
William Banish 42 years Rocklin, CA	Thomas Daugherty 29 years Red Bluff, CA	John Mancebo 36 years Los Osos, CA	Gary Ruport 29 years Woodland, CA
Mary Barber 31 years Artesia, NM	Doris Denman 23 years Rescue, CA	Ina Mathis 13 years Escalon, CA	Kuen Saporita 27 years San Francisco, CA
James Barwis 29 years Somerset, CA	Steven Edwards 33 years Antioch, CA	Timothy McCarthy 31 years Walnut Creek, CA	Linda Schaffer 16 years Santa Rosa, CA
Andrea Bassetti 28 years Coarsegold, CA	Daniel Flanagan 41 years Eureka, CA	Johnnie McQueen 43 years Oakland, CA	Michael Sears 34 years Oak Ridge, TN
Pamela Bates 9 years Arroyo Grande, CA	Brent Frey 46 years Glendale, CA	Michael Murner 20 years Windsor, CA	Ivan Severt 39 years Penn Valley, CA
Richard Behrends 5 years Goshen, IN	Arthur Galang 34 years Antioch, CA	Roy Newlove 26 years Marysville, CA	Ronnie Smith 32 years Livermore, CA
Thomas Bendure 30 years Wheatland, CA	Micheal Gomez 18 years Santa Rosa, CA	Mary Ortiz 30 years Windsor, CA	Allen Southard 41 years Lodi, CA
James Bennett 12 years Arroyo Grande, CA	Lorrie Grundy 36 years Cloverdale, CA	Mark Patt 28 years Bakersfield, CA	Henry Symkowick 24 years San Francisco, CA
Robert Bettencourt 29 years Blackfoot, ID	Andrew Hay 35 years Cayucos, CA	Christine Pearson 7 years Billings, MT	Benjamin Valdez 43 years Santa Cruz, CA
Harrison Botelho 17 years Honokaa, HI	Brian Haygood 37 years Atwater, CA	Kim Peck 30 years Auberry, CA	Raymond Villa 44 years Half Moon Bay, CA
Larry Brown 35 years Oakland, CA	Jeffrey Jacobsen 38 years Hydesville, CA	Jack Pendergrass 30 years Orland, CA	James Vosburg 42 years Linden, CA
Larry Buck 16 years Live Oak, CA	Delores Jones 41 years Fremont, CA	Russell Petersen 41 years Santa Rosa, CA	Debra Wibeto 38 years San Jose, CA
Michael Bunn 35 years Byron, CA	Gary Jones 37 years Richmond, CA	Delores Powell 39 years Sunnyvale, CA	Mary Wise 42 years Sacramento, CA
Maria Burgueno 26 years San Jose, CA	Mitchell Jones 40 years Bakersfield, CA	Nili Puefua 30 years San Pablo, CA	Gail Woodburn 16 years Grass Valley, CA
Charles Carney 36 years Antioch, CA	Vincent Jones 41 years So San Francisco, CA	Charles Rock 24 years San Jose, CA	Donna Ybarra 13 years Manteca, CA
Jane Carpignano 35 years Napa, CA	Matthew Kissner 6 years San Jose, CA		
Debra Cason 12 years San Jose, CA	Donald Knoedler 33 years San Jose, CA		
Linda Cheshareck 33 years Richmond, CA	Dave Krevitsky 10 years Coos Bay, OR		
Karen Clapsadle 14 years Vacaville, CA	Sue Lee 30 years San Francisco, CA		
John Corey 18 years Coarsegold, CA	Darryl Loo 6 years Concord, CA		

Congratulations Retirees!
We want you to
STAY CONNECTED

to IBEW 1245.

Do It Online
ibew1245.com

Check your spot on the books

Check your hours worked

Pay Your Dues Online



Chico Marysville

January 31, 2015



35 Years Front row, from left: Pamela Crawford and Debbie Weddle. Back row, from left: Terrence Hope, Bruce Mattson and Jeffrey Howard.

Photos by John Storey



35 Years Front row, from left: Mike Jessen, Sylvan Viera. Back row, from left: Neil Levulett, Jeffery Stoner, and Kevin O'Sullivan.



30 Years Front row, from left: David MacLean, David Powers, Ed Otten. Back row, from left: John Koehn, James Robbins, Glenn Kalaveras, Steve Smith, and Bradley Burgess.



30 Years Front row, from left: Michael Cooper, Richard Jaster, Donnie Landingham. Back row, from left: Dave Husa, Randy Walton, Frederick Jones.



25 Years From left: Rudy Duenas, Donald Feik, Jeffrey Gomes.

HONOREES

55 Years

Brown Jr., Donald

40 Years

Sevart, Ivan

35 Years

Barrick, Randy
Barrow, Russell
Crawford, Pamela
Finato, Robert
Headley, George
Hollstien, Rita
Hope, Terrence
Howard, Jeffrey
Jones, Bryon
Jurkiewicz, James
Levulett, Neil
Mattson, Bruce
Monahan, Richard
O'Sullivan, Kevin
Stoner, Jeffrey
Tolbert, Rebecca
Velasquez, Joe
Vieira, Sylvan
Weddle, Deborah

Menezes, Timothy
Michels, Duane
Nelson, Richard
Otten, Edward
Patton, Dan
Powers, David
Robbins, James
Smith, Steven
Tassone, Louis
Vecchi, Dave
Walton, Randy
Weatherson, Glenn
West, Gary
Wilkins, Joe

25 Years

Alger, Rock
Brand, Michael
Daoust, Christoph
Davisson, Kyle
Duenas, Rudy
Feik, Donald
Gomes, Jeffery
Lopez, John
Matney, Dorinda
Peter, Jolene
Steele, Bryan

30 Years

Barker, Bill
Bloniak, Sherry
Burgess, Bradley
Busby, Britt
Cochrane, Gregory
Cooper, Michael
Davey, Daniel
Davis, John
Dobbs, Greg
Elford, Douglas
Faugier, Edgar
Flores, Anthony
Harbert, Bruce
Hostetter, Anthony
Husa, Dave
Jaster, Richard
Jennings, Kirk
Jones, Fredrick
Kalaveras, Glenn
Koehn, John
Landingham, Donnie
Le Blanc, Richard
Lewis, Donald
MacLean II, David

20 Years

Boley, Bradley
Braaten, Ronald
Breitag, Paul
Britton, Philip
Capra, Laura
Chipman, Larry
Collins, Stephanie
Cox, Adam
Hendrix, Randy
Holt, Jeffrey
Jones, Merle
La Bonte, John
Ogren, Erik
Tanner, Todd
Vincelet, Dennis
Waters, James
Wearin, Justin

15 Years

Davis, Randy
Davison III, Albert
Dryden, Val
Franck, Jay
Franklin, Don

Gordon, Steven
Leslie, Valden
Mallett, William
Reynolds, Shelby
Rich, Mickey
Stockton, Lex
Vargas, Mayra

10 Years

Ahillen, Andrew
Alonzo, Robert
Avila, Patrick
Broderson, Rick
Brown, Daniel
Button, Kenneth
Crooks, Mike
Cunniff, Trevor
Downs, Margaret
Duncan, Clifton
Evans, Rex
Gorst, Tylor
Goslin, Dean
Gray, Timothy
Grider, Lee
Harris, Gene
Hartley, Walter
Hicks, Larissa
Huffman, John
Ibarra, Ernesto
Inman, David
Johnstone, Anthony
King, Jason
Lee, Michael
Lewis Sr, Denton
Lujan, Juan
Martinez, Zenaido
McLain, James
Meyers, Benjamin
Olgard, Charles
Paul, William
Place, Dennis
Plummer, Michael
Ramirez, Timothy
Raymond, Charles
Richmond, Matthew
Rincon, Martin
Rios, Jose
Rivera, Primitivo
Robinson, Jeremy
Santana, Don Juan
Shawles, Joshua
Soule, Gabriel
Stiefel, Chris
Swenson, Frankie
Wallace, Robert
Weiss, Ron
Willis, Katie
Wise, Clayton

Woodson, Ryan

5 Years

Allread, John
Becker, Jason
Benson, Jerry
Bohn, Jonathan
Boylen, Andrew
Brewer, Charlie
Brown, Chad
Buck, Michael
Cardoso Jr, Richard
Caunt, David
Duncan, Derek
Emerson, Daniel
Fambrough, Kurtis
Forsberg, Kai
Galvan, Julio
George, Craig
Giffin, Earl
Goss, Blake
Higgins, Russell
Holcomb, Karen
Kramer, Zachary
Lance, Ryan
Larsen, Rory
Linville, Dean
Long, Derek
Lopp, Richard
Madsen, David
Morales Raygoza, Jose
Morgan, Blaine
Newman, Sara
Nielsen, Michael
Ott, Seth
Parker, Karl
Perez Jr, Pedro
Powell, Scott
Purdom, Sean
Ramos, Sandra
Randall, Travis
Randall, Travis
Robertson, Patricia
Rumsey, Robert
Sanchez, Gerardo
Schroeder, Kevin
Shandel, Greg
Smith, George
Smith, Zachary
Spencer, Darin
Spencer, Jason
Steiner, Justin
Stothers, Cody
Teer, Marcus
Walther, Rodger
White, Cody
White, Mark
Willfong, Avery
Williams, Kevin



Eureka

February 20, 2015



30 Years
From left: Daniel Meaney and (Hollesen).



35 Years From left: Chuck Kelly, Ed Quier, Martin Johnson and Business Rep Sonny Hollesen.



25 Years
From left: William Bryan and (Hollesen).

Congratulations on your service!



10 Years
From left: Nicholas Angeli and (Hollesen).



15 Years
From left: Todd Andersen and (Hollesen).

Photos by John Storey

HONOREES		
35 Years Damon, Charles Johnson, Martin Lamar, Kirk Miller, Karen	25 Years Bryan Jr., William Goodman, William McClelland, Karen	
30 Years Avila, Frank Bohannon, Brent Lovergine, Ronda Meaney III, Daniel Quinlan, Robert Sanchez, Craig	20 Years Botelho, Cindy Nuse, Anthonius Young, Jeffery	
	15 Years Andersen, Todd Torgersen, Robert	

10 Years
Angeli, Nicholas
Cook, Steve
Estrada, Adrian
Grace, Jonathan
Hooper, Kyle
Nichols, David
Woods, Joshua

5 Years
Attebery, Cody
Ayala, Luis
Barrote, Colby
Berti, Rob
Black, Joshua
Boswell, Christopher
Brittain, Christopher

Chadbourn, Benton
Corse, Brian
Grunden, Casey
Hagquist, Ronald
Kane, Mark
Letlow, Mark
Martinez, Jose
McCauley, Curtis
McDonald, Brandon
Moser, Ron
Mosier, Thomas
Noel, Buck
Reno, William
Shinn, Timothy
Taylor, Aubrey
Taylor, Sydney



5 Years From left: Carl Lamers, Brandon McDonald, and Joshua Black.

Congratulations on your service!



20 Years From left: Philip Britton, Mike Jessen, Erik Ogren.



10 Years From left: Business Manager Tom Dalzell with Gene Harris.



5 Years From left: Scott Powell, Gerardo Sanchez, Zachary Kramer.



[ABOVE] Inder Johal, preparing for the cable pull. [BELOW] Also working the job are Shawn Reel, left, and Shane Peck.

CIRCUIT TIE

Come on over and take a look at this. IBEW 1245 members Inder Johal, Shane Peck and Shawn Reel are pulling 4-ought cable, part of a circuit tie for the south side of Merced. “It’s been needed for quite a while,” says Reel.

All three are linemen for the Merced Irrigation District. The circuit tie will help balance the load and give the District an alternative way to feed power to the area in the event of a problem. And it’s all underground. “Everything in Merced is underground,” says Reel. “If there was an Underground Rodeo we’d kick ass.”



Keepin

“Everything in Merced is underground,” says Reel. “If there was an Underground Rodeo we’d kick ass.”

By Eric Wolfe. Photos by John Storey.

GENERATING POWER

The Merced Irrigation District has been providing power in Merced since President Calvin Coolidge pressed a golden telegraph key to start generators humming at Exchequer Dam on Lake McClure in 1926. It was replaced in 1967 by the New Exchequer, a monster of a rockfill dam with an elevation of 879 feet.

On the business side of this monster dam, where the powerhouse is rated at 94.5 megawatts, you’re likely to find John White, a powerhouse technician for the District. New Exchequer is a remote location, and White likes it like that. “For the most part we’re here by ourselves,” he says, talking over the roar of the water coursing out the back of the powerhouse. “It’s peaceful.” Besides that, he likes working with other trained employees in a safe work environment. He credits IBEW 1245 for keeping conditions at the District “up to industry standards.”

But there’s one condition the union can’t do anything about. This February the reservoir reached its lowest level in history, at just 63,489 acre feet—less than 7 percent of total capacity. That’s what three years of severe drought will do. Tough on farmers, tough on everybody. Anybody know a rain dance? We’d all appreciate it.



John White, Powerhouse Tech.



"It's peaceful."

ng the Promise

IBEW 1245 MEMBERS AT MERCED IRRIGATION DISTRICT



Easy does it!



Joaquin Mancebo at the controls.



The crew, from left: William McMurry, Joaquin Mancebo, and Jason Bettencourt

REPLACING HEADGATES

On the assumption that it's going to rain or snow again *some-day*, work goes on at Merced Irrigation District. A crew headed by Joaquin Mancebo is replacing a headgate on a small dam where water from the Merced River is diverted into a canal. They put in a temporary steel plate to control the water flow. Back at the shop, "we manufacture a brand new gate, build it all brand new

continued on next page

to specs,” says Mancebo, “then we come back here and put the new gate in place.” They’ve replaced eight gates this year and, budget permitting, will replace the other eight next year.

Mancebo is a 17-year IBEW 1245 member and proud of it. “They’ve stood by us. The union sets a standard of living for us.” With a union, he says, “You’re more productive. If you’re miserable, you’re not very productive. You have to feel good about what you do.”

▶ **REPLACING RAMADAS**

There’s a lot of beautiful country around Merced. If you’re down that way, you might want to stop at McClure Point and McSwain Parks. “If you’re going to have the lake you’re going to have parks and recreation,” says Dan Goodson, a Park Ranger I for the District. “The rangers do everything up here,” he says. “We do construction, we do plumbing, we do it all.” There used to be a couple dozen

Spiffing up the place are, from left: Bret Surdich, Park Ranger 2; and Dan Goodson, Carlos Gonzales, and Brock Pisacco, Park Rangers 1.



Hauling out an old grill from a picnic area are, from left, Brock Pisacco, Bret Surdich and Carlos Gonzales.



Employees in the powerhouse at the original Exchequer Dam. Date unknown. Historical photo courtesy of Merced Irrigation District



The 2015 Organizing Stewards and staff with IBEW 1245 Business Manager Tom Dalzell (center)

Photo by John Storey

Organizing Stewards Gear Up

By Rebecca Band

IBEW 1245's ground-breaking "Organizing Steward" program has only been in effect for 18 months, but it's already making a remarkable difference in the culture of activism in the union.

"We stood with teachers on strike in Medford, Oregon. We provided bilingual organizers to the Teamsters in two hard fought organizing campaigns. We mobilized 19 volunteers to door knock in Redding, CA for a critical election. And in the Fall of 2014, 35 organizing stewards and prospective organizing stewards participated full time in the mid-term elections that won significant gains for our members in California, fought the good fight in Nevada and defended the interests of working families across America," noted IBEW 1245 Business Manager Tom Dalzell.

"I'm incredibly excited and honored to be a part of this year's Organizing Steward program," said new Organizing Steward Melissa Becerril. "Last year was my first year being involved in the organizing aspect of the union. From grassroots campaigning in Fresno County to canvassing in Colorado, it's been quite the journey. Organizing is more than just politics, it's a movement, and I'm proud to be part of it!"

Since this year isn't a big election year, the Organizing Stewards are preparing for a series of activities aimed at reinvigorating the principles of solidarity and volunteerism that the Labor Movement was founded on.

"We should be able to do some serious movement-building this year," said Eric Sunderland, an Organizing Steward who has been part of the program since its inception. "I'm getting it started with a bang by attending the Fight for Fifteen national leadership conference in Atlanta in February. I expect to come back from Atlanta fired up and ready for some huge coalition-build-

"We've won some, lost a few, but more importantly we've changed the narrative, redrawn the face of union power and reawakened the spirit of solidarity."

Utility Reporter

ing for a massive day of action April 15 [to raise the minimum wage to \$15 an hour]."

Getting Down to Business

The 36 Organizing Stewards that make up the "Class of 2015" met at Weakley Hall on Friday, Jan. 23 to discuss their plans and responsibilities for the coming year. Several of the stewards brought along their children, who in some cases are getting involved in campaign work themselves.

The Organizing Stewards have divided themselves into regional "organizing committees," and each committee is planning at least one union activity in each region to support a local charity in the area this year. From bowling parties to charity softball tournaments and cancer walks, there will be no shortage of opportunities for IBEW 1245 members to get involved and make a difference in their own communities. Check the IBEW 1245 Website Calendar periodically and 'like' IBEW local 1245 on Facebook to find out when activities will be taking place in your area.

To make sure the program continues to grow, each Steward identified at least one other union member who could potentially be part of next year's class of Organizing Stewards, with the ultimate goal of doubling the number of Organizing Stewards in 2016. Stewards will be working in close coordination with the Local 1245 organizing team and Business Representatives to build the program.

"An Arrow in Our Quiver"

On Saturday, Jan. 24, the Organizing Stewards came back to Weakley Hall for the quarterly Advisory Council meeting, where they were recognized by the union leadership for their dedication and hard work.

IBEW 1245 Business Manager Tom Dalzell detailed some of the campaigns and activities they've taken part in over the past year, and explained how the organizing experience these members have gained can help

the union protect and improve jobs. He cited political threats to the PG&E Diablo Canyon facility as just one example.

"Diablo Canyon provides 600 jobs for our members," Dalzell said, "but right now, there are many cannons aimed at Diablo Canyon. I believe that at some point in the near future, we're going to have to deploy a full campaign to protect the jobs there. We're going to need a strong ground game, and now we have these trained warriors who are experienced and ready to do it."

"These Organizing Stewards have done a phenomenal job," Dalzell continued. "They're an arrow in our quiver and part of the personality of our union. Thanks to them, we're becoming a more multi-dimensional and well-rounded union."

The Organizing Stewards were called up one by one, and many brought family and friends along with them to join the swearing-in ceremony. After Local 1245 President Mike Davis administered the oath to them as a group, Organizing Steward Kevin Krummes shared a few words of reflection.

"30 years ago when I started at PG&E, I had no sense of union ... but now, thanks to the vision and foresight of Business Manager Tom Dalzell and the generosity and courage of our Executive Board, all that's changed," Krummes said. "With the advent of the Organizing Steward program, my life and the lives of all those up here with me have been forever altered. We've won some, lost a few, but more importantly we've changed the narrative, redrawn the face of union power and reawakened the spirit of solidarity."

Other Local 1245 members and IBEW locals are taking notice, and they aren't the only ones. Since the advent of the program, the union has been recognized by the California Labor Federation, IBEW International President Ed Hill and AFL-CIO Secretary Treasurer Liz Shuler for its outstanding commitment to organizing and solidarity. And in just the past few months, other unions, including the Teamsters and California Federation of Teachers, have reached out to the 1245 team to express interest in starting their own programs based on 1245's innovative Organizing Steward model.

Interested in becoming an Organizing Steward?
Contact your Business Representative or an Organizing Steward or visit the Organizing section of our website.

2015 Organizing Stewards

- Melissa Becerril
- Ron Borst
- Vicky Borst
- Walter Carmier
- Georgette Carrillo
- Chip Chadwick
- Rene Cruz-Martinez
- Rodrigo Flores
- Guadalupe Flores
- Rosario Garcia
- Nilda Garcia
- Theresa Hernandez
- Tanny Hurtado
- Guadalupe Johnson
- Logan Jonas
- Kevin Krummes
- Linda Letzer
- Steve Marcotte
- Michael Musgrove
- Miguel Pagan
- Pam Pendleton
- Ivan Pereda
- Jason Preston
- Rachel Ramirez-Hill
- Kristen Rasmussen
- Veronica Rivera
- PJ Saenz
- Pete Sandoval
- Anthony Seemster
- Dorine Shaner
- Donchele Soper
- Eric Sunderland
- Craig Tatum
- Jaime Tinoco
- Rita Weisshaar
- Samson Wilson



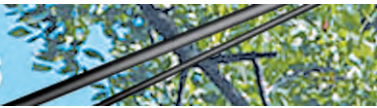
Now that's a winner!

IBEW 1245 member Shawn Murphy took third place in the national photo competition sponsored by the International Office of the IBEW in Washington DC. The photo brought Murphy a \$100 prize. Here's how the photo was described on the IBEW website:

"Take away the linemen, the wires and the pole, and you've got a crisp, clean nature photo worthy of a travel brochure. Add the members back in, and you get a sense for how, for thousands of IBEW men and women, outside work isn't just a job – it's a natural calling."

Shawn Murphy, an eleven-year IBEW member at the City of Roseville, took this prize-winning photo.

Line Clearance Tree Trimmers



Utility Arborist Association Identifies Wage and Safety Issues

The IBEW 1245 tree trimmer representatives recently attended a Safety Seminar held by the Utility Arborist Association in Sacramento. In the opening remarks of the seminar, it was reported that Utility Line Clearance Tree Trimmers were underpaid nationally by 20%. It was also stated that the industry as a whole would be far more productive if it could retain people with at least three years of experience. The association, which includes all the large contractors who are signatory to IBEW Local Union 1245, recognizes it needs a different approach for discipline especially regarding safety issues. They went on to describe their own discipline programs as punitive rather than reformatory. This punitive approach costs the industry many millions of dollars annually when viewed nationally.

Many of the top managers of the signatory contractors who were in attendance nodded in agreement, and yet they continue to use punitive “zero tolerance” discipline methods, and most have special policies for selected safety violations where a single violation results in termination of very experienced individuals. Some of these selected violations that result in immediate termination include being one step up on a

ladder and not wearing a seat belt if the truck moves even an inch. While we feel safety in the work place is the number one priority, we do not believe these zero tolerance policies are appropriate or productive.

Asplundh in Reno

In January of this year, Asplundh was awarded the tree contract for NV Energy, and the contract award had a union requirement associated with it. This is region where we have previously struggled to get a union foothold in, and we are excited to announce that a first agreement has been reached.

We spent several weeks in joint negotiations on this first agreement with IBEW Local Union 396 in an effort to have continuity between the north and south areas of NV Energy. The idea behind this approach is to establish individual agreements for each local's jurisdiction, while at the same time ensuring all the workers have the same benefit package and working conditions so they can work in either area without any loss in wages or benefits. This approach works best for the members, employer and customers alike, and we are pleased with our successful result.

Davey Tree

We continue to encounter issues with

vacation hours from 2013 and 2014 not being paid. The issue now is members are complaining about lost vacation. We currently have members requesting vacation pay for 2014, but supervisors are not willing to confirm whether vacation time can be guaranteed or secured during the requested period, especially since vacations were put on hold for half of the year during 2014. We have a couple GRC matters on the table which should, hopefully, be resolved soon. We held a GRC two weeks ago in American Canyon. The company is implementing nine-hour days starting March 1st. Davey has hired a few extra people in the Los Padres and Central Coast areas.

Osmose

It has been quiet lately with no major issues. The union met with the supervisor in Madera and gave him some union hire packets. They indicated plans to hire two or more crews for a total of five new employees.

Mario's Tree Service

They are working and staying busy in the Bay Area for Utility Tree and Wright's Tree Service. They were going to hire two or three people. No major issues.

Synergy

They are helping Utility Tree in San Jose and Yuba City. No major issues.

Trees Inc.

They currently have a strong work schedule and are doing a lot of reliability work. The tree forecast has increased and they have Mountain Firewood Enterprise helping them to stay in compliance. Trees Inc. V.C. is staying strong in Yosemite and Fresno divisions. No major issues. A GRC meeting was held last month in Sacramento. The Committee is still working on several open issues system-wide. We expect to resolve the majority of matters. We also have numerous LMM issues.

Utility Tree Service

The company received an extension on the contract on SMUD property until June 2015. They are keeping busy in the Bakersfield and San Jose divisions. They have brought in Pacific Tree Expert Co. to help them with reliability work in both areas. A GRC Committee meeting was held last month to discuss all open matters. All grievances are being worked on with the Committee. We have several open termination cases. We are getting complaints of the lack of equipment system-wide.

Wendy's Tree Service

All quiet.

Wright's Tree

The forecast has jumped and the company is ramping up crews in the Bay Area. They are working transmission in the Central Coast area and also hired a few people there. There are no grievances at the current time.

La Asociación de Arboristas para Servicios Públicos Identifica Problemas de Salarios y de Seguridad

Los representantes de los podadores de árboles del IBEW 1245 participaron recientemente en un Seminario de Seguridad presentado por la Asociación de Arboristas para Servicios Públicos en Sacramento. Durante el discurso de bienvenida, se informó que los podadores de árboles para el despeje de líneas perciben un salario 20% menor a nivel nacional. También se informó que la industria en general sería más productiva si se pudiera retener a las personas con tres años o más de experiencia. La asociación, que incluye a los contratistas mayores signatarios con el sindicato IBEW 1245, reconoce que necesita un enfoque diferente en lo que se refiere a sanciones, especialmente en asuntos de seguridad. A continuación describieron su propio programa disciplinario como punitivo en vez de reformador. El enfoque punitivo le cuesta a la industria muchos millones de dólares anualmente a nivel nacional.

Muchos de los gerentes de alto nivel de los contratistas signatarios presentes en el evento estuvieron de acuerdo, sin embargo continúan utilizando métodos disciplinarios punitivos de “tolerancia cero”, y muchos tienen políticas especiales para algunas violaciones específicas de seguridad, donde una sola violación resulta en el despido de personas con muchos años de experiencia. Algunas de estas violaciones específicas que resultan en el despido inmediato incluyen estar en un escalón más alto en la escalera y no tener puesto el cin-

turón de seguridad cuando el camión se mueve aunque sea un par de centímetros. Aunque consideramos que la seguridad en el sitio de trabajo es la prioridad número uno, no creemos que estas políticas de tolerancia cero sean adecuadas ni productivas.

Asplundh en Reno

En enero de este año, NV Energy adjudicó a Asplundh sus contratos de árboles y la adjudicación del contrato tenía un requisito asociado en referencia al sindicato. Esta es la región donde previamente hemos realizado esfuerzos para establecerlos, y nos complace anunciar que hemos logrado un primer acuerdo.

Hemos dedicado varias semanas a las negociaciones conjuntas para el primer acuerdo con el sindicato IBEW Local 396, para lograr una continuidad entre las áreas norte y sur de NV Energy. EL propósito de este enfoque es establecer acuerdos individuales para la jurisdicción de cada local, garantizando a la vez que todos los trabajadores reciban el mismo paquete de beneficios y las mismas condiciones de trabajo, de manera que puedan trabajar en cualquiera de las áreas sin sufrir pérdidas de salario ni de beneficios. Este es el mejor enfoque tanto para los miembros, como para los empleadores y clientes, y estamos complacidos con nuestros exitosos resultados.

Davey Tree

Seguimos teniendo problemas con las horas de vacaciones de 2013 y 2014 que no se han pagado. EL problema ahora

es que los miembros se quejan de vacaciones perdidas. Actualmente tenemos miembros que están solicitando el pago de vacaciones de 2014, pero los supervisores se niegan a confirmar si las horas de vacaciones están garantizadas para el periodo solicitado, especialmente porque las vacaciones fueron suspendidas durante la mitad del año en 2014. Tenemos varios asuntos en discusión en el Comité de Revisión de Quejas que esperamos queden resueltos pronto. Hace dos semanas se llevó a cabo una reunión del Comité de Revisión de Quejas en American Canyon. La compañía está implementando días de 9 horas a partir del 1o de marzo. David ha contratado personal adicional en las áreas de Los Padres y Central Coast.

Osmose

Todo ha estado tranquilo últimamente sin problemas importantes. Tuve una reunión con el supervisor en Madera y le entregué algunos paquetes de contratación del sindicato. Han indicado que tienen planes para contratar dos o más cuadrillas para un total de cinco nuevos empleados.

Mario's Tree Service

Se encuentran trabajando y se mantienen ocupados en el Bay Area para Utility Tree y Wright's Tree Service. Pienzan contratar a dos o tres personas. No hay problemas importantes.

Synergy

Están ayudando a Utility Tree en San Jose y en Yuba City. No hay problemas importantes.

Trees Inc.

Actualmente tienen un robusto programa de trabajo y están ejecutando una gran cantidad de trabajo de confiabilidad. EL pronóstico de árboles se ha incrementado y Mountain Firewood Enterprise los está ayudando a cumplir con el programa. No hay problemas importantes. El mes pasado se llevó a cabo en Sacramento una reunión del Comité de Revisión de Quejas. El comité continúa trabajando en los asuntos pendientes a nivel de todo el sistema. Esperamos resolver la mayoría de los asuntos. También tenemos numerosos asuntos con reuniones de sindicato y gerencia.

Utility Tree Service

La compañía recibió una extensión del contrato en las propiedades de SMUD hasta junio de 2015. Se mantienen ocupados en las divisiones de Bakersfield y San Jose. Trajeron a Pacific Tree Expert Co. para ayudar con el trabajo de confiabilidad en ambas áreas. El mes pasado se llevó a cabo una reunión del Comité de Revisión de Quejas para discutir todos los asuntos pendientes. Se están manejando todas las quejas con el comité. Tenemos pendientes varios casos de despidos. Hemos recibido quejas sobre la falta de equipo a lo largo del sistema.

Wendy's Tree Service

Todo está tranquilo.

Wright's Tree

El pronóstico aumentó y la compañía está incrementando las cuadrillas en el Bay Area. Están trabajando en las líneas de transmisión en el área de Central Coast y también han contratado algunas personas allí. No hay quejas pendientes actualmente.



Units reach out to community

All of the following unit donations to various charitable organizations from December through February were approved by the IBEW 1245 Executive Board.

Carson City Retirees Chapter donated \$500 from their Community Fund to the following organization: NAMI Western Nevada. NAMI brings awareness to, and provides support and advocacy for, mental illness programs.

Unit 1221, Buelton, donated \$500 to the Coastal Radiation Oncology department of the Mission Hope Cancer Center.

Unit 1511, San Jose, donated \$200 to Working Partnerships USA's Annual Holiday Party for low income families.

Unit 3311, Reno, requested and received matching funds of \$250 to be donated to Evelyn Mount, to assist with her community outreach program. This unit has raised more than \$250 to qualify for matching funds from the Union.

Unit 3512, Roseville, donated \$500 to the Bayside Military Ministry program, to assist with care packages for the troops.

Unit 3714, Ukiah, donated \$500 to Hospice of Ukiah.

Unit 3812, Vacaville, donated \$500 to the American Legion VFW in Vacaville.

Unit 4014, Frontier, donated \$500 to the Courage Worldwide, Inc. This is an organization that helps child victims of trafficking.

Unit 4424, SMUD Trees, donated \$500 from their Community Fund to the following organizations: \$250 to Galt Futbol Club; \$250 to Soccer World.

Unit 4719, Santa Rosa Trees, donated \$500 to the St. Jude's Children's Research Hospital.

Unit 4911, Outside Line, donated \$500 to the VFW Post 4647 of Antelope.

Unit 5232, North Lake Tahoe, donated \$500 to the Reno Sports Dome 46 Falcons Soccer Team.

Unit 1126, Turlock ID, donated \$250 to the Corey Borges Fund.

Unit 2510, Manteca, donated to the following: \$200 to Harvest Food Bank; \$200 to Love, Inc.

Unit 2515, Modesto, donated \$200 to the "Wounded Warrior Project".

Unit 5232, North Lake Tahoe/Cal Peco, donated to the following: \$250 to Virginia City Middle School Volleyball Team; \$250 to Feather River Little League.

Unit 1311, Hinkley, donated \$500 to the Barstow Little League's 2015 baseball season.

Unit 2509, Stockton Clerical, donated \$150 to the Central Valley Organizing Steward's 2nd Annual softball tournament.

Unit 2511, Stockton, donated \$150 to the Central Valley Organizing Steward's 2nd Annual softball tournament.

Unit 3312, Carson City, donated \$250 to the Carson City Little League Team in 2015.

Unit 5231, South Lake Tahoe, donated \$500 to the 11th Annual Reno Odyssey on May 29 and 30, 2015 for the Northern Nevada Children's Cancer Foundation Tahoe Pyramid Bikeway event.

Unit 5232, North Lake Tahoe/Liberty, donated \$500 and requested the \$250 in matching funds from the Union for the Gene Upshaw Cancer Center Event. This unit has raised more than \$250 to qualify for matching funds from the Union.

Reno/Sparks Retirees Chapter requested and received matching funds of \$250 to be donated to the Washoe County Senior Meals on Wheels program. This unit has raised more than \$250 to qualify for matching funds from the Union.

Unit 1215, San Luis Obispo/Pismo, donated \$500 to the "Ride On Program." Ride On provides 24 hour transportation to residents of San Luis Obispo County: door to door rides for seniors; rides for veterans to VA clinics; Medi, Cal and Cen, Cal transportation; special event group transportation; Airport/Amtrak pick-up and drop-off with van, buses, and wheelchair-lift equipped vehicles.

Lompoc Unit Supports "Bikes 4 Kids" to Commemorate Brice Fabing

IBEW 1245 members and City of Lompoc employees Mark and Dorine Fabing have endured the kind of loss that no family should ever have to go through.

In 2005, the Fabing's son, Brice, was killed in a tragic car accident on his way home from football practice. He was just 17 years old. The Fabings describe him as "full of life and extremely blessed with the all-around excellent gifted athletic ability" and note that "he was involved in so many community activities and took pride in giving to the needy and elderly as he grew up."

When the Fabings lost their son, the Lompoc community and fellow City employees came together, holding fundraisers to help them pay for the funeral and providing an outpouring of support, both financial and personal. This selfless act of giving touched the Fabings tremendously.

"It is forever embedded in our hearts, and it was then, as we were picking up the pieces of our lives, we knew we had to give back in some way to the community who gave to us during an extreme time of need," according to the Fabings.

The family decided to give back to the community that helped them through such a difficult and painful loss

by holding an annual fundraiser of their own. For the past eight years, the family has honored the memory of their son by distributing bikes and helmets in Brice's name to needy children in the Lompoc community. This year, the Lompoc Unit of IBEW 1245 contributed \$500 to the Fabing's "Bikes 4 Kids" program, and helped the family's charity exceed its goal.

"Our family was extremely touched by this random act of kindness and truly appreciates the City Employees' support," the Fabings wrote in a thank-you note to the union. "We were able to go over our goal of 81 bikes. We are proud to announce we reached 95 bikes this year for our son's memorial fundraiser."

"Your donation was instrumental in getting these bikes ... to CAC, Woman's shelters, Domestic Violence, Catholic Charities, Good Samaritan, Mark House, Hope House, Bridgehouse, Recovery Way Home, Lovarc, and foster care programs. We know in our hearts that Brice would be very proud to make a child smile on Christmas morning by receiving a bike," the Fabings wrote. "We know that this very special gift brought the Christmas spirit to a family in need, and in doing so, made a small difference in our great community!"



Cooper Anderson, a cancer survivor and grandson of IBEW 1245 retiree Rod Thomas, presents a check to Northern Nevada Children's Cancer Foundation.

IBEW Retirees Support Northern Nevada Children's Cancer Foundation

When the young grandson of IBEW 1245 retiree Rod Thomas was diagnosed with childhood leukemia, the Nevada chapters of the IBEW 1245 Retirees club stepped up to support Rod's family through the difficult time. They collected donations on numerous occasions to help the family pay for the child's chemotherapy and other treatments.

Now, Rod's grandson, Cooper Anderson, is ten years old – and officially cancer-free. To celebrate Cooper's recovery, the Retirees Club recently

donated \$250 to the Northern Nevada Children's Cancer Foundation (NNCCF), and Rod also contributed a matching donation from his own personal account. Cooper came along to present the check in person.

The NNCCF aims to enhance the quality of life for children with cancer and their families by providing financial assistance and compassionate support programs while advocating for increased research funds and raising public awareness. Learn more at <https://nvchildrenscancer.org/>.

Lessons From Labor History They Didn't Dare Teach You in School

By Rebecca Band

It's no secret that union membership is on the decline, and that downward trend has been ongoing for more than a decade. With such discouraging numbers and a slew of pundits claiming that unions are "dead" and "a thing of the past," it's easy to jump to the conclusion that the American Labor Movement is heading off a cliff and may never recover.

But according to Judy Ancel, history professor and Director of the Institute for Labor Studies at the University of Missouri in Kansas City, it's times like these that have historically brought

support, technological advancements, the growth and strength of corporations — as the rationale behind their predictions.

But unions didn't die in the 30s. Quite the opposite. These factors, which experts thought would mean the end of organized labor, actually spurred some of the most aggressive and effective union organizing efforts in our nation's history, and lead to a period of historic union growth and strength that lasted for decades.

"These reasons and excuses have been recycled over and over in order to discourage us," Ancel told the Advisory

"For most of our history, unions have operated without protection of law—and often in violation of it." Judy Ancel

about a massive resurgence of the Labor Movement — so instead of bracing ourselves for the end of organized labor, we should be preparing to see a major boom in union membership in the very near future.

During an informative and interactive presentation to the IBEW 1245 Advisory Council on Jan. 24, Ancel pointed out that union membership saw a similar decline in the late 1920s and into the early 30s. Economists and so-called "experts" back then made the same predictions they're making now, claiming that the demise of organized labor was inevitable. They even cited many of the same factors we're hearing about today — weak labor laws, aggressive union-busting by employers, a consumer-driven society, loss of public

Council. "So don't listen to predictions by economists or pundits about labor's future. There will always be a labor movement."

Ancel, a labor history professor and life-long union activist, has done dozens of presentations at various IBEW conferences, prompting the Local 1245 Executive Board to invite her to come deliver one of her famous "history lessons" to our Advisory Council.

"The wonderful historian Howard Zinn said ... If you don't know history, it's as if you were born yesterday. And if you were born yesterday, any leader can tell you anything, and you have no way of checking it out," Ancel said. "Our labor history is a treasure chest of lessons. It's our experience as working people. If we don't know it, we're bound to



History professor Judy Ancel delivering one of her famous history lessons at the IBEW 1245 Advisory Council meeting.

Photo by John Storey

fall for every kind of craziness. We have to learn from history so we don't repeat the mistakes of the past."

Ancel went on to explain how unions have always organized "in spurts" and that times of great inequality tend to lead to periods of robust union growth. Her history lesson focused on how organized labor has evolved over the decades, and continues to grow and change as the workforce grows and changes.

"Labor has repeatedly reinvented itself and adopted new organizing strategies and tactics in response to changes in the organization of the economy," she pointed out. "Innovation usually does not come from the top down. It comes from the bottom up."

Ancel's history lesson started at the founding of our country, when most all labor was slave labor and indentured servitude.

"Our history is grounded in the labor of slaves and servants, and has been marked by the continuous struggle of the worker against the lash, to be treated as a human being rather than a commodity, a thing," Ancel noted. "Slavery and servitude set the bar very low and left their imprint on labor-management relations."

She recounted the long and difficult struggle for labor rights, and pointed out that 200 years ago, American courts rules that any effort by workers to come together for workplace rights or wage

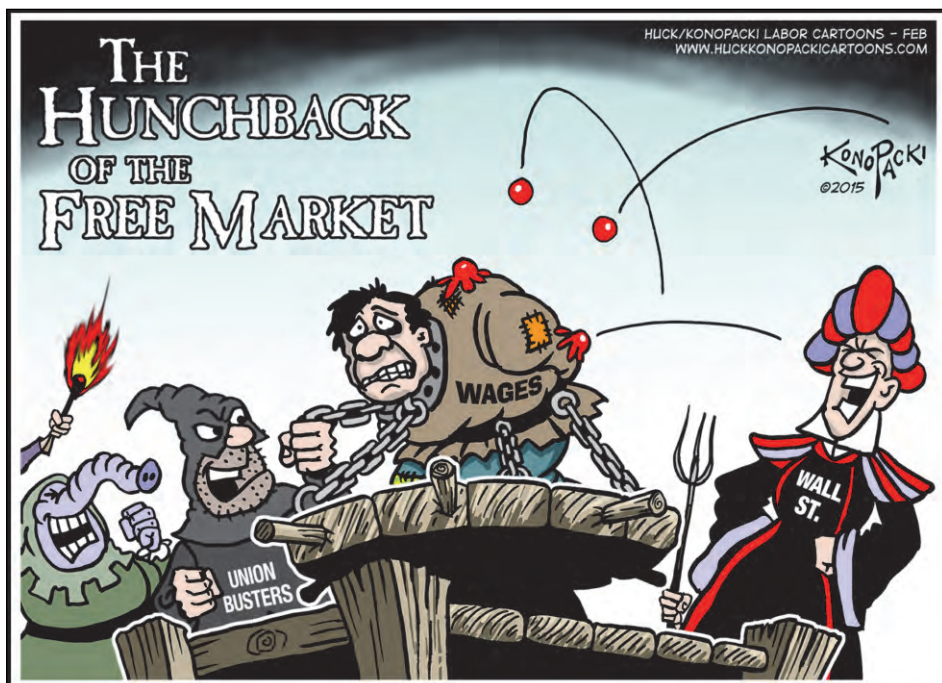
increases was considered a "criminal conspiracy."

"For most of our history, unions have operated without protection of law — and often in violation of it," Ancel said. "Facing the combined power of government and business has been the norm for American workers."

She also pointed out how for centuries, race, class and immigration status have always been used by the rich and powerful to pit the working class against one another, an issue that still rings true today. In fact, nearly every lesson from Ancel's history tutorial had the same conclusion — none of the problems we have as a working class are new or unique. We've been through it all before, and if we learn from our history, we can continue to conquer every hurdle that comes before us.

Ancel spoke for nearly two hours, but says that she "barely scratched the surface" of labor's full history. She concluded her presentation by encouraging everyone to take a labor history class, read a book or watch a historical labor movie; anything we can do to keep labor history and education alive will inevitably help us to grow and strengthen our union and the Labor Movement.

For more lessons from Professor Ancel, check out archived editions of her radio show, "Heartland Labor Forum" <http://cas.umkc.edu/labor-ed/shows.htm>.



One consistently dark patch in the recovery has been the sluggish growth of wages. It suggests that the economy is still far from returning to its potential and is a big factor behind the sense among many Americans that the recovery has largely left them behind. *New York Times*, March 6, 2015

A Small Price to Pay

For the chance to
save a life

PART ONE

Submitted by an active IBEW 1245 member, whose name is being withheld to protect medical privacy

Sometimes life has a funny way of teaching you perspective. I had just returned from three days of debauchery in Las Vegas, and found a stack of mail sitting on the counter. Buried amongst the Christmas cards was an envelope from Be The Match, the organization that finds marrow matches for those with terminal leukemia. I had been swabbed, and

registered, 6 years ago as a very small token of support for our friends, and neighbors, who had lost a 4 month old son to Acute Myelogenous Leukemia.

The letter informed me I might be a potential match, and that I should call their office as soon as I could. I called the next morning, and went through a lengthy interview about my health. Lab tests were set up the next day, and there was lots of blood drawn to analyze. I had long forgotten about the possibility of ever being a match. Somewhere I had been told a high rate of those who would be donors were notified shortly after being swabbed. That, along with my advancing age, led me to think this day would not ever happen.

About a week later, I received a call

telling me the match was certain. I was also told that for various reasons, 30% of the people who got to this point decided not to follow through with the procedure. The woman really wanted me to be aware of the very remote chance of side affects, as well as to hear if I was absolutely committed to following through with what was ahead. In my mind, it wasn't a tough decision. The opportunity to save another person's life was a once in a lifetime chance.

A complete physical was set up soon after, with more blood drawn. I was told the recipient of my marrow was a 28 year old male in the early stages of Non Hodgkins Lymphoma. His age, and the early diagnosis, will give him an

excellent chance to beat this disease. The woman with Be The Match also shared that, assuming he makes a full recovery and if both parties consent, a meeting can be arranged. I'm not sure how I feel about that possibility.

The actual procedure is scheduled on January 29. Today I began a daily injection of Filgrastim. It is designed to increase my body's production of hematopoietic stem cells. Those are what will be harvested from my blood on the 29th.

I will share my experience after the procedure. My hope is that those who read about my opportunity may consider getting swabbed. It takes about 10 seconds. A small price to pay for the chance to save a life.

PART TWO

Game time. The day is finally here. The 4 days of Filgrastim injections have offered very little in the way of side effects. Some minor lower back pain was really the only issue that the Tylenol didn't conquer. I arrive at UC Davis Medical Center at 7AM. The nurse had warned me of the two hours of yet more paperwork and blood testing that had to occur before the actual procedure could begin. At 8:55, I was officially ready and finally hooked up to an apheresis machine.

The apheresis machine is a medical miracle. It is used to harvest any number of components from a donor's blood, or to separate substance(s) from a patient's blood. In my case, my blood will run through the machine repeatedly, and stem cells will be harvested into a bag. The patient's doctor has asked for 28 CCs. The machine runs at a specified speed, and the amount requested is based quite simply on the patient's weight. In this case, an adult male is the recipient, so the process will take most of the day.

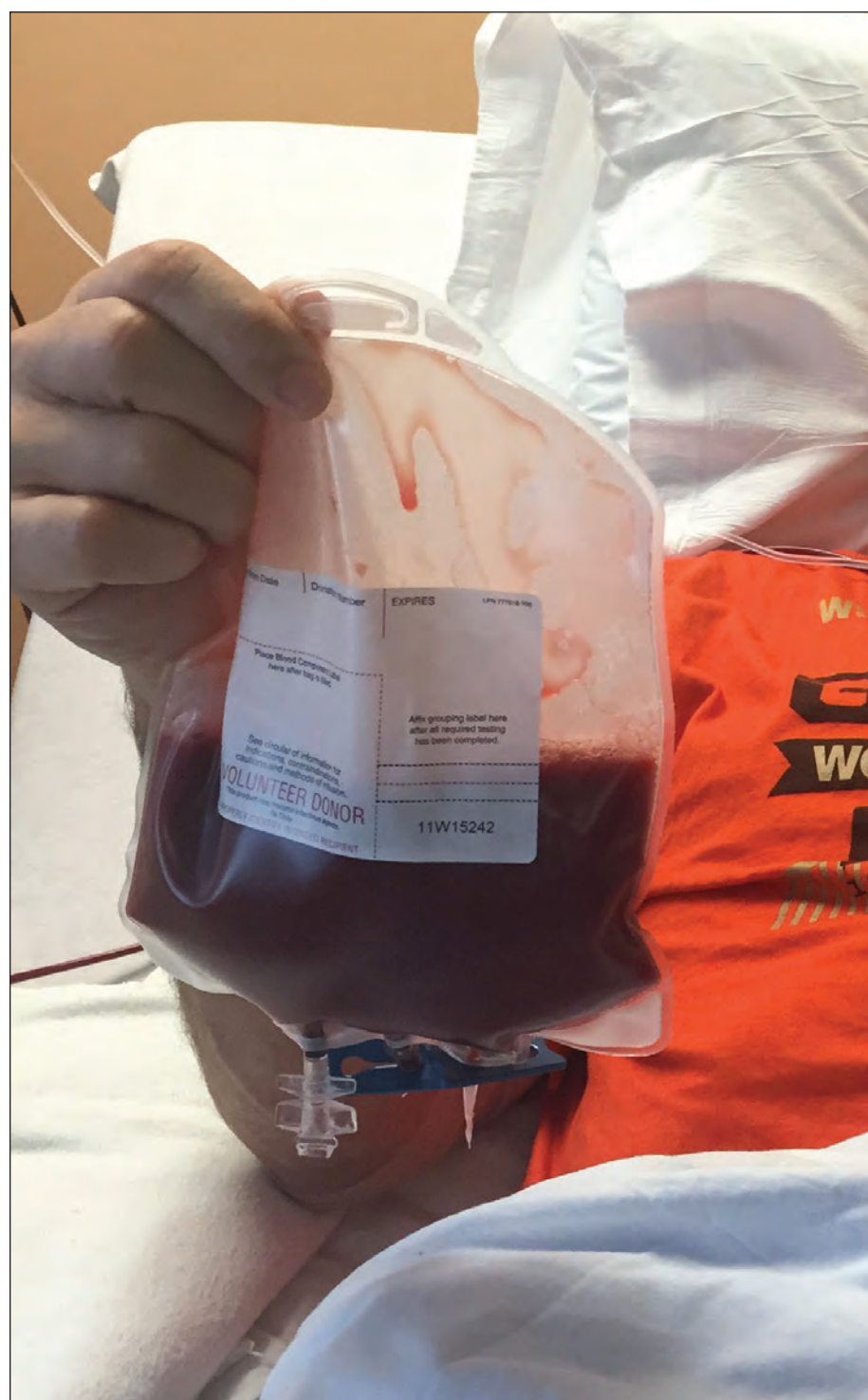
At 3:15PM, the bag of stem cells reached the 28 CCs that were requested. Other than having a very sore right arm (this is where the needle removing the blood from my body was located, so I couldn't move that arm), I felt no pain. 6+ hours in a hospital bed wasn't

the most exciting way to spend a day, but the euphoria of seeing the product that would soon be on its way to the airport far outweighed both those minor drawbacks. A courier was scheduled to pick up the stem cells by 5:00PM, and headed directly to Sacramento Airport. The recipient would be fed the stem cells immediately upon their arrival through an IV. I was told that he had been given heavy doses of chemotherapy in preparation for my donation.

My wife drove me home from the hospital. I felt good physically, but apparently it was just the adrenaline that was keeping me going. After the 30 minute drive home, I was about as tired as I had ever been in my life. Usually a light sleeper, I slept a solid 10 hours that night. I woke up with no pain or side effects, and was able to go to work with no problems the entire day.

Some of the people I've shared my experience with are shocked to hear how easy it sounded. The method by which I donated is much more common today than the process by which a doctor extracts liquid marrow from a donor's pelvic bone. Both methods are typically done with the donor being released the same day from the hospital. Be The Match lists the chance of ever being a match at 1 in 500. I consider myself very lucky.

Learn more and sign up at www.BeTheMatch.org



Close calls and safety news

The Health and Safety committee is conducting OSHA 300 requests of 30 employers currently affiliated with IBEW 1245. The purpose of the request is to identify and compile a list of all serious incidents which occurred in 2014, research the incidents and report them to the IBEW International Organization.

Dan Boschee, Frontier Communications

Frontier is finalizing the effort to install automated external defibrillators at all work locations that are manned on a full-time basis. The new AEDs have the capability to measure the depth of heart compressions and can direct the rescuer to maintain a minimum of 2" chest compressions. The devices also include a special pillow that maintains an open airway. No accidents to report.

Mark Flanders, Sacramento Municipal Utility District

A close call was reported when two conference attendees were overcome by carbon dioxide in their hotel room. When they did not report to the meeting, a co-worker went to check on them and they were found unconscious. EMS was notified and the employees were treated without injury. It was not reported what caused the potentially fatal hazard.

Another close call involved an employee who was dumpster diving when a forklift operator picked up the dumpster. No injury was reported. For some unexplained reason a technician who was opening a pre-packaged rag box found a syringe in the bundle. The company will contact the vendor and launch an inquiry into the incident.

Mike Gomes, Modesto Irrigation District

Linemen are currently testing equipment for changing over to full fall restraint climbing gear. About 50% of the group are not happy with the change, preferring to free climb, however they must be in compliance with state rules that are now in place.

The company prefers to select one uniform FR type. MID is resisting requests to provide flame-resistant jackets. However, the Bendix ruling by OSHA indicates that any PPE required by law (with few exceptions) must be provided free of cost to the employee.

Joe Joaquim, PG&E Gas Operations

Terrance Williams has been appointed as the new Safety Manager for Gas Operations. It was reported that the policy establishing proper excavation covering has been modified to include a certain grade of plywood that has an adequate strength to prevent break-through. Previously, PG&E had required steel coverings only after an injury incident, but new research indicates that plywood of certain grade is

now currently acceptable under conditions specified by the safety communication.

Carlos Rodriguez, Utility Tree Service

A crew member who pulled a ligament in his arm on the job was asked by his supervisor to seek medical attention off the job instead of reporting it as an on-the-job injury. The employee was advised by coworkers to disregard the supervisor's request because a failure to report would result in no record of work injury. The employee reported the injury to his employer.

A tree truck driver failed to stop at a weigh scale resulting in a traffic stop by a CHP officer. The officer reminded him that he must stop at weight scales and let him off with a warning.

Al White, PG&E Restoration

Troubleman job assessments will be conducted during the month of March. Seven projects have been planned and each man has to perform three projects as a part of the evaluation.



A troubleman experienced catastrophic failure of a URD SCADA switch. He was checking voltage and had walked to the truck when the switch failed, resulting in a large explosion. He was not injured. The incident is being investigated. As the result of a UG transformer explosion in San Francisco in 2014, PG&E has a policy that requires anyone switching to have protective gloves and eye protection in place.

A troubleman was driving Northbound on Highway 680 when he saw a disabled car carrier partly blocking the inside lane. Unable to move over, he hit the trailer tearing the bins off of the vehicle. Before he could safely stop his vehicle, the truck driver pulled onto the highway and left the scene of the accident. The troubleman's supervisor went to the scene of the accident and determined that the accident was unavoidable.

Peer-to-peer expands

Peer-to-Peer Program Recruitment & Process – The combined peer programs (Hold the Pull, Control the Pressure and Keep the Clearance) now have approximately 150 members serving as safety stewards for the Local 1245 membership. In the past when the numbers were smaller, it was easier to track recruitment, but as knowledge of the program grows through safety presentations, recruitment has grown also.

Our overall goal is to place a safety steward in each work yard, so if you know of any person who you think would be a good safety steward, please contact Rich Lane (209-202-9492, rvl5@ibew1245.com) or John Kent (707-301-3599, jdk7@ibew1245.com).

Sometimes opportunities to recruit good conscientious union members are lost because positions are not available. Young members or people who have a passion for safety can find a starting point in the peer program.

Any prospective safety steward will be contacted by the program coordinator, sent information on the purpose of the program and safety steward's duties. Business Representative endorsement is a valuable means for us to check the suitability of any potential safety steward, so as people volunteer we will be contacting their respective Business Rep as well. Once accepted, additional training will be provided at the annual safety stewards' summit.

Cal-OSHA rewrite

By Ralph Armstrong

February 1, 2015 was the cutoff date for stakeholders to submit comments to CalOSHA regarding the proposed changes related to the 1910.269 Federal OSHA standard that CalOSHA must adopt (the state regulations must either be identical or provide an equivalent level of protection to workers). The .269 standard was released in April of 2014, however much of the enforcement mechanisms of the standard have been postponed due to lawsuits seeking relief or clarification of the changes. By law, California and all other states have six months to make changes to their programs once the changes are made at the federal level.

It appears CalOSHA plans on bringing over the standard changes directly

from the federal standards, which will require some modifications to the current structure. The Federal standards are written specifically for the Electric Power Industry, whereas CalOSHA standards cover the general industry and all who perform electrical work by using a Low Voltage Electrical Safety Orders (LVESO) and High Voltage Electrical Safety Orders (HVESO). In an effort to meet the time requirements required for adopting a standard as large as this, I can see the state satisfying the requirement first, then assembling advisory committees at a later date to address the standard in the format that CalOSHA is written in. Local 1245 will remain involved in the initial comment period as well as any future advisory committees to make sure the safety of our members is addressed.

Accident reports

SMUD Building Maintenance Mechanic Injured

A UARP building maintenance mechanic was injured while snaking a drain with motorized equipment. We believe his hand was pulled into the drain when his glove became caught. Our building maintenance mechanic was taken to the hospital and underwent hand surgery. He was released from the hospital late yesterday and is resting at home. We'll share more information with you when we know what went wrong and what we're doing to fix it. Please review this Safety Alert in your safety meetings and post on your SIRC/Safety bulletin board. (Note: Reported to I/O Form 173 on 2-13-15)

Non-Injury Vehicle Rollover

A tree truck driver was traveling north-bound when he crossed the "fog line." There was approximately five inches of pavement outside of the fog line then a deep ditch. The right front wheel entered the ditch and the Driver attempted to steer out of the ditch by cranking the steering wheel to the right. The truck then came out of the ditch and crossed into the south-bound lane and flopped over on its side. The truck was heavily damaged. The Company took the Crew Foreman and Climber for a medical check, and both were OK with some bruises. The Driver was drug-tested after the accident with negative results. The Driver was given written discipline for unsafe operation of a vehicle and was taken off work for three days. He has returned to work and the Climber returned to work on the day following the accident.

PG&E Lineman Breaks Hand

An apprentice was at the top of the pole in his hooks. When a Lineman began to ascend the pole, the apprentice dropped a grip for the end of the hoist for the 4/0 copper wire. Grip fell 25 feet and struck the Lineman below in right hand, resulting in a broken hand, requiring surgery. The incident occurred in Hat Creek/Westwood, but due to employee residing in San Francisco, the decision was made to drive the employee home to have surgery in San Francisco.

Local by-laws updated

On February 4, the IBEW International Office made several modifications to Local 1245's bylaws to conform them to pattern guidelines and to bring them into compliance with the IBEW Constitution. The new bylaws are approved and on file at the International Office, and can be found on our website at www.ibew1245.com/bylaws.

SERVICE AWARDS

Redding January 30, 2015



35 Years

Front row, from left: Todd Pedersen, Daniel Massey. Back row, from left: Don Hatting, Rena Smoak.



35 Years

Front row, from left: Kathleen Wagner, Cecil Clevenger. Back row, from left: John Lytle, Benjamin Valdivia.



25 Years Front row, from left: Jeffrey Forschler, Tina Litts, David Pemberton. Back row, from left: William Neiley, Gary French, Dennis Vasquez.



20 Years Front row, from left: Janice Ray, Randy Amaral, Christine Sieber.



40 Years

Front row, from left: Norma Caswell, Diane Morgan. Back row, from left: Victoria Tarazon, Business Manager Tom Dalzell, Timothy Miller.

*Congratulations
on your service!*



30 Years

Front row, from left: Michael Oelrichs, Ed Hood. Back row, from left: Robin Dean, Lawrence Torres, Peter Ely.

Photos by
John Storey



30 years Front row, from left: Daniel Webb, Stanley Boone, Kimberlee Crider. Back row, from left: Dwayne Baker, Clarissa Coleman, Steve Lowery.



15 Years

From left: Terry Taylor and Cory Harper.



10 Years

Front row, from left: Daniel Garcia, David Cutright. Back row, from left: Randy Laprelle, Thomas March.



5 years Front row, from left: Brian Hoffman, Kimberly Weber, Murray Janisse. Back row, from left: Waylon Pierce, Richard Coulter, and Curtis Bloom.



Stockton

January 23, 2015

continued on page 30



50 Years

Front row, from left: Treasurer Cecelia De La Torre, Business Manager Tom Dalzell, Jay Luchsinger and Business Representative Bob Dean.



40 Years Front row, from left: William Webb, Emmahilda Imperial, and Daniel Freeman. Back row, from left: (Dalzell), (De La Torre).



35 Years Front row, from left: John Areola, Susan Laughlin, and Jack Reno. Back row, from left: Robert Stuart, Jim Brown, Richard Lynch.



35 Years

Front row, from left: Richard Garibaldi, Christine Fong, and Donna Leatherman. Back row, from left: Ronald Quintana, Jeanine Jackson, and Ralph Flores.

HONOREES

40 Years

Caswell, Norma Miller, Timothy Morgan, Diane Rogers, Britta Sanders, Barbara Tarazon, Victoria Villalovos, Joann

35 Years

Cantrell, Lawrence Claybaugh, Barry Clevenger, Cecil Crow, Richard Hatting, Donald Johnstone, Craig Lytle, John Madden, Roy Massey, Daniel Pedersen, Todd Rebol, Pat Smoak, Rena Valdivia, Benjamin Vance, Thomas Wagner, Kathleen Weber, Mark

30 Years

Andrew, Bryon Baker, Dwayne Boone, Stanley Coates, Nicholas Coleman, Clarissa Crider, Kimberlee Daugherty, Thomas Davis, Bruce Dean, Robin Ely, Peter Foushee, Robert Fredrickson, Kim

25 Years

Hafner, Marty Hammill, Robert Hood, Edward Lowery, Steve Meeks, Alan Naish, Maureen Nolasco, Tomas Oelrichs, Michael Peterson, Lonney Rowland, Roger Schiff, John Springer, Michael Torres, Lawrence Warmbrodt, Billy Webb, Daniel

20 Years

Benoit, William Combs, Craig Diaz, Andrew Forschler, Jeffery French, Gary Johnson, Mark Litts, Tina Neiley, William Pemberton, David Teasley, David Vasquez, Dennis Wion, Erin

15 Years

Brooks, Robby Fleming, Chris Friendsen, Todd Hall, Perry Harper, Cory Koslow, Geoff Mills, Kenneth Nelson, John Newsome, Ernest Schultz, David Taylor, Terry

10 Years

Bullard, David Butler, Chet Campbell, Coy Cutright, David Fish, Matthew Garcia, Daniel Gray, Troy Grossen, Terry Haynes, Elias Laprelle, Randy Larsen, Harley II Lewis, Lee March, Thomas Mattioli, Theodore Mewhirter, Andrew Miles, Wayne Mrofka, Richard Pitta, David Price, Jeffrey Pruitt Jr, Larry Reed, Kenneth Rickett, William Rossie, John Stone, Kirk Travis, Christopher Turner, Robert

White, John Williams, Jason Wunner, Nathan

5 Years

Baseley, Gunnar Bloom, Curtis Bohl, Donn Brownfield, Shawn Buhl, Jeromy Bunting, Jason Bunting, Nathan Chilton, Phil Coulter, Richard Delfs, Spencer Faganello, David Foley, Brent Garner, Kevin Gonzalez, Miguel Gooch, David Hacklin, Donald Hermoso, Gustavo Hoffman, Brian Hutchins, Jeffrey Ibarra, Ryan Janisse, Murray Jonte, Kleet Jorrick, Ian Leggee, Matthew Lile, Gary Little, Ed Lynch, Brian Norcutt, Devin Penn, Ellis Pierce, Waylon Redick, Robert Reid, Justin Reyes Rivas, Cristian Robbins, Todd Rust, James Schertz, Christopher Tutor, Philip Weber, Kimberly Wison, William Zanni, Kyle Zann, Zachary



30 Years Front row, from left: Bruce King, Sofia Valenzuela, Beverley Shirey. Back row, from left: Ken Cook, Danny Lang, Ed Kelling.



30 Years
Front row, from left: Juan Barron, Robert Harty. Back row, from left: Evan Slaydon, Louis Zavala, and Jim Myers.



25 Years
From left: Shawn Rocha, Treasurer Cecelia De La Torre, and David Samaniego.



15 Years
From left: Karri Daves and Antonio Jaramillo.



10 Years
From left: Tom Johnson, Johnnie Moor. Back row, from left: Heriberto Ayala, Sarah Chu.



5 Years Front row, from left: Helen Syrovatka, Bethany Gesselle, Samantha Glass. Back row, from left: Jesus Solis, Matthew Willard, Terry Brooks, and Donna Tillis.

Congratulations on your service!

HONOREES			
50 Years Luchsinger, Jay	Doll, Joseph Duroy, Jeff Escobar, David Fortune, Steven Franks, Augustine Harty, Robert Hatfield, Brian Hernandez, Mark Hicks, Michael Hiebert, Stephen Huddleston, Ellen Kelling, Edward King, Bruce Lang, Danny Medeiros, John Michael, Jerry Morris, Edna Myers, Jim Powell, Gary Reano, Anthony Reiswig, Michael Ryan, Kevin San Julian, Mark Schaad Jr., James Sheppard Jr., John Shirey, Beverly Slaydon, Evan Taylor, Robert Valenzuela, Sofia Vosburg, Brian Zavala, Louis	15 Years Daves, Karri De Soto, Maria Della Nina, Gino Hardy, Jason Jaramillo Jr., Antonio Lappe, Teri Leedom, Isaac Miranda, Ubaldo Pendleton, Richard Perez, Shawn Rios, Terry Rodriguez, Alejaudro Silva, Tony Turner, Patrick Whittenburg, Christopher	O'Guin, Stefanye Oregel, Rodolfo Powell, Dustin Rhodes, William Richter, Christopher Riddle, Matthew Rivera, Luis Roberts, Ronald Senn, Jason Shaffer, Aaron Silveira, Joseph Singh, Aimee Smith, Ronald Sudweeks, Dustin Ungui, Jason Walls, Brian Weese, Troy Wolfgang, Jason Yanez Sr, Gregorio Ybarra, Felipe
45 Years Chatman Jr., Jules Mann, Michael	35 Years Areola Jr., John Baker, Ronald Brown, Jim Finegan, Paul Flores, Ralph Fong, Christine Fort, Mark Furukawa, David Garibaldi, Richard Gaultney, Kenneth Harvit, Steve Jackson, A Jeanine Laughlin, Susan Leatherman, Donna Lowe, Darcy Lynch, Richard Magorian, Glen Martinez, Anna Matthews Jr, Donald Mayo, Stephen Navarro Jr., Oscar Patterson, Jimmy Powell, Jerry Quintana, Ronald Reno, Jack Riley, Dennis Stuart, Robert Thomas, Tony Trapp, Gary Vezaldenos, Gus Williams, Nedra Woodham, Stephanie Young, Jeffrey	10 Years Ayala Jr, Heriberto Basacker, Kevin Bobian, Jovelle Boland, Richard Brickey Jr, Kenny Brunk, Shawn Cameron II, Douglas Camper, Alan Castro, Jodiah Cesena, Jeremy Chimerofsky, Gary Chu, Sarah Cody, Drew Coulson, Sean Crow, Casey Dorris, Ryan Fernandez, Araceli Ferreira, David Fiscaro, Paul Folks, Sean Gallagher, Michael Gambel, Derek Gonzalez, Louis Goodwin, Adam Guerrero, Manuel Haines, Stephanie Haskins, David Hooks, Standon Huerta, Sonia Johnson, Thomas Juares, Rolando Kane, Bryan Kane, Joel Koelmans, Cornelis Lourenco, Joe Lovato, Luis Luis, Gilbert Mchann, Michael Menor Jr, Richard Mitchell, Jeremy Moore, Jonnie Norman, David Norwood, Jason Norwood, Jeff	5 Years Aguilar, Katrina Ambriz, Donna Belasco, Leticia Bergman, Kenneth Brooks, Terry Buhler, James Couto, Charlie Delello, Justin Essig, Tracy Ferguson, James Fleming, Joshua Gessele, Bethany Glass, Samantha Hensley, Jed Hernandez, Jose Hugo Higgins, Scott Huerta, Manuel Johnson, Alfonse Kane, Regina Kern, Jacob Lopez, Jose Mason, James Mize, Matthew Muldrow, Monica Murray, Kenneth Orozco, Alicia Palominos, Lionicio Phillips, Kevin Ponce, Francisco Prado, Benjamin Pulido, Hector Pulido, Jose Reed, Thomas Rivera, Juan Saunders, Gary Seibel, Karl Smith, Jason Solis Jr, Jesus Syrovatka, Helen Taylor, Nicole Underhill, William Ussery, Philip Valenzuela, Amelia Vanzant, Eric Willard, Matthew T
40 Years Fernandez, Linda Freeman, Daniel Guzman, Betty Imperial, Emmahilda Lemos, Kathleen Pascual, Anthony Torres, Pedro Webb, William	25 Years Beeler, Edward Butera, John Candido, Craig Corgiat, Steven Dias, Jorge Edwards, James Fosdick, James Hammerbeck, Troy Henry, Brian Henry, Michael Hinkley, Richard Hoftiezer, Gerhard Klippenstein, Curt McLeod, Charlene Miller, Denise Nunes, Joseph Rago, Erlito Rasse, Todd Rocha, Edward Samaniego, David Shepard, Teresita Stewart, William	20 Years Barajas, Ricardo Krzyszinski, Zbigniew Martinez, Lawrence Reynolds, Ruth Snowden, David Zimmer, Jenni	

The Token Bearers

By Mike Cottrell

The next installment in the lineman's novel by Local 1245 Executive Board member Mike Cottrell.

Chapter 16

STORM CLAIMS CASUALTIES! POWER RESTORED! 1948

Dev and Dirty Mac were in Mount Shasta City and couldn't get through. The roads north were all closed now. They left the forty-six Plymouth with the Italian kid at the Flying A on the north end of town and took their tramp bags and storm clothes and started up the tracks. When they reached the headwaters of the Sacramento near the public park they could hear the train grinding up the hill. When the whistle blew they hit the bushes and waited. She was long and loaded heavy. The day crew had worked to clear the snow and now she was going north way behind schedule.

Mac being tall and lanky jumped in the car first after throwing his bag on and Dev chunked the other stuff up to him and then, being short and chunky, caught Mac's hand and they were on board and looking to get to Medford and get out on storm before it was over and the trip worthless. The stars were out and a cold wind stirred inside the belly of the beast. Dev went over and drug the door closed that allowed the west wind to turn them to shivers. They went to the uphill end of the car and made comfort out of their clothes and heard the whistle blowing twenty cars ahead. Safe inside the chamber of hope they opted to be confident she would arrive in Medford and not Klamath Falls, but at least she was going north and that's where the money would be.

Mac took the bottle out of his bag and took the first drink of whisky and passed it over and Dev took one. They both lit a camel from Dev's pack and crossed their legs and leaned into their bags.

"Hope that wop takes care of my car, damn it."

"Oh, he will Mac. Don't worry about it."

"That car is the best car I ever had."

"You gave him two bucks to watch it and he'll tell his boss we are linemen and where we're headed and they got plenty of room for it there. We don't get our asses up there and get in on the action the money will all be made and we will have gone through all this for nothing."

"It ain't gonna' keep me from worryin' about my car."

"You can buy two more just like it with all the money you're gonna make up there on this storm. It's a big one and it's still comin' in off the coast. Couple weeks of it and we can throw our old money away. We'll be rollin' in the dough."

"Dough heavy, that's just what we need to make this worth it."

Dev reached in his duffle bag, the same one he brought home from the Marine Corps, and pulled out the loaf of French bread and the block of sharp cheese. He pulled the big folding knife from his jeans and cut two big chunks of it and broke large pieces of bread off and handed a set over to Mac. They had another drink of whiskey and ate the meal.

Dev was smacking loudly and eating fast and the lanky Mac was chewing small portions and making his last.

Dev had a face full of it and took the bottle from between Mac's legs and went to turn it up.

"No backwash Dev. I don't want to be swallowing bread crumbs and cheese chunks out of there when I get my next one."

"I'll be careful but something tells me I could shit in this bottle and you'd still drink out of it."

Dev was feeling the liquor now and it was just making him hungrier so he made two more cheese and bread rations and started in again. Mac wrapped his in a clean handkerchief from his bag and stuck it inside to eat later.

"Ever time I think about how rough things are, doing something like this all I have to think about is Guadalcanal and Iwo Jima and I feel like I'm sittin' in the Fairmont in Frisco. Stayin' up all night swattin' at every noise in the dark. Them little Japs were sneaky bastards you know. I musta' killed a hundred of um' between those two engagements. I was lucky to never get hit."

"You're not going to start in on that again are you? I've heard those stories a

thousand times Dev."

"Well somebody's got to talk, all you ever say about being in the Army in Europe was it was tough, and then that's all you say about it. It's good fer' a man to get a little booze in him and talk that stuff out. It's good therapy for a man."

"I don't think so Dev, better just letting it go and moving on. Give me my bottle and let's see how much extra shit is in there by now."

They were sleeping tight in the front of the car when the train slowed to pierce the heart of Weed, CA and crept through slowly past the yelping dogs tied in the yards of old black men who worked in the mill, their wives up early every morning making lunch buckets and sending them off to turn cedar, pine and fir into useable products for America.

The fir and cedar made good poles and were sent south from these mighty woods to Rough and Ready Island to Baxter's and to Kopper's in Oroville to be spun into power poles and shipped all over the country to bare the weight of America's electrical needs.

Orders were flying down from the north to the pole yards for shipment and the storm raged on. Several car loads passed by the same woods from which they were logged this night on this same train and would be used by the linemen in Medford and the power company waiting the train's arrival.

They didn't hear his bag hit the floor or hear him grunt when he jumped up in the slow mover and scratch his way inside the one door on the west side they had left open in Mount Shasta. They were asleep now and the whiskey had left them unconcerned and at ease against the raw grip of winter that began to rage again outside the warmth of their winter gear and the haven of the freight car.

They slept on for another hour and he sat next to them quietly watching them sleep and for a moment he thought of waking them to ask how could it be possible to jump a freight and be so damn unlucky to light next to a pair so worthless as the sleeping babes he kept watch over. He took small sips from the last remains of the bottle having slipped it gently out of Dirty Mac's grip and wondered how they would accept his presence after taking the last visible remnants of the whiskey and enjoying it while they slept like children before him. He was reminded of a time when he knew them both in another place. One along the bank of a river in

Houston called to a job that did not exist and the other a young ground man under him running the hand line in Tennessee during the workings of Roosevelt's 'New Deal' when all the work that could be provided was created by a brave President during desperate times. He emptied the bottle of the last sip and thought for

a second he felt a foreign object, tasting like a small particle of cheese perhaps, passing the roof of his mouth and not being able to head it off with his tongue letting it slip on by and go on down the tube along with the good warmth of the rye. He slid the empty bottle back into the hand of his former young groundman who he notice was beginning to show signs of age in his face and whispered in the night "Ah Mac, last time I saw you, you were a young man."

Then he slid easily over into the other corner and pulled his grip up alongside and took to sleep himself. He reached inside his jean pocket and felt of it, longing sometimes not to have it at all and other times so proud of it he could not wait for the chance to show it to a line hand and tell the story, but it was always reserved for the left pocket of whatever pants he wore and nothing else was allowed in that pocket and it would be that way until he passed it on as it was passed to him. Having made sure it was good for the rest ahead he dozed off, laying on it as not to have it picked from his possession while he slept, for if they woke first he might be subject to some trickery of the likes that might put it in jeopardy.

Mac was loud and obnoxious and it woke him and he delighted in the fact they had not noticed him yet cramped up in the corner covered in his old blanket that

continued on next page

Token Bearers *continued from previous page*

shed the same color tone of the faded car floor. His white hair they might see if they found focus in his direction, but he was not concerned with that for the moment it was all about Dev defending and Mac on the attack.

"You got a lot of nerve drinkin' the last of it and then claimin' to be damned you didn't! Who the hell else would have drank the last of it and never saved his pole buddy not one last swallow."

"I didn't do it, I was asleep 'fore you were'. You musta' spilled it or drank it yourself, but I'll buy you a damn bottle as soon as this son-a-bitch throws brake in Medford." Dev threw his thumb toward the front of the train.

"Look! There sleepin' in the corner Dev, it's the mangy bum that drank it!" Mac started toward him to show force not knowing who he was but Dev stopped him with a huge hand to the uncoiling long legs of Mac's.

"That ain't a mangy bum. That's Fancy Kirkantile. You know who he is?"

"Yeah, I grunted for him when I first started in Tennessee. But he drank my whisky."

"You should be so blessed that it was a legend like Fancy that drank that last of your bottle. Let him sleep. He's old and deserves the rest. Can't believe he's still out here and chasin' storm to boot."

"What makes him so damn important that he can drink my whisky and get away with sleepin' right through a good ass whippin'?"

"Well I can tell you need to hear more about the man."

"I guess so!"

"He came up under Sky Rocket who came up under Henry."

"You mean the Henry? The first president of the brotherhood."

"Yeah, see Sky got off a boat in St. Louis and ran into Henry in front of Stoley's Dance hall early that mornin' in November of '91 and helped run errands and acted as the first sergeant of arms so to speak and then he went out and learned the trade from Henry and was with him when he died on storm in D.C.. Helped carry him across the street after he fell and witnessed his death and took up the banner after Henry made him vow and word has it when Sky passed he passed the vow on to Fancy there to carry on the promise. The very trade line so to speak of Henry's Legacy. He's a living legend just like Sky Rocket was."

"Damn. What sort of promise you think Henry passed to Sky that Sky passed to Fancy?"

"Was the promise to organize. Was the promise to carry on the condition and wage makin' and startin' locals and being a brother to your brothers."

Dawn crept up on them now and the snow fell outside the train like blankets of feathers at a chicken slaughter. The wind called its howling name against the rails and shoved piles of snow against each protruding beam that supported the tracks.

Fancy heard it all and kept still as a cat on prey listening to the conversation. He never wanted it really. He never wanted the bumps and bruises of it, the knocks in the head. Not even to see Sky die and give it to him. Legend maybe, but fool for sure he was thinking. He just wanted to be care free and play with the gals and roam the country, make money and like most tramp linemen, have fun. But when he told Sky no it didn't matter, Sky would inevitably pull him to another salt or another picket line to shove management to give what was due. He liked that part and knew it was right but never wanted to be the leader really. This thing in his pocket was sometimes too big to carry weighing him down from his freedom to just be left alone. Grabbing him in the night to make sure he had it and being engaged on every job to carry the torch for Sky and Henry before him. It had cost him jobs, got him jobs. He was defined as a champion of labor by some and denied his livelihood by others when they understood the threat he posed. It rose up from his left pocket on jobs where conditions were being abused and he felt the duty like a slut to open up and be had by all while he became the martyr receiving all the bad shots and the good ones into his soul. Sometimes it cost too much, sometimes it paid too much, and sometimes he couldn't give enough of it away or take anything from it. Like a bad boil on one's back just refilling with the pus waiting to be pushed out on the relief of the working class. But he made the vow that night in Hobbs and carried the torch for Sky, good or bad. Job or not he went on and traveled like Henry did to aggravate the greed of management

and be the disciple of hope as instructed by Sky from his death bed and now it seemed all too often from beyond his grave.

Sky took him when he was a kid orphaned and part of a street gang in Five Points and drug him along from the Irish gang of New York and showed him the country while tolerating his inadequacies long enough to make him a hand. Fancy knew it was coming eventually like an heirloom of a great family and sometimes even convinced himself it was and carried it in his left pocket just as Sky had done and directed him to do. When Henry pulled it from his left pocket and handed it to Sky Rocket in eighteen ninety-six in Washington D.C. on his death bed and took the vow it was destined to be handed to a kid from Hell's Kitchen that had not been born or thrown to the streets yet to be had by the slums and gutters of the melting pot. Sky had raised him off the death bed of hopelessness and plunged him into line work. Fancy often wondered which one would have been worse, but it seemed to be for the continuity of the brotherhood that it passed forward to Fancy of a purpose and ideal rather from one dying lineman to another to hold vigilance over its guardianship for any other reason than to prop up and defend the needs of labor. The sad truth was Fancy knew this above all other sources of advice to discard his duty and he carried on testing himself and the token he carried at every turn to regard it as his solemn duty to respond to the call assigned him by Sky, trying to have as much fun from the burden as he could occasionally muster.

He sat up and startled them a little bit. He said nothing and reached in his bag and drew out the good Canadian whisky and opened the sealed bottle.

"Now there's some real good whiskey. Not that blasted Tennessee sour mash you made me drink last night."

They asked to see it and he showed it to them and when they had admired it and handled it extensively, gave it back, and he shoved it down into his left pant pocket like always.

The train struggled in black smoke and blizzard conditions to stagger to the top of Mount Ashland and then started a nice fall down toward Ashland, Talent and then finally engaged the depot at Medford.

The three men now fairly drunk and looking for work would not have to travel far to find it now, just outside the door and behind them two dozen cars back three flats of poles waited to be unloaded at the

station badly needed for the storm workers.

Fancy was in the hotel ironing his suit and wishing he had gone on to work. He only got off the train and started to help unload the poles. The job steward told him, Dev and Dirty Mac he would see they got signed on and the union notified they would be working. They could give him there dooby and start immediately as per the orders of the local union business manager. Fancy paid his working assessment and went down to the side rail where the three car loads of poles waited. Pep was at the bottom of the load when the last choker holding the poles on the flat car snapped and everybody ran. Buddy screamed "LOOK OUT!" and the poles rolled wildly off. Pep almost got clear, but the ground was slippery and he fell on his ass, jumped back up to run and the butt of the big black diamond hit across both feet and crushed them flat.

Fancy got dressed and went to the hospital. It was the third day and he sat in the lobby and waited for him to wake up along with Jeanie.

"Go on to work Fancy, you don't have to be here," cried Jeanie. "Aileen and Hazel are taking turns watching the kids and coming up. It will be all right."

"I'll just be sittin' here with ya' darlin' a waitin' his better condition. Besides I've got a lot of money waitin' out there yet in this work, I just haven't made it yet. It'll keep till we get the Pep through this one."

"I don't know what we'll do if he's all done Fancy."

"He ain't all done. That's the Pep, he'll make it through just fine, and you just wait to see. Sure as I'm a silver headed old Irishman from New York and your as sweet as the mornin' dew, he'll be back at it fore long. Just ya' wait and see darlin'."

Jeanne waited by the room and went in and out to see when he would be coming to. Fancy stuck his head in and waited for him to wake as well and thought it was just as well he was out for a while so he wouldn't need any more morphine than was necessary. Fancy walked passed the large window and the sun rays glowed across his silver hair and his gray wool suit. He would rather be dancin' in it somewhere, but instead strolled along with his head down and shuffled his dress shoes along turning at the nurse station and doing it again, back and forth,



restless as a caged lion. The sun's rays reported to his mind the storm was ending and soon they would all be going to other places. Scattering, again on their ways to chase the work of the trade. He reached in his left trouser pocket and flipped it over and over like a poker chip. He stepped to the window and pulled it out and held it up in the light, focused on it and studied it while turning it over and over and then placed it back into his left trouser pocket and resumed his pacing.

Shan was at the trailer dressing when the men came in and Jesse announced he would be going back to Reno. He gave Kenny all the money he had made on storm except one hundred dollars and told him to see to it that Pep got it to help hold him over until he was better.

"That's a lot of money Jesse to be giving over. Sure that's what you want?"

"Give it to him Kenny and when he's fit, tell him he can come to work for me and we can figure a way he can pay it back if he wants to."

"I'll equal the amount brother, half of it right now and start sending the rest on to them as I work along wherever I go. Head scratcher will do the same. He's all in too."

"You got families to worry about."

"I've got a family too," three other men said, and promised to meet the mark Jesse set. Then a large meeting was held at the local bar close to the armory and more money was raised out of the pockets of the men finishing storm. Everybody was dough heavy and most contributed good funds to their downed brother.

When she finished dressing and made her way to the bar the linemen were busy drinking and eating. Weary and tired from all the nights and days running together, she entered and saw Dev and Jesse at the bar. Dev was drunker than two hundred dollars and made a pass at her. Jesse told him she was with him, but it did not stop Dev. He grabbed her, pulled her up to him, and tried to embrace her closer and kiss her. Shan pulled away and Jesse hit and knocked Dev off the stool. He slid up against the juke box and everybody in the crowded bar was aroused.

Dev was just too drunk and his mind soaked in booze and anger. He came up from the floor with a knife and before others could get him from behind, he took a long staggering swing with the knife at Jesse. Shan didn't see it coming and even had taken a step forward to intervene to help Jesse. It stuck in her throat and Dev pulled it out not knowing in his rage what he had done and headed back toward Jesse. Shan went down in the floor and Buddy ran to catch her and put her in his lap compressing the wound. She and Buddy were stepped on and knocked around until Dev had been subdued. In an hour's time Dev was in jail and Shan one room away from Pep fighting for her life.

Jesse and the other linemen and their families had put up the funds needed to get the Pep back up to speed without worrying about it until he was well and well he would be despite the chin rubbing and head shaking of the doctors and nurses. He would suffer through agonizing treatments and wrapped tight bandages with the blood soaking through. He would cry from the pain, grip the brass bed rail, and hold it back until he fainted. He refused most of the morphine and cursed the ones who told him he would never walk again. They wanted to take the left one and he said no, he would rather be dead. He stayed awake most of the night until he felt comfortable they would not come hurt him in the night with soft words and sharp knife.

When the other hands started leaving the country to seek money jobs, Fancy stayed on and was with Pep by day and the girls and booze by night. He lowered himself to take a job with the local power company, a thing he had promised himself he would never do again after the death of Sky. But Pep needed him and he would not let him down. "Sky would curse me from hell," he mumbled, "if I ran off and left the Pep and Jeanie here alone. He needs a brother right and this is what Sky would want."

He would borrow brothers from the power company to go with him to the hospital after work and they would lift Pep from the bed, get under his arm pits with shoulders bearing most of his weight, and slowly walk along encouraging him to walk. All he could do was barely touch down his feet and cry in pain at first. About the time he started to show some progress Shan began to come around from her many transfusions and operations. She could not talk and Pep could not walk. Fancy talked the doctors into putting them into the same room and above the protest of the married nurses thinking it immoral to do so. "What the hell do they think they are going to do?" Fancy told the head administrators, "have a gurdamn orgy every night? What's wrong with these silly bitches?"

Fancy brought big flash cards he borrowed from a spinster school teacher he had been lucky with lately and tried to get Shan to utter words after he drug Pep down the hall telling him to walk. "Put them feet on the deck boy and step big, this ain't no hill for a climber. You stick to far out of the ground not to get er' done. Now come on son step proud." So Pep worked harder and it began to pay dividends. Then one Sunday afternoon while he was there visiting and doing cards with Shan while Pep called encouragement from his bed the Administrator called him into the hall and gave him the news.

"He may walk a little someday but she will never do anything but make those God awful noises and that's it. We're not running a hotel here; we've done all we can do for both of them. They have to leave, we need the room." She walked away shuttling her cranky ass high over the white polished shoes that squealed her exit on the waxed dark brown floor, nose in the air as if to be sniffing out more prey to hamstring like a pack of hyenas on the loose in a sheep farm.

Fancy scratched his long gray hair and flipped it over and over in his front left pocket with his hand.

He caught up with her and she stopped abruptly and turned and crossed her arms. Fancy pleaded for a couple days so he could find a place to take them. First she said no and then after he told her she looked sexy when she was mad like that, good thing she stayed that way a lot or no man would probably ever pay no attention to her unless she was half pissed off all the time. She got tickled and told the old linemen no later than Wednesday afternoon and that was final. Fancy pecked her on the nose with a quick kiss and although she rubbed it off and darted away, she actually thought it a primitive and enjoyable gesture and he knew it too.

Fancy went to the house of the spinster and explained the whole dirty mess to her and she agreed to take them in. The upstairs would not do and with spring coming on and the weather about to turn bearable enough Fancy took to enclosing the big back porch that flattened out into the yard. He went to the armory where all the linemen and their families had stayed during the storm and got two nice army cots and mattresses complete with pillows and lots of wool blankets. There was no way to have Pep go back to his trailer. He would be too hard to handle in and out of the little thing. Fancy and Jeanie agreed this would be best. During the day while Fancy worked Jeanie stayed on the porch with Pep and Shan and cooked dinner for the spinster whose name was Brenda and when she and Fancy got home the dinner was hot and ready for everyone to eat. Pep was beginning to feel better and ordering Jeanie to do this and do that to make sure things stayed in order for the spinster's sake. "For chrissake Jeannie, make the place look good for her letting us stay like this. Mop the floor while she's at work and do her laundry and iron anything she needs." He was driving her crazy and she was feeling the pressure of the whole recuperation process. Jeannie wanted him to be well and working again and missed the good money he was able to make in the past and couldn't accommodate her with now. Pep and her starting arguing about it all and she was being impatient and just sat there with a blank look on her face at night while Fancy tried to make him walk better. It just wasn't fast enough for her and she went back to the trailer which was still at the armory and packed her things and left a note on the door she knew Fancy would have to retrieve in the next couple days when she came up missing. She took the car, headed north to Seattle, and went to work as a cocktail waitress on the water front. The money was gone and so was Jeannie. She just couldn't see him pulling out of it and didn't want to be tied to him like that. At least they had no children who would have to go through the heart break. Jeannie knew the head scratcher, Jesse, and Kenny would not send money up from down south forever. By the time she had reached Grants Pass she was convinced she was doing the best thing for herself.

It didn't take a couple of days at all. Pep was on Fancy as soon as the back screen door opened and told him Jeanie had not been there all day. "She needs to be here helping me with Shan and cleaning the house while Brenda's teaching school, Fancy. Go get her and see if she's coming today. What the hell is the matter with her anyhow?"

Fancy backed up away from the door with the note and swallowed hard when he read, "I'm moving on Pep. This is just not going to work for me. So Long, Jean."

"Well what a ya' know, she escaped. Whatta' ya' goin' ta do. Some got the moxie, some isn't."

Pep cried and sobbed and Fancy and even Shan sat on the bed with him and petted him like a prize hound while he absorbed the loss. Fancy had been getting the spinster a little drunk in the evening up in her room before banging her and she liked it. He went up to get the bottle out of the closet and brought it back down so Pep could have a good sock and Fancy thought he would just have a little one himself.

Brenda was a closet drinker and no one knew she was having the old lineman, but everywhere in town the news was getting out that odd things were happening there. People on the back porch sleeping in Army cots. Comings and goings all hours night and day. Weird screams coming from upstairs late at night and a bloody socked man stumbling around in the back yard holding up flash cards to a crazy woman on the porch who was struggling for all she was worth to get out a good AHHH, AHHH. Brenda was having too much fun with Fancy to really care and she thought her helping them out was the proper thing and she would explain it all later to the ones that counted when she got good and ready.

continued in next issue

Change Starts With Me

By Michael Musgrove

"At the banquet of life, there are no reserved seats. You get what you can take and keep what you can hold. If you can't take anything, you won't get anything. And if you can't hold anything, you won't keep anything. And you can't take anything without... Organization." – Philip Randolph

I had the honor and privilege to represent Local 1245 as delegate at my first Electrical Workers Minority Caucus (EWMC) conference, which took place in Atlanta, Georgia, the birth place of one of our nation's most influential civil rights and labor leaders — Dr. Martin Luther King — during the weekend we celebrate his life.

Learning from the Past ~ Leading in the Future

The four-day EWMC event began with the RENEW Young Workers Conference on Wednesday, January 16. This year's slogan was "Learning from the Past ~ Leading in the Future." RENEW chose that theme because in order to grow and become a stronger union we have to learn from the people that have come before us, and understand we as young workers are not just the future, we are the NOW. With the majority of current union members eligible for retirement in the next 10 years,

we must continue to educate our peers and get as many people involved as we can so that we can finally stop the bleeding and make unions strong again in this great country.

RENEW held three workshops and had some great discussions on what we can do going forward and the importance of being a union member. As an IBEW 1245 Organizing Steward, I enjoyed all three of the workshops and feel that each one helped me become a better organizer. The Power Analysis session taught us strategies on targeting the groups that we should be focused on when organizing a work group or fighting for a community cause. We also had sessions on ways to keep groups engaged and connected, along with enhancing public speaking skills and leadership techniques.

Giving Back

Some people think unions are only looking out for their own self-interest,

but in fact, giving back is a common theme in the Labor Movement. We aren't just fighting for ourselves, we fight for the working class and our communities. That's why, during every conference, EWMC makes it a point to participate in a day of community service. I had the opportunity to work at the local Food Bank with a few other 1245 members, where we helped box over 9,000 pounds of food, amounting to about 7,000 meals ready to go out to the community. EWMC attendees also helped at nearby shelters, volunteered at local schools and helped rebuild parks.

Soaking It All In

On Friday we had an organizing workshop led by our very own staff organizers from IBEW 1245, Jennifer Grey and Jammi Juarez. They both have a proven track record as experienced and successful organizers, and it was great to walk through a campaign from beginning to the end with them and see the steps that are required when organizing a work group.

In the afternoon, we were given a tour of the Center for Civil and Human Rights and later we visited The King Center. Seeing so much history and just trying to soak it all in was overwhelming. It saddens me to think that some of the fights that Dr King fought are some of the same fights we in the Labor Movement are still fighting today. I

know we have made progress, but the fact is, it's been almost 50 years since Dr King was assassinated, and we're still struggling with many of the same issues he stood for: equality, civil rights and workers' rights.

After a couple more workshops on Saturday we closed the conference with a nice banquet honoring a few of the local charities that the EWMC was able to give donations to. Overall I feel blessed to be a part of IBEW, and my EWMC family is definitely one I plan to keep close to my heart.

Change Starts With Me

During this past week I've heard from leaders that stood with Dr. King, rising leaders in RENEW, and our union's current leader, IBEW International President Hill. I also got to walk the same streets that the great Dr Martin Luther King did and see all of the accomplishments and strides he made during his lifetime. It's hard to express the emotions and feelings you have after attending such an amazing and influential conference, but I definitely walked away understanding why people say "It's like no other conference you'll ever attend." I know now that the change starts with me, and I hope at some point of my life I can look back and be proud of the work we have done to make this country strong again.

Michael Musgrove is an organizing steward for IBEW 1245.



IBEW 1245 Delegation to the 2015 EWMC National Conference with Sister Robbie Sparks, Sister Dorothy Fortier, and Sister Royetta Sanford (center)

"Some people think unions are only looking out for their own self-interest, but in fact, giving back is a common theme in the Labor Movement." — Michael Musgrove

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Dalzell receives “Organizing for Young Workers” award



Celebrating the award given to Dalzell are the members who made it possible: young workers, including Organizing Stewards from the Sacramento area, staff organizer Jammi Juarez (holding the award), and young-at-heart outgoing Sacramento CLC leader Bill Camp (center).

IBEW 1245 Business Manager Tom Dalzell received the coveted “Organizing for Young Workers” Award at the Sacramento Central Labor Council’s annual “Salute to Labor” Awards Dinner on Thursday, March 5. According to the Awards Dinner Program:

Shortly after being elected as IBEW 1245’s chief officer in 2006, Dalzell began to systematically incorporate younger members into the structure of the union, inviting them to become stewards, unit officers and bargaining committee members. With Dalzell at the helm, IBEW 1245 became one of the first local unions in the nation to develop a robust young-worker program in 2009.

Dalzell has worked to mobilize this new generation of union members in their own worksites and communities, and has also provided them with opportunities to work on campaigns in several “battleground” states, including Wisconsin, Ohio, Florida, Alaska and Maine. Over the years, the young worker program has evolved into a unique, cross-generational group of “organizing stewards” — a trained and knowledgeable army of energetic member-activists and leaders who are well versed in discussing why unions matter and how they can make a difference in the lives of working families.

Dalzell’s experience working with the United Farm Workers in the 1970s taught him that organizing is about meeting people where they are, and as a result, IBEW 1245 was one of the first unions to utilize social media as a valuable organizing tool. In 2010, Dalzell pioneered the creation of the “Shame on NV Energy” Facebook page, which quickly drew in 50,000 Facebook fans, making it the largest political organizing page in the state of Nevada at that time.




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