Inside:

SMUD Switch Fix 28
Dalzell: Look Back & Look Ahead 2
Biker Poet Retires 4
Election Notices 5
Spokane Mutual Aid 6
Outside Construction 7
Scholarships 8
Golf Tournament 10
PowerPathways Training 12
PG&E Bargaining Update 13
Retirees 15
Int'l Lineman's Rodeo 16
Advisory Council 22
Tree Trimmers 24
Safety 25
Negotiator Training 26
Community Fund 29
NV Transformer Replacement 30
Token Bearers 32

Utility Reporter

GCIU B69-M Volume 65 No.1 • Jan–Mar 2016 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

DISPATCHES FROM SURINAME: IBEW 1245 JOINS MISSION TO TEACH SOUTH AMERICAN LINEMEN CRITICAL SKILLS

IBEW 1245 linemen James Scott teaches a Surinamese lineman how to climb safely. Story on page 18.

Tom Dalzell
Business Manager

A Look Back and a Look Ahead

With 2015 in the rear view mirror, it's time to take a minute and look back over where we've been. 2015 was our 115th year together – believe it or not, our union pre-dates all of our employers (IBEW's first written labor agreement was with PG&E's predecessor in 1900). That was the first fight we won together, and every year since then has presented more challenges for us, whether it was securing better safety equipment for lineman in the 1960s or holding on to our jobs when employers circled bankruptcy in the early 2000s.

But the spirit of brotherhood and safety that inspired our founders has made us stronger every year since. 2015 was no different. Here are just a few highlights:

1. Rocky, Valley and Butte Fires

After a long, hot summer and years of drought, three of the worst fires California has ever seen broke out in quick succession. In July, the Rocky fire broke out near Clear Lake. It was the first major fire of the season, but Local 1245 was prepared. Just as our gas and electric teams responded to the Napa earthquake the year before, so we responded this time – with over 100 of our members stepping up to work with first responders in the area.

Then in early September, with repair efforts in Clear Lake still underway, the twin Butte and Valley fires touched off, engulfing hundreds of thousands of acres, destroying thousands of homes and buildings, and leaving six people dead. 1245 responded with an intensity that matched the fire's fury – hundreds volunteered to work overtime helping people get to safety and, for those who could return home, restoring their power. The size of the blaze overwhelmed official response efforts, but one of our members, Gary Herrin, stayed in his community and saved nine homes using swimming pool water, his own tractor and anything else he could find. Gary's leadership and the work of everyone who pitched in says everything there is to say about the spirit of our membership.

2. Mutual Aid in Spokane

After weathering those disasters, our members still had enough in the tank to step up and help others outside of our service territory. In mid-November, a powerful windstorm hit the Pacific Northwest, with speeds clocking near 120 miles per hour. The storm killed four people and caused the most extensive power outages in the region's history. With temperatures below freezing and a snowstorm moving in, IBEW 1245 members showed up on the scene. Our PG&E GC crews worked through the night to get power back for the more than one million people who were affected. And from there, some even went on to do additional work in Idaho. We were proud to be a part of this effort, and proud to be able to help our brothers, sisters and fellow citizens when they needed it.

3. Brotherhood Across Borders: Our Work in Suriname

Electrical line work is routinely rated as one of the most dangerous jobs in the US. The profession is even more dangerous in countries with no health or safety laws, and where the union is not able to insist on training or safety equipment. Brady Hansen, an IBEW Local 77 lineman out of Idaho, brought that home when he shared his experience working with line workers in Suriname, a small South American country. They had no instruction, no protective gear, no boots, gloves or safety glasses—and they earn barely enough to survive.

After Hansen began holding safety trainings for the linemen there, 1245 members donated 300 pairs of EH rated boots, over 1,000 pairs of new safety glasses and more. And three of our own journeymen linemen—Carl Keehn from SMUD, Samson Wilson from Nevada Energy and James Scott from ILB—displayed the spirit of IBEW founder Henry Miller by joining Hansen in Suriname to train line workers on basic safety procedures. We were able to make real progress, and possibly save lives, for our brothers there.

4. Strong At Home

Our work in our own communities is also something to take pride in. This year, over one hundred 1245 units donated their community funds to a diverse and impressive group of local charities. Many also donated their time to help accomplish local projects. Strong communities are built by strong workers, and IBEW 1245 is proud to be a positive force for change in communities across our service territory.

5. Supporting Our Own

On September 30, 2015, PG&E Electric Crew Foreman Clifford (Cliff) Bengs out of Redding was fatally injured while working to replace a pole. Cliff was 40, and left behind his wife, Norie, and two small children, one and three years old. He was a 13-year 1245 member, and as soon as his passing was announced, our members organized a vacation sale and donated $220,000 to his widow and family. Losing Cliff was a blow—he is fondly remembered by all of us. And it speaks volumes both about who he was and who are members are that we able to honor and remember him in this way.

6. A Tradition of Excellence

We've always known that 1245 workers are the best in the business—but after a string of victories at line rodeo competitions across the county, everyone else knows it too. Last year a 1245 team took first place at the International Lineman's Rodeo in Kansas City. At this year's American Public Power Association rodeo a 1245 team took first place overall, and several more members won in other categories. And a Local 1245 team from the Turlock Irrigation District came in first in this year's Municipal Division of the International Lineman's Rodeo, and placed fourth overall out of the 229 teams that competed. That kind of success doesn't just happen—it's a result of hard work, training and skill. A huge congratulations to all of our competitors.

7. Standing Up For Our Vets

Our local has an ongoing commitment to those who've served our country. IBEW 1245 Vets is a group our members

continued on page 3

Unit meeting changes

Unit #1215, San Luis Obispo/Pismo Beach, has changed its unit meeting location to Laguna Grill, 11560 Los Osos Valley Rd., Unit 110, San Luis Obispo, CA. The unit will continue to meet on the first Thursday of the month at 4:00pm.

–Mark Taylor, IBEW 1245 Business Rep

Unit #3512, City of Roseville, has changed its unit meeting location to Moose Lodge, 506 Lincoln St., Roseville, CA. The unit will continue to meet on the first Tuesday of the month at 4:00pm.

–Jennifer Gray, IBEW 1245 Business Rep

Unit #2509, Stockton Clerical, has a new unit meeting location and time. Beginning January 2016, the unit will be meeting at Cabana Mexican Grill, 4340 S 99 Frontage Rd., Stockton, CA. The meetings will now begin at 4:45pm. The meeting dates will remain on the first Wednesday of the month, with the exception of January, when the meeting will take place on Thursday, Jan. 7.

–Rey Mendoza, IBEW 1245 Business Rep

Unit #3312, Carson City, has changed its meeting location. Beginning in January of 2016, the unit will be meeting at Westside Pour House, 110 W. Telegraph, Carson City, NV. The meetings will continue to be held on the third Thursday of every other month at 4:00pm.

–Pat Waite, IBEW 1245 Business Rep

UtilityReporter
January – March 2016
Volume 65 No. 1
Circulation: 22,800

Business Manager & Executive Editor
Tom Dalzell

Communications Director & Managing Editor
Eric Wolfe

President
Art Freitas

Executive Board
Rachel Ramirez-Hill
Anna Bayless-Martinez
Tom Cornell
Mike Cottrell
Mike Jessen
Carl Olguin
Pedro Sandoval
Stan Zamora

Treasurer
Cecelia De La Torre

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

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

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

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

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

Find us on Facebook at **www.facebook.com/IBEWLocal1245**

Our phone number is (707) 452-2700.

CALENDAR

January 22: Pin Dinner/Service Awards, Stockton
January 23: Advisory Council, Vacaville
January 29: Pin Dinner/Service Awards, Merced
February 3: Public-Private Sector Shop Steward Training, Reno
February 5: Pin Dinner/Service Awards, Redding
February 5: Public-Private Sector Shop Steward Training, Vacaville
February 6: Pin Dinner/Service Awards, Chico/Marysville
February 12: Pin Dinner/Service Awards, North Bay
February 19: Pin Dinner/Service Awards, East Bay
March 4: Pin Dinner/Service Awards, Bakersfield
March 5: Pin Dinner/Service Awards, Fresno
March 11: Pin Dinner/Service Awards, Sacramento
March 18: Pin Dinner/Service Awards, San Luis Obispo
March 25: Pin Dinner/Service Awards, San Jose
April 1: Pin Dinner/Service Awards, Eureka
April 2: Pin Dinner/Service Awards, Ukiah
April 2: NorCal IBEW Clay Shoot, location TBD
April 16: Pin Dinner/Service Awards, Reno
April 22: Pin Dinner/Service Awards, Monterey/Salinas
April 29: Pin Dinner/Service Awards, San Francisco
April 30: Family Soccer Day, Ripon
May 14: Family Soccer Day, Fairfield

Local 1245 Members Join EWMC International Day of Service

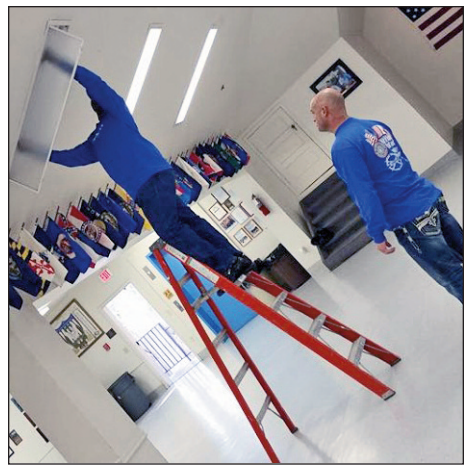
The IBEW Electrical Workers Minority Caucus (EWMC) declared Nov. 21 to be its first International Day of Service, and union members from coast to coast took time out to participate in community service projects that support local military veterans.

The Solano County Chapter of EWMC volunteered at the Veterans of Foreign Wars (VFW) Post #7244 in Vacaville. The 26 volunteers spent the day performing light handyman work to help spruce up the building, including painting, cleaning, yard work and routine maintenance. The timing could not have been better, as the VFW is preparing to serve dinner to 600 veterans on Thanksgiving; 300 will be onsite, and another 300 meals will be delivered to the vets in their homes. The volunteer crew included three leaders from the VFW, four high school students and 19 IBEW members from Local 130 (New Orleans, LA), Local 180 (Napa, CA), Local 613 (Atlanta, GA) and Local 1245. Altogether, the volunteers put in 105 hours at the VFW that day, in addition to the 20 hours of coordination and prep time that the EWMC has put in over the past eight months, for a total of 125 volunteer hours. The event was coordinated by Local 1245 staffers Tonya Alston (President of the EWMC Solano County Chapter and EWMC National At-Large Member) and Jammi Juarez (Vice President of the EWMC Solano County Chapter).

The newly created **IBEW EWMC Central Coast Chapter** partnered with Home Depot to provide some home renovations and safety improvements to a veteran in need in Lompoc named Norm Fuggs. Home Depot donated all the material necessary to install new security lighting in Fuggs' home, as well as remove and haul away old landscaping other materials from the home and re-landscape the front lawn. Another group of EWMC volunteers went to work at nearby Thompson Park, as part of the development of a memorial BBQ area to commemorate the life of Air Force Veteran and longtime Lompoc union activist Dwayne Fuggs, who passed away at work in 2012. He was instrumental in the creation of the Lompoc Employees Association and worked tirelessly to bring IBEW 1245 back to the City of Lompoc. IBEW 1245 members and the community have raised over $16,000 to honor Fuggs with this memorial at the park. The project, which has been in the works for three years, should be complete by next month. Ten members of Local 1245 volunteered at these two projects, along with four individuals from the Home Depot. The event was coordinated by IBEW 1245 member Jaime Tinoco, (President of the EWMC Coast Valley Chapter).

Tonya Alston and Jaime Tinoco contributed to this report.

The EWMC volunteer crew at the VFW in Vacaville.



Volunteers repair a broken light at the VFW

Some of the EWMC volunteers in Lompoc.

EWMC volunteers helped clean up the yard of veteran Norm Fuggs.

Look back, from page 2

established to leverage union resources to support veterans at the local level. This year hundreds of 1245 members marched in Veterans Day parades, contributed to clothing drives, and helped make PowerPathway (the PG&E program that places vets in company jobs) a success. This year we helped expand PowerPathway to include clerical lines of progression, with 18 vets making up the first ever PowerPathway Customer Service Representative (CSR) training class at PG&E.

8. Safety Successes

Our three peer-to-peer safety initiatives—Hold the Pull (electrical), Control the Pressure (gas), and Keep the Clearance (trees)—all ran full programs this year that helped improve safety on the job. Hold the Pull completed their fourth annual safety summit with over 40 members in attendance. Control the Pressure hosted 32 members at their annual safety training. And Keep the Clearance has applied for a series of grants that would help them better train and prepare members throughout the Davey Tree service area. All in all, the groups have 150 dedicated safety stewards on the ground working to serve the membership. We hope to eventually have one in every work yard—a goal we will make progress on in the year ahead.

More than 100 years later, the values our union was founded on still inform the work we do, the fights we take on and the success we earn. When Henry Miller, the founder of IBEW, laid out his reasons for forming the union, he included: to promote reasonable methods of work; to assist each other in sickness and distress; to secure adequate pay for our work; to seek a higher and higher standard of living; to seek security for the individual; and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

It's with those goals in mind that we look ahead to 2016—a year that will surely be filled with challenges. We will meet them together.

Check Out Local 1245's New Competitive Challenges E-Library

As part of our ongoing effort to keep members informed and up-to-date on the latest competitive challenges in the energy and utility industries, IBEW 1245 has launched a new online Competitive Challenges E-Library, a compilations of news articles, reports and studies on a wide variety of energy-related developments.

The Competitive Challenges E-Library is accessible to all at www.ibew1245.com/competitive-challenges. New content and links will be added regularly, and we encourage members to check back often.

Carl Olguin Joins Local 1245 Executive Board

On Sept. 29, Carl Olguin was sworn in as the new IBEW 1245 Executive Board member representing the Central Area. Olguin has filled the Board seat that was recently vacated by Rachel Ramirez Hill, who became the Executive Board's Recording Secretary following the passing of Chris Habecker.

Olguin is a 19-year member of Local 1245. Congrats Brother Olguin!

President Art Freitas, left, with Carl Olguin.

$1.00 Dues Increase in 2016

Effective January 2016, per capita dues will increase by $1.00 for all IBEW members. This rate change was approved by delegates at the IBEW 38th International Convention in 2011, as part of a set of amendments to Article IX of the IBEW Constitution. The union will be notifying employers to adjust payroll deductions accordingly.

Biker Poet Bids Adieu

Business Rep Mike Grill To Retire in Spring of 2016

By Rebecca Band

Motorcycle enthusiast, poet, engineer, sculptor. All of these words can describe IBEW 1245 Business Representative Mike Grill, who will be retiring this spring after 18 years as a union staffer and 36 years as an IBEW Local 1245 member.

"We've had great representation in Fresno. You have made us proud," Business Manager Tom Dalzell told Grill at the October meeting of the Advisory Council. "As you ride off into the sunset, we thank you and wish you well."

"It has been an honor to represent my brothers and sisters," Grill told the Advisory Council. "I want to thank Tom, and the staff, and the Executive Board and all my friends. I hope to see you again."

Grill has worked ardently to represent the members, and has also embraced every opportunity to strengthen the brotherhood of the union. Together with former Business Rep Brian Kapaun, Grill launched and coordinated the Howard Stiefer Memorial Motorcycle Rally in 2013, where he combined his love of bikes with his love for the union.

Grill is well-known as a biker, but he also has a softer, more artistic side. He loves to sculpt, and fancies himself as a bit of a poet as well. In 2012, when California's labor unions were threatened by the union-busting Proposition 32, Grill penned this poem:

We once were many but are becoming few

The jealous and greedy attack us for what we have earned for all of you

We only want an equal share of the wealth that we produce

But the most wealthy still fear us and they call us names and spread lies to take our rights

So now we must all raise our heads and lock our arms to save all of our Families' lives

AND DEFEAT PROP 32

My name is Union and I will never die because my life lives through the work we do

Before he was hired on at PG&E, Grill's prior jobs were as varied as his hobbies. He worked as a mortgage loan officer, an office manager for a lighting company, and a quotations specialist at General Electric.

His GE factory training is what lead him to apply for a job as an Engineer's Aid at PG&E in 1980. At that time, the company had just begun construction on the Kerckhoff 2 Hydro-Electric Plant, and Grill was initially assigned to work in the on-site water and soils laboratory. In late 1981, he became an Inspector "D" and put in charge of the Civil, Mechanical, and Electrical Project Schedule and report for the Kerckhoff 2 plant. In 1983, he was transferred to the Geysers to work the construction of Unit 20, but just a few months later, he was loaned from G.C. Hydro to G.C. Station to work as an Office Engineer.

Grill also worked as a Meter Reader, Gas Service Rep, and Service Operator. His work for the union included service as a shop steward and serving on the Hiring Hall, General Bargaining, and Review Committees before hiring on as a Business Representative for IBEW 1245 in 1998.

Grill has been there for his members and their families in good times and bad. During the October 2015 Advisory Council meeting, IBEW 1245 Business Manager Tom Dalzell recounted a memorable experience he shared with Grill many years ago.

"Mike Grill and I did something together that I will remember for the rest of my life," Dalzell told the Advisory Council in October. "When Jim Lynn died very suddenly, Mike and I went over to his house in Fresno. [Jim's] family had cleared out by then, but there, on the dining room table, was the homework that his youngest daughter was doing when the police chaplain had come to the door to tell her mom that her dad had died. Just to walk into that house and to see where our brother had lived, that was a rough moment."

Grill says he will miss his colleagues and members, but is excited to rebuild the 350 Chevy motor that has been sitting in his garage for years, get better acquainted with his Harleys, and spend more time with his family.

And the art world better watch out.

"I have also been collecting wood and stone and plan to start doing sculptures again," said Grill.

We hope he'll come back to Weakley Hall from time to time and share some of his art with us.

Grill's staff photo from 2003

[LEFT] Business Rep. Mike Grill met then-Gov. Gray Davis greets at the opening of Edison Mission Energy's Sunrise Power Plant outside Bakersfield in June of 2001.

Dan Mayo, Rodney Stewart, Mike Grill and Brian Cederlof at the 2015 Merced Pin Dinner.

Mike Grill (far left) with Charley Souders, Ray Thomas, Michael Bonds, Dan Mayo, John Ellett and Craig Tatum at a solidarity rally in Merced in 2011.

Grill supporting the Employee Free Choice Act in 2009.

[LOWER LEFT] Grill with fellow members of the PG&E Bargaining Committee in 1996.

Business Manager Tom Dalzell thanked Grill for his years of service at the October 2015 Advisory Council meeting.

[BELOW] Demonstrating with members at Merced ID.

Notice of Local Union Election for Officers and Advisory Council Members

The election process will begin in March of 2016 for officers and Advisory Council, with balloting in June of 2016 for new three-year terms.

Complete information on nominations, elections, duties, and qualifications of officers are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to IBEW Local Union No. 1245, P.O. Box 2547, Vacaville, CA 95687.

Please note: The printed version of the Local Union Bylaws circulated in summer of 2015 (with the green cover) contains some inaccuracies. The corrected, most up-to-date version of the Local Union Bylaws can be viewed online at www.ibew1245.com/bylaws.

Offices

The following officers shall be elected in accordance with Article XVI of the IBEW Constitution and Article III of the Local Union Bylaws: President; Vice President; Recording Secretary; Treasurer; Business Manager-Financial Secretary; and six Executive Board members who shall be elected as follows:

- 1 from the Southern Area
- 1 from the Central Area
- 1 from the Northern Area
- 1 from the Northeastern Area
- 1 at large from the group composed of the members from the General Construction Department of the Pacific Gas and Electric Company
- 1 from Outside Construction and Tree Trimming Companies

The composition of the areas and at-large group represented on the Board are specified in Article III, Section 6 of the Local Union Bylaws, and are shown below:

Southern Area

California Counties of: Fresno, Imperial*, Inyo*, Kern, Kings, Los Angeles*, Madera*, Mariposa, Merced, Mono*, Monterey, Orange*, Riverside*, San Benito, San Bernardino*, San Diego*, San Luis Obispo, Santa Barbara, Santa Clara, Santa Cruz, Stanislaus, Tulare, Ventura*, State of Arizona*

Central Area

California Counties of: Alameda, Alpine, Amador, Calaveras, Contra Costa, San Francisco, San Joaquin, San Mateo, Tuolumne

Northern Area

California Counties of: Butte, Colusa, Del Norte*, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mendocino, Modoc*, Napa, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Solano, Sonoma, Sutter, Tehama, Trinity, Yolo, Yuba

Northeastern Area

State of Nevada
State of Oregon
State of Washington
Lassen MUD
Plumas Sierra REA
Truckee Donner PUD
State of Idaho
State of Utah*
Frontier-Alturas
Liberty Energy

** For the purpose of establishing residency*

The designated Advisory Council seats are listed in Article XIII of the Local Union Bylaws, and are shown below:

1. San Joaquin Division of PG&E
2. Coast Valleys Division of PG&E
3. Diablo Canyon Nuclear Generating Station
4. California Gas Transmission
5. City of Santa Clara and San Jose Division of PG&E
6. Alameda/Contra Costa Transit District and East Bay Municipalities
7. East Bay Division of PG&E
8. San Francisco Division of PG&E and General Office of PG&E
9. Stockton Division of PG&E
10. Sacramento Regional Transit District
11. TransCanada
12. Humboldt Division of PG&E and Resort Improvement District #1
13. Shasta Division of PG&E, City of Redding, City of Shasta Lake, and Bella Vista Water District
14. NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt. Wheeler Power, Inc., Wells REA and Lassen Municipal Utility District
15. De Sabla Division of PG&E
16. Drum Division of PG&E, Plumas Sierra REC, and City of Roseville
17. Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley
18. North Bay Division of PG&E, City of Healdsburg, City of Ukiah, City of Willits
19. Sacramento Division of PG&E
20. Sacramento Municipal Utility District and City of Lodi
21. USBR, Western Area Power Administration
22. Frontier Communications
23. General Construction of PG&E – At Large
24. General Construction of PG&E – At Large
25. General Construction of PG&E – At Large
26. Tree Trimmer Companies
27. Clerical at Large of PG&E – Northern Area
28. Clerical at Large of PG&E – Central Area
29. Clerical at Large of PG&E – Southern Area
30. Irrigation Districts (Merced ID, Turlock ID, Lindmore ID, Paradise ID, South Feather Power and Water Agency, Modesto ID and South San Joaquin ID)
31. Outside Construction
32. City of Lompoc
33. Manufacturing
34. Materials Distribution Department of PG&E
35. Generation: Dynegy, Foster-Wheeler, Genon, NCPA, NRG and Tri-Dam Project

Qualifications

Business Manager-Financial Secretary: The offices are combined per Article III, Section 5 of the Local Union Bylaws and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

Members elected to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or other expenses other than provided for in Article X of the Local Union Bylaws.

Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention (Local Union Bylaws Article III, Section 7).

To qualify as a candidate for Local Union office or Advisory Council Member, a member must have at least two years' continuous good standing in the Local Union immediately prior to nomination. (Local Union Bylaws Article III, Section 7. (e)).

Nominations

Nomination of officers and Advisory Council members shall be made in March 2016 (Local Union Bylaws Article III, Section 7, Article XII Section 8).

In order to be a candidate for any Local Union office, including Advisory Council Member, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Rachel Ramirez-Hill, in writing on or before March 1, 2016, that he or she will run for a specific Local Union office if nominated (IBEW Constitution Article XVI, Section 10).

A member shall not accept nomination for more than one office of the Local Union (unless combined under the Bylaws). If a member is nominated for more than one office, he or she must immediately declare for which office he or she will be a candidate and decline all other nominations for Local Union office (Local Union Bylaws Article III, Section 7 (b)).

Voting

As provided in Local Union Bylaws Article III, Section 10, there shall be published in the May (second quarter) issue of The Utility Reporter a list of all candidates for Local Union office, together with a factual record of their activities within the Local Union, committee assignments performed, offices held, and experience gained for and in behalf of the Local Union.

Ballots will be mailed by June 1, 2016. Completed ballots must be received by the union at the designated post office box no later than 10:00 a.m. on Tuesday, June 28 at which time counting will begin. To be eligible to vote, you must have paid your dues for March 2016 on or before May 31, 2016, per Local Union Bylaws Article III, Section 9.

Further Information

In addition to the Local Union Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: Rights and Responsibilities Under the LMRDA and CSRA and Electing Union Officers. These booklets are available by writing the U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210, and as of November 19, 2015 could be accessed at www.dol.gov/olms/regs/compliance/members.htm.

Election Notice: Delegates to 2016 IBEW International Convention

The election process will begin in March for Local 1245 Delegates to the 2016 International Convention of the IBEW. The convention will be held September 19-23, 2016. Balloting for Local 1245 Delegates to the convention will be in June.

Complete information on nominations, elections, and qualifications are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to IBEW Local 1245, PO Box 2547, Vacaville, CA 95696.

To qualify as a candidate for Delegate to the International Convention, a member must have at least two years' continuous good standing in the Local Union immediately prior to nomination (IBEW Constitution Article II, Section 10).

Nominations

Nomination of Delegates to the International Convention shall be made in March 2016. (Local Union Bylaws Article VII, Section 2). In order to be a candidate for Delegate to the International Convention, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Rachel Ramirez-Hill, in writing on or before March 1, 2016, that he or she will run for Delegate if nominated (IBEW Constitution Article XVI, Section 10).

Further information

In addition to the Local Union Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: "Rights and Responsibilities Under the LMRDA and CSRA" and "Electing Union Officers." These booklets are available by writing the U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210, and as of November 19, 2015 could be accessed at www.dol.gov/olms/regs/compliance/members.htm.

Local 1245 Crews Assist with Wind Storm Restoration in Washington and Idaho

More than a million residents lost power when a massive and powerful wind storm walloped the Pacific Northwest on Tuesday, Nov. 17. Local news reports indicate that wind speeds reached 119 mph in parts of Washington and Idaho, and at least four people lost their lives due to falling trees and debris. The National Weather Service reported that the storm has resulted in the most extensive power outages in the region's history. According to the utility company, Avista, 70% of its customers in the Spokane area were without power on Wednesday night.

PG&E promptly dispatched a dozen GC crews, comprised of Local 1245 members, to assist in the restoration. They left for Spokane on Thursday at 4am, arrived on Friday, and immediately went to work helping Avista restore power to hundreds of thousands of customers in the Spokane area. Some of the mutual aid crews were subsequently dispatched to Avista's Coeur d'Alene, Idaho yard.

As of Sunday, Nov. 22, tens of thousands of residents were still without power and heat, with temperatures dipping below freezing and a snow storm looming in the forecast. Avista estimated that 123 crews from various utilities would be on the property in an effort to bring power back up as quickly as possible.

Surveying the damage.

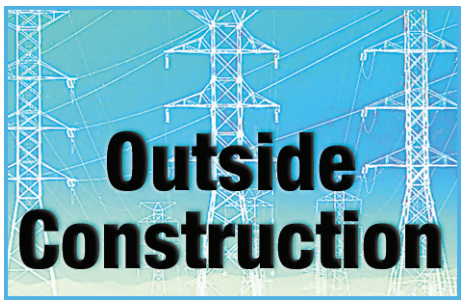
Photos by Kyle Whitman

PG&E crews at work on back yard easements on the South Hill of Spokane.

PG&E crews at an early morning tailboard in Spokane.

PG&E's Chris Baldridge closing a cutout.

A PG&E crew works to repair a fallen power pole in Idaho.



WORK OUTLOOK

Work has remained strong with an overall increase throughout the jurisdiction, especially in transmission, in recent months.

We expect to see other increases that should require more manpower through 2016. As the weather cools and outages become easier to obtain, substation work should pick up, which is normal for these months. Additionally, there are two different rail projects that we've been discussing over the past year, and we should start to see the effects on manpower needs soon.

Local 1245 Business Manager Tom Dalzell has already secured two PLAs for the following projects for covered work in our jurisdiction which our members will benefit from for years to come:

Ralph Armstrong

The California High Speed Rail Project

Phase 1 of the 520-mile high speed train project that would connect Las Angeles to San Francisco is finally underway. Electrical infrastructure relocation projects have already begun in the Fresno area with a lot more to come along the proposed route. The train, when built, will be fully electric, and Local 1245 will build it. Estimated cost of the total project is around $68 billion dollars.

The CalTrain Electrification Project

This 54-mile section from San Francisco to San Jose (which is subtracted from the 520-mile high speed rail project) is getting closer to being awarded. Local 1245 will have all the bolts-up work on this project when it gets underway.

There is also a pilot program getting underway that involves about 10% of the mobile home parks in the state and will entail converting these parks from customer-owned utilities (gas and electric) to utility-owned and metered equipment. The pilot project will take a couple of years to complete, and if it goes well, the plan would be to convert the rest of the mobile home parks in the state as well. This work will benefit a large number of our members — both in performing the civil work as well as the electrical portions — for years to come.

STAFF

Business Representative Mike Saner joined the Outside Line staff in September to help out in the field! Local 1245's construction area encompasses approximately 258,000 square miles with projects spanning a large portion of California and Northern Nevada. Business Representative Richard Ingle has been routinely traveling 5,000 to 6,000 miles a month visiting crews in the field. The addition of Mike Saner to the team will allow more crews to be visited monthly as well as reduce the stress on the one rep in the field. Mike has been a rep for PG&E GC members for years and we are happy to have the help.

CODE OF EXCELLENCE

Anyone who is eligible to be dispatched from this local union must complete a safety orientation which also covers the Code of Excellence, and over the past 22 months, we have given 4,469 safety/Code of Excellence orientations. It is also provides a good opportunity for our members, travelers and prospective new members to sit down with a business representative and go over contractual issues, safety questions and anything else they have on their mind.

Creating a transparent and honest environment by which lives can be saved is the driving force of our work, as our founders envisioned when our trade was so deadly. What we do here as union members and stewards is why we are union members and stewards. To forget the sacrifices and blood shed by those before us and not charge back at the risks of the industry is the coward's way and the mark of unprofessional behavior.

Thanks to the progressive approach from our safety department, the Hold the Pull, Keep the Clearance, and Control the Pressure peer safety programs have become beacons of light not only here but in other locals as well.

GRIEVANCES

Issues related to paychecks and term slips still seem to be a daily occurrence and we have been diligent in getting all of those issues resolved in a timely manner, and usually in the first step of the grievance process. We very seldom find ourselves in position where issues aren't handled early on, however it does occasionally happen.

We currently have one case scheduled for Labor-Management which should take place sometime in November. It involves reimbursement for damage to a personal vehicle.

ORGANIZING

During the past three months we organized the following new contractors:

Outside Line Construction Agreement:

- Skyline Electric Company
- Systems Mechanical
- Mountain G. Engineering
- MacroPlastics

Gas Inspection Agreement:

- Frontline Energy Service

JATC

We currently have 343 outside line apprentices registered in our JATC program:

- 23 traveling apprentice in our jurisdiction
- 79 apprentices are working out of local 1245
- 257 are working out of 47
- 7 are working out of 396
- 0 are unemployed (23 are technically unemployed — but all can't work)
- 80 apprentices have graduated to journeyman lineman.
- 90 indentured outside line apprentices in 2015.

IBEW LOCAL 1245 INJURED WORKERS FUND

The balance of the fund as of September 30, 2015 was $817,922.13. In the past three months the fund has paid three disability payments.

The Injured Workers Fund covers members working under the Western Line NECA California Outside Line Construction in Local 1245's jurisdiction if they are hurt on the job. It does not cover injuries sustained while outside of work. If you are hurt outside of work, please make sure you contact Lineco Insurance right away as they have a short-term disability that you may qualify for.

The current contribution rate is $0.05 cents per hour worked under this agreement. Outside Line members should verify this deduction is coming out of their paychecks especially when they start working with a new Contractor. There are other eligibility requirements a member must meet in order to qualify. For more information about the Fund, please email Liz McInnis at ejmh@ibew1245.com or writing to the Trustees of the plan at 30 Orange Tree Circle, Vacaville, CA 95687.

TRAINING SCHEDULE AND SPECIAL EVENTS

- IBEW/NorCal Clay Shoot — April 2, 2016, location TBD
- Soccer Tournament — April 30, 2016, Ripon
- Soccer Tournament — May 14, 2016, Fairfield
- First Aid and CPR is the 2nd Saturday of every month at the JATC Riverside and Sacramento facilities.

2015 Year End Call Counts

	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	MONTHLY TOTALS
JANUARY	15	3	33	39	95	45	8	238
FEBRUARY	17	1	18	24	60	52	14	186
MARCH	9	9	7	28	42	93	13	201
APRIL	17	9	4	13	56	86	12	197
MAY	8	1	6	4	19	69	1	108
JUNE	10	3	2	19	54	63	7	158
JULY	11	5	10	40	50	60	10	186
AUGUST	13	8	27	30	105	87	13	283
SEPTEMBER	27	3	48	29	160	127	22	416
OCTOBER	8	1	11	8	73	171	9	281
NOVEMBER								0
DECEMBER								0
	135	**43**	**166**	**234**	**714**	**853**	**109**	**2254**

New Scholarship Opportunities for 2016

The IBEW 1245 Executive Board has enhanced and expanded the union's scholarship program to include several new scholarship options. Applications for 2016 are now open for the following scholarships, and all applications must be received by the first Monday in March to be considered.

Al Sandoval Memorial College Scholarship

Eligibility: Applicants must be children of Local 1245 members who have graduated high school, or will graduate in the year that they apply for the scholarship.

Application process: This scholarship is offered through a competitive essay-writing contest.

Award: One winner will be selected each year to receive the $2,500 scholarship, renewable for up to four years, which can be used for tuition at a certified and accredited university.

NEW! Roger Stalcup Community College Scholarships

Eligibility: Applicants must be children, grandchildren or spouses of IBEW 1245 members or retiree club members in good standing. Applicants must have a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and a 500-word essay.

Award: Two winners will be selected each year to receive $1,500 annual scholarships, renewable for up to two years, which can be used for community college tuition.

NEW! IBEW 1245 Survivor's Scholarship

Eligibility: Applicants must be surviving children, grandchildren or spouses of an IBEW 1245 member or retiree club member who was current and in good standing at the time of their death. Applicants must have a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor and a 500-word essay.

Award: One winner will be selected each year to receive a one-time scholarship for $5,000, which can be used for trade school, community college or university tuition.

NEW! IBEW 1245 Veteran's Scholarship

Eligibility: Applicants must be IBEW 1245 members or retiree club members in good standing ***and*** honorably discharged veterans of a branch of the United States Armed Forces or Reserve. Applicants must have a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and a 500-word essay. Applicants must also provide DD214 documentation.

Award: One winner will be selected each year to receive a one-time scholarship for $5,000, which can be used for trade school, community college or university tuition.

Ronald T. Weakley Line School and Trade/Vocational School Scholarships:

NEW! Line School Scholarship

Eligibility: Applicants must be children, grandchildren or spouses of IBEW 1245 members or retiree club members in good standing. Applicants must have a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and a 500-word essay.

Award: One winner will be selected each year to receive a one-time scholarship for $10,000. The recipient will receive $2,500 to be used for tuition to the VOLTA line school. Following the completion of line school AND 12 months signed up with IBEW 1245 Hiring Hall (or 12 months of IBEW 1245 membership), the recipient will receive an additional $7,500.

Vocational/Trade School Scholarship

Eligibility: Applicants must be children, grandchildren or spouses of IBEW 1245 members or retiree club members in good standing. Applicants must have a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and a 500-word essay.

Award: One winner will be selected each year to receive a one-time scholarship for $1,000. Trade school certification must be a union based occupation within the scope of work IBEW 1245 members perform.

No applicant can be awarded more than one scholarship per year, but applicants may apply for more than one scholarship if they meet the eligibility requirements. Please complete a separate application for each scholarship.

For more information and electronic versions of the scholarship applications, please visit www.ibew1245.com/scholarships.

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:

   Twenty-five hundred dollars ($2,500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). A copy of your diploma or a letter from your high school stating that you will graduate in 2016 must be attached to your scholarship application.

3. The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association.

   Responsibility of Scholarship Recipient: Scholarship winner must begin their studies in their next term or, at the very latest, in January of the following year.

4. Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter or downloaded from the Local's website (www.ibew1245.com).

5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.

6. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.

7. Essays should be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.

8. Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, California 95696, by REGISTERED CERTIFIED MAIL ONLY, and be ***postmarked no later than the first Monday in March of each year.***

9. Each year the scholarship shall be presented at the Advisory Council meeting in April; the Judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.

10. A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

NOTE: The topic for the 2016 Al Sandoval Memorial Competitive Scholarship essay is: *"What are the potential implications of the Friedrichs case pending before the US Supreme Court?"*

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP
Sponsored by
LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2700

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

Name _____ Date of Birth _____
(Last) (First) (Initial)

Address _____ Telephone (____) _____
(Street) (City) (State) (Zip)

Name of Parent _____

Company _____

Work Location _____

I graduated or will graduate from _____ High School

Which is located at _____

I expect to attend _____ College or School

Location _____

Candidate's Signature _____ Date _____

This is to certify that the above named candidate is currently enrolled as a student at _____
_____ and has or will be graduating in _____, 2016.
(School Name) (Month and Year)

_____
Official's signature and position

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and has or will graduate during the term ending _____, 2016.

_____
(Parent's Signature and Card No.)

IBEW 1245 Scholarship Application

Which IBEW 1245 Scholarship are you applying for? (please check one)

❑ Ron T. Weakley (Trade/vocational/line school) Scholarship ❑ Roger Stalcup (Community College) Scholarship ❑ Survivor's Scholarship ❑ Veteran's Scholarship

Applicant's Personal Information

First Name:

Middle Name:

Last Name:

Street Address:

City, State, Zip Code:

Country: Gender:

Home Phone Number: Applicant's Cell Phone Number:

Applicant's Email Address:

How did you (or a family member) hear about the IBEW 1245 Scholarship?:

Union Membership Information

Name of current IBEW 1245 member

Relationship to current IBEW 1245 member (son, daughter, grandson, etc.)

Current IBEW 1245 member card number

If you are the surviving family member of a deceased member, please list the IBEW 1245 member's name and approximate dates of their membership in IBEW 1245 and your relationship to that member.

Veteran's Information

List information of your service in the Armed Forces of the United States. (include branch, dates of service, any locations of deployment etc.)

Were you honorably discharged? (Please submit copy of your DD214)

Educational Background

Name of High School from which you graduated or will graduate:

Location of High School (City, State):

Attendance dates at High School (from Month/Year to Month/Year):

Date (Month/Year) you received or will receive a degree/diploma from High School:

For High School GPA - if it's been many years since you graduated you may just enter "Not Applicable".

Have you or will you have attended College for at least one year as of December 2015?:

Name of College you have or will have attended at least one year as of December 2015. If more than one, list the one you have most recently attended:

Location of College (City, State):

Attendance dates at College (from Month/Year to Month/Year):

Major/Field at College:

Date (Month/Year) you received your degree/ diploma at this College (skip if not applicable):

If you have attended more than one College, add additional explanation with College names, dates, degrees here:

College Grade Point Average – Average/Scale (skip if not applicable):

If you will be entering Graduate school in the Spring of 2016, please provide us with additional information about your college degrees, certifications and work experience (as applicable):

College Test Scores. I have taken the SAT, ACT or another college test:
SAT, total score:_____ ACT, total score:_____ GRE, total score:_____

College and Career Information

In 2016, I plan to attend:

Intended major:

1.) First Choice School. List the Name of the School and Location (City and State):

Have you been accepted at this school?:

2.) Second Choice School. List the Name of the School and Location (City and State):

Have you been accepted at this school?:

What is your anticipated graduation date? (enter month/year e.g. 05/2016):

Briefly outline your career goals, while addressing the following: Explain why you want to pursue a college education. How will this education contribute towards your immediate and/or long term career plans?

Employment, Awards & Activities

EMPLOYMENT. Provide information on up to 3 jobs you have held (include name of employer, your job/title, dates of employment). **Describe why these jobs are most important to you.** If you do not have any employment to list, enter "Not Applicable" in the Employment #1 section below.

Employment #1:

Employment #2:

Employment #3:

COMMUNITY SERVICE - provide information on up to 3 Community Service projects you have been involved. **Please include a brief description of the project, dates range of your involvement and why the project was meaningful to you.**

Community Service #1

Community Service #2

Community Service #3

AWARDS. Provide information on up to 3 special honors, awards or certificates you have received (include dates).**Describe and explain why each award is especially meaningful to you.** If you do not have any awards to list, enter "Not Applicable" in the Award #1 section below.

Awards #1:

Awards #2:

Awards #3:

ACTIVITIES. Provide information on up to 5 extracurricular activities (internships, sports, clubs) in which you have participated on a consistent basis. Highlight any leadership positions you have held. (Include dates).

Activity #1:

Activity #2:

Activity #3:

Activity #4:

Activity #5:

Letters of Reference

We encourage applicants obtain and submit letters of reference on their own. However, if your reference requires that the letter remain confidential, you may nominate a reference and have them confidentially submit a letter. **Submit letters to IBEW 1245 Scholarship Committee, 30 Orange Tree Circle, Vacaville, CA 95687**

❑ By checking this box you certify that the letter was written by a non-relative instructor, principal, counselor or supervisor familiar with your achievements and abilities.

Scholarship Essay

Please submit an essay of approximately 500 words describing your relationship with the union and the labor movement. In what ways has it personally affected your life and your family's life? Explain why you believe you are a good choice for this **IBEW 1245 scholarship**.

Estimated Financial Need

List the total anticipated $ amount you will need for the year. Include the cost of tuition and expenses such as books, transportation and housing:

Enter your total household income (estimate)

Enter total number of people in your household

Provide any additional information that you believe would be helpful to the Scholarship Committee in assessing your personal or financial need.

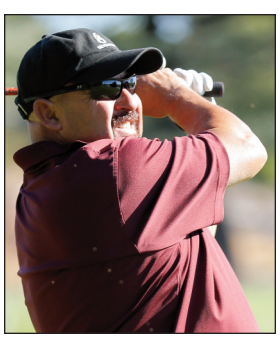
Certification and Signature

First Name: Last Name: Birth month:

Signature Date

Photos by Craig Lee

28th Annual Perry Zimmerman Golf Tournament



Nearly 100 golfers teed off on Oct. 10 at the 28th annual Perry Zimmerman Golf Tournament, hosted by IBEW 1245 Business Manager Tom Dalzell. The easy-play, 18-hole event is designed for both experienced and novice golfers to enjoy. Although the spirit of the event is more recreational than competitive, the chance to win special prizes at certain holes added a level of excitement to the day.

After an invigorating morning on the links, the golfers headed over to Weakley Hall for a tasty BBQ and raffle. Prizes included golf clubs and bags, fancy tequila, an Amazon Fire TV stick, a Microsoft Surface tablet and a big-screen TV.

"It was a beautiful day for our members to go out and have fun," said Tournament Chair and IBEW 1245 Business Rep John Mendoza. "But this tournament did not go by without us thinking about late IBEW 1245 Recording Secretary Chris Habecker, who we miss and love."

"I would like to thank all the volunteers and staff who worked hard to make this event go so well. Local 1245 staffers Gail Varner, Liz McInnis, and Joe Osterlund are the key people who make this tournament such a success. Liz McInnis in particular did most of the work for this tournament, and I can't thank her enough," Mendoza continued. "Thank to the grill-masters — Mike Saner, JV Macor and Lou Mennel — for the great food. I would also like to thank my sisters Diamond and Molly who helped with the preparation of food, along with my daughter Katie, our friend Carol, and Liz's sister Milly."

Special thanks to our generous tournament sponsors:

- Neyhart, Anderson, Flynn and Grosboll
- Merrill Lynch
- Intren, Inc
- IBEW Local 47
- Evart, Young and Hobbs
- Wellington Energy
- Pacific Gas and Electric Co.
- Par Electrical Contractors Inc.
- Western Line Constructors Chapter
- Adams Broadwell Joseph and Cardoza
- Black and Veatch
- A2Z Printing
- Delta Dental Of California
- Boxer and Gerson
- American Time Manufacturing Ltd
- Mike Saner, Local 1245 Business Rep
- Tormey's Catering

Golf team photos are available for all participants. If you would like a high-resolution electronic copy of your team photo, please email rgb1@ibew1245.com.

IBEW

SAMSUNG

The PowerPathway CSR class with union leaders and members of the Local 1245 Veterans Group.

Local 1245 Veterans Group Spearheads New PowerPathway Clerical Career Training

by Eileen Purcell,
IBEW 1245 Staff Organizer
Photos by John Storey

About 18 months ago, Vicki Bunag, a member of the IBEW 1245 Veterans Group and Senior Customer Service Representative at PG&E's Fresno Call Center, came up with the idea to expand the company's PowerPathway training program for vets to include clerical lines of progression. When she had the chance to chat with PG&E CEO Tony Earley — a veteran himself — at a Veterans Group meeting at the Union Hall in Vacaville, she took the opportunity to mention it to him.

Now, Bunag's idea is becoming reality, as eighteen male and female veterans have been selected to participate in the first ever PowerPathway Customer Service Representative (CSR) training class at PG&E. On Sept. 30, leaders from Local 1245 and Veterans Group members met with the inaugural PowerPathway CSR class in Fresno as they prepared to embark on their seven-week training.

Uniquely qualified

IBEW 1245 Business Manager Tom Dalzell welcomed the class and said, "This is the start of your career. Call Centers are the gateway into PG&E. After you get settled, you'll find lots of opportunities at work and lots of opportunities to get involved in your union."

IBEW 1245 Senior Assistant Business Manager Bob Dean — a veteran of the US Navy — encouraged trainees to focus on learning the job, and invited them to use the 1245 Veterans Group website (www.IBEW1245VETS.com) and the Local 1245 website (www.IBEW1245.com) as valuable resources. IBEW 1245 Senior Assistant Manager Jenny Marston introduced the class to the clerical contract.

"Coming from a military background makes us uniquely qualified. We are punctual, responsible, and superb in crisis," Bunag told the group. "This is a great job. Come to work regularly, and you'll thrive here."

"This is a great place to work, and one of the few places you are paid to be nice," added Joe Sanchez, a founding member of the IBEW 1245 Veterans Group and Customer Service Rep at PG&E's Fresno Call Center. "These are highly sought-after jobs. On a regular day, 1,800 applicants will compete for one of the seats at this table where you eighteen find yourselves!"

The veterans in the training program — whose military experience ranged from 4 to 22 years of service — were excited and thrilled to meet the union leaders and the veterans who advocated for the program.

"It was a great day," said Dalzell. "Seeing the pride and sense of accomplishment on the faces of veterans who have served their country and made the transition into civilian life… it's a reminder of what we can accomplish when we come together as a union."

Support at the local level

Dalzell founded the IBEW 1245 Veterans Group two years ago in an effort to create a vehicle for members to build support for fellow veterans at the local level. The group quickly defined their top priorities:

- Provide a personal point of contact for co-workers and veterans as they transition from military service to civilian life
- Support local veterans' organizations
- Link vets to support services, job training and employment opportunities
- Set up a website with links to union employers, resources and support services

The members of the Veterans Group published their personal contact information on flyers and created unique content that now lives on the IBEW 1245 Vets website. The website contains many elements that have become valuable reference points for veterans, including the Local 1245 veterans' personal stories, as well as the list of union employers and phone numbers of HR staff dedicated to supporting veterans.

Veterans Group members have partnered with local veterans' organizations, raised funds to support vets, built monuments, and shared their stories of transitioning to civilian life. They have accompanied vets as they go through job application processes. They have organized IBEW 1245 contingents in Veterans' Parades in the city of Shasta Lake, Fresno, and Sacramento. Over the summer, Vets Group members Jaime Tinoco and John Grandmain mobilized vets to raise money for a co-worker at the City of Lompoc who donated his kidney to his son. This fall, Eureka-based member Erick Varela spearheaded a "Boots for Vets" drive in sup-

continued on page 13

Dalzell: "This is the start of your career."

Senior Assistant Business Manager Bob Dean is himself a Navy vet.

Veterans Group member Vicki Bunag (center) came up with the idea to start a clerical class within PowerPathway.

Customer Service Rep and Vet Joe Sanchez describes the Call Center as "one of the few places where you are paid to be nice."

Local 1245 Members Meet with PG&E Gas Ops Executives

Shortly after joining the company's executive ranks four years ago, PG&E President of Gas Operations Nick Stavropoulos stopped by IBEW Local 1245's Weakley Union Hall for the first time on Sept. 29, 2011 to visit with union gas workers, stewards, committee members and union leaders. Stavropoulos, who was hired by PG&E in 2011 to make the necessary changes in the gas business, left quite an impression with the Local 1245 gas workers. He ended his comments that day with this age-old adage: "Talk is cheap … you've got to judge me by my actions."

Four years later, almost to the day, Stavropoulos and his team, which includes Jesus Soto, John Higgins and Peter Kenny, returned to the Local 1245 hall on Sept. 28, 2015, to spend some time with gas workers, clerical workers, union staff and leadership. In addition, Robert Joga and his labor relations team, including principle gas negotiator Frances Wilder-Davis, also attended the meeting.

Stavropoulos stood by his words, giving the union workers and leaders a chance to judge him by his actions over the past four years, and he has indeed followed through on his commitment to improved labor-management relations. IBEW 1245 Business Manager Tom Dalzell pointed out that Stavropoulos has visited Local 1245 members at the Hall so many times that he himself has lost count.

During the meeting, Stavropoulos provided an update on all the progress that the Gas Ops department has made since he came on board, and detailed the challenges that lie ahead. Dalzell discussed the great work that has been accomplished by the gas and clerical joint labor-management committees, which include nearly 50 rank-and-file members. The dialogue was productive, as gas and clerical members had the opportunity to ask questions and suggest their own ideas for improving processes and work procedures. At the end of the day, the union members, leaders and representatives from the company all agreed that while the work they have done together so far is great, there is much more to do.

From left to right: PG&E execs Peter Kenny, John Higgins, Nick Stavropoulos and Jesus Soto.

Gas Service Reps Robert Mohler (left) and Mike Adayan (right) chat with Nick Stavropoulos (center).

PG&E Contract Bargaining Update

IBEW Local 1245's negotiating committee was scheduled to meet with PG&E's negotiating committee Dec. 1. Rather than meet and discuss the Company's interest in extending the IFPTE-ESC local 20 proposal to our bargaining units, Local 1245 cancelled the meeting and asked that the company come to the table with a proposal that does not include any changes to existing vacation and sick leave language.

Local 1245's committee spent the day analyzing the different components of the proposal that the ESC is considering and unanimously supported the decision to insist on a proposal that does not include changes to existing vacation and sick leave. Local 1245 has requested a meeting date with the Company as soon as the Company is prepared to make a counter-offer that does not include changes in vacation and sick leave.

Local 1245 and PG&E's Benefits committees met in Walnut Creek on Friday, Dec. 11, and reviewed possible improvements in short term disability, paid family leave and long term disability. The issues of sick leave and vacation are not on the table. Local 1245's committee made a number of data requests and agreed to meet with the Company again on Jan. 4. The full negotiating committees are scheduled to meet on Jan. 5.

Get the latest news at

www.ibew1245.com

From left: John Higgins, Peter Kenny and John Hartsock.

Operating Clerk Berta Aceves

Union Secures Double Time for PG&E Members Who Worked POT for Wildfire Restoration

More than 1,000 IBEW Local 1245 members at PG&E participated in restoration efforts following the recent rash of wildfires that have swept through PG&E's service area. Now, thanks to aggressive pressure from the union, the company has agreed to pay double-time on pre-arranged overtime (POT) for Local 1245 members who were part of the collective efforts to restore power following the Butte, Valley and Tassajara Fires.

A new letter agreement (LA 15-43), which was signed on Monday, Oct. 12, modifies the provisions of Title 208 and Title 308 to pay double time for POT scheduled on non-workdays and for work performed outside normal work hours for employees assigned to a base camp providing direct support to the restoration efforts in the areas that were impacted by the fire.

"We're proud to see how quickly and selflessly our members reacted when called upon to help restore power in the fire zones," said IBEW 1245 Business Manager Tom Dalzell. "They absolutely deserve to be compensated appropriately for this challenging and critical work, which is why the union has worked with the company to ensure that double-time is paid to these hard-working members."

View the letter agreement at http://www.ibew1245.com/files/PGE-docs/LA-15-43-PGE.pdf

Training, from page 12

port of the annual "Stand Down" gathering at the Eureka Fairgrounds which supports vets.

Jobs remain the top priority of most vets. Vallejo-based member Pam Pendleton has been providing hands-on job training for a couple of veterans applying for work at PG&E, while Redding-based member Mike Grandmain is working with Veteran Resource Centers of America in Redding to reach out to homeless veterans. In April, Dalzell met with Vice President Joe Biden to lobby for more resources for support services and job training for veterans.

But the PowerPathway breakthrough is the biggest accomplishment to date – institutionalizing a way to recruit and train veterans and place them into hard-sought, middle-class union jobs.

Learn more at www.ibew1245vets.com.

Joint Assessment Provides Positive Change for Clerical Members in Gas Operations

By Jenny Marston, IBEW 1245
Senior Assistant Business Manager

This month, newly created lead clerks (holding the classification of Senior Operating Clerk 1-2) within Gas Operations reported to their new assignments in the following local headquarters: Oakland, Stockton, Vacaville, Vallejo, and Cinnabar. Over the coming months, more lead clerks will be added to additional headquarters. The new classification will play a key role in ensuring that operating clerical supporting Gas Operations in the headquarters are provided consistent and dedicated support.

The establishment of this new classification was one of many positive changes brought about by the efforts of a committee of seven dedicated clerical bargaining unit members who support the different organizations within PG&E's Gas Operations.

"Don't tolerate it. Fix it."

It all began with a conversation. During a Spring 2014 meeting at the IBEW 1245 union hall, Berta Aceves, an operating clerk and Local 1245 shop steward in attendance with 28 years of service commented to Nick Stavropoulous, then-Executive Vice President of Gas Operations, that she was pleased with the changes that he was putting in place within Gas Operations and hoped that he wouldn't forget about the clerical since clerical touch most everything relating to work and projects from start to finish. Stavropoulous agreed with Aceves that the clerical should not be left behind.

Soon thereafter, Sabrina Lynch, PG&E Manager, was assigned to review the status of operating clerical within gas operations. With input from operating clerks across PG&E's system, Lynch identified four general areas of focus:

1) Evaluating clerical workload;
2) Reviewing and improving existing work processes;
3) Reviewing and improving existing training for bargaining unit clerical (both onboarding and regular refresher training); and
4) Ensuring that local headquarters have adequate staffing/support structure to get the work done.

PG&E and Local 1245 then set up a joint assessment of the clerical support and gas operations. The parties established a steering committee, comprised of leadership from PG&E and the union, and two subcommittees, one comprised of clerical bargaining unit members who supported different organizations within gas operations, and another comprised of gas operations front-line supervisors.

The role of the bargaining unit committee members in this initiative was significant. They provided their insight and expertise into the clerical activities associated with their discipline; identified higher priority challenges facing clerical; looked for possible solutions through peer to peer contact; participated in all-day committee work sessions and weekly conference calls; communicated the committee's progress to fellow bargaining unit members; defined a comprehensive list of end-to-end processes for all clerical tasks to be used for improving processes as well as training; and assisted with roll out of approved solutions.

When Aceves got the call to be part of the bargaining unit committee, she quickly jumped on the opportunity because she wanted "to bring attention and focus to the invaluable job that the operating clerical contributes to daily operations."

Committee member Donna Leatherman has 36 ½ years with PG&E in the Stockton area, but has never served on a committee before this one. She felt compelled to participate in this assessment "to get a more reasonable work-life balance for our colleagues and acquire more work support for our colleagues."

Of the committee's many accomplishments, Leatherman says she is most proud of generating "recognition that clerical roles are critical and integral to operational results." When asked if she had any words of encouragement for newer members to the union, Leatherman's advice was simple: "Speak up!"

Santa Rosa Operating Clerk Bill Hunt, a 30-year shop steward with Local 1245 and a current member of the general bargaining committee, explained why he decided to participate in the assessment.

"Company-wide, we had a serious issue with clerical training and the practice of onboarding new clerks needed to be fixed," said Hunt. "If it's broken, don't tolerate it. Fix it, so you don't take the stress home to your family and worry over work issues on your time."

"The union is like any organization, in that you get out of it what you put in to it. It's easy to sit back and complain about things, but it's far better to get involved and work to fix the problem/issue, and it's a lot more satisfying to be able to say 'I saw that problem and fixed it,'" Hunt continued. "We all bring different backgrounds, perspectives and experiences to the union. That's what gives us our strength."

Aceves echoed these sentiments, and encouraged bargaining unit members to "Participate, share your experiences, and recognize the value that you bring to this union and to PG&E."

Positive Results

Feedback from clerical within Gas Support Services regarding these changes has been overwhelmingly positive. Over the summer of 2015, clerical members who migrated to Gas Support Services were given a voluntary survey. 85% of those who responded felt part of PG&E; 75% felt they were given good learning opportunities as well as the tools and resources to do their job; and 70% felt the workload expectations were manageable.

As 2015 draws to a close, here are some achievements brought about by the work of this bargaining unit committee:

Dedicated Clerical Organization, along with Clerical Line-of-Progression

- All operating clerks were transitioned into Gas Support Services, a dedicated clerical support organization.
- Letter Agreement 15-22 was negotiated and signed, which established Leads Clerks (Sr. Operating Clerk I-II) in the Local Headquarters.
- Reduced reliance on hiring hall clerical and increase in regular status clerical employees within Gas Operations.

Improved Quality and Content of Training of Clerical Employees

- Identify all tasks for disciplines within Gas Operations & validate curriculum of training needed to complete these tasks as well as training related to compliance-related items.
- Identified clerical preferences for receiving training which indicated preference for on-site or in-person training.

Improved Employee Engagement

- Increased efforts to better communicate with clerical employees regarding operations and needed clerical support and impacts.
- Improved Recognition of clerical contributions.

And that conversation between Aceves and Stavropoulous continues to this day. According to Aceves, "Nick still emails me on occasion to check in and see how things are going. Working in close partnership with IBEW, Nick and his team have made a HUGE difference."

New Medical Plan at PG&E is Reducing Medical Costs, Improving Health Outcomes

Medical costs are dropping noticeably for IBEW 1245 members at PG&E, according to new data from the company. The 2016 medical premium rates for members with Kaiser plans are dropping 7.6%, and those with Anthem plans will see premiums drop approximately 3.5%. Additionally, 82% rolled over more than $100 dollars from their 2014 HAP accounts into 2015.

"Most American workers are seeing health care costs increase year after year, by an average of about 6%, but our members are actually seeing their costs going down," noted IBEW Local 1245 Business Manager Tom Dalzell. "This is clear evidence that the new medical plan is benefitting our members financially, while at the same time giving them the means and opportunity to live healthier lives and address their potential medical issues before they become severe."

The new medical plan focuses more on preventative care, and as a result, members are generally able to prevent certain medical conditions, discover potential health risks sooner and treat them quickly. PG&E reports that over 90% of union members took a health screening last year, and 10% of those members discovered they had a serious health risk they didn't know about. 70% of those who had a serious health risk took action and went to see a physician about their condition. This early intervention means fewer trips to the emergency room and fewer in-patient hospital admits, which are significant factors when it comes to medical costs going down.

Additionally, 20% of active employees are engaged in some sort of wellness activity including fitness classes, health coaching, tobacco cessation or EAP. Over 180 people at PG&E have quit tobacco, due to the support and incentives offered to them under this new plan.

"The new medical plan was designed to improve health outcomes and keep costs down, and the figures have demonstrated that it's working on both fronts," Dalzell said. "We're pleased to see that after an initially challenging launch, the plan is undoubtedly having a positive impact on our members."

Clerical Unit Gas Ops Subcommittee

Name	Discipline*	Headquarter
Berta Aceves	Gas M&C, Superintendent support	Diablo & North Bay
Lisa Long-Arkoh	Gas I&R	Florin-Perkins, Sacramento
Bill Hunt	Corrosion, I&R	Santa Rosa
Sonia Garcia	M&C, Leak Survey, Locate & Mark	Fremont
Margie Pimentel	Field Services	Bakersfield
Donna Leatherman	Field Services, Manager Support	Stockton
Katy Swanson	Field Services, Manager Support	Napa

**At time of appointment to committee.*

Meeting Changes

The **North Bay Retirees Club** has changed its meeting location. Beginning December, 2015, the club will meet at Marvin's of Cotati, 7991 Old Redwood Hwy, Cotati, CA.

–Ken Rawles,
IBEW 1245 Retirees Club

IBEW 1245 Retiree Leads NARA Group in Support of Culinary Union in Las Vegas

NARA President and Local 1245 Retiree Tom "T" Bird (far right) led a group of NARA retirees in support of Culinary 226 at a rally outside the Trump Hotel in Las Vegas. They were joined by a thousand or more union members and supporters. Secretary Clinton was the surprise speaker.

Yerington Retirees Support Holiday Meal for the Less Fortunate

Members of the Yerington Retirees Club presented their annual Holiday donation of $250 to the Yerington Vineyard Fellowship, to support the annual holiday dinner for the less fortunate in Yerington. The community organization serves a full dinner to around 500 people and gifts for children as well. Pictured from left: IBEW Local 1245 retirees TBird and Walt Plett, Yerington Vineyard Fellowship Director Pete Focha, and retiree Alyce Reese.

Yerington Retirees Chapter Presents Donation to South Lyon Medical Center-Long Term Care

The IBEW Local 1245 Yerington Retiree Chapter presented the South Lyon Medical Center-Long Term Care (SLMC-LTC) with a check for $250.00 in memory of Recording Secretary Alyce Reese's husband, Luther Reese, on September 28, 2015. The funds will be used to help purchase needed items for the residential facility.

Luther Reese was a resident of SLMC-LTC for several months this past year. Tom "T" Bird thanked the aides at the facility for all the hard work and kindness they give the residents on a daily basis, which was met with smiles of appreciation.

(Left) IBEW Yerington Retiree Chapter President Tom "T" Bird, SLMC-LTC Staff Manager with three aides (holding the check), Chapter Treasurer Judy Grush and sergeant at arms Bob Grush.

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!

Dennis Abella
36 years
Yuba City, CA

Stella Albin
32 years
Newberg, OR

David Alley
31 years
Pacifica, CA

John Alves Jr.
32 years
Roseville, CA

Harold Annastas
40 years
San Lorenzo, CA

Johnny Apodaca Jr.
38 years
Oceano, CA

James Arden
12 years
Shasta Lake, CA

Robert Aronson
31 years
Willow Creek, CA

Sheri Barker
35 years
Tollhouse, CA

John Bauer
30 years
Burlingame, CA

Jeffrey Baxter
30 years
Hayward, CA

John Benavides
41 years
Hollister, CA

Matthew Bonas
24 years
Ukiah, CA

John Brasesco
31 years
Sonora, CA

Maxine Broom
25 years
Bakersfield, CA

Phillip Broughton
39 years
Oakhurst, CA

Carl Brown
37 years
Rio Vista, CA

Sharon Burt
35 years
Concord, CA

Steven Button
30 years
Nongprue, Banglamung, Thailand

Gary Calderaz
29 years
Castle Rock, CO

Alfred Calleros
46 years
Union City, CA

Scott Chapman
36 years
Madera, CA

Albert Chu
41 years
El Sobrante, CA

Steven Cincera
41 years
Rohnert Park, CA

Kenneth Clark
32 years
Cohasset, CA

Melvin Clatty Jr.
6 years
Red Bluff, CA

Barry Claybaugh
35 years
Redding, CA

Jason Coloma
32 years
Antelope, CA

Mary Ann Cousin
42 years
Richmond, CA

Gary Cox
31 years
Mariposa, CA

Karen Croll
30 years
Sacramento, CA

Yvonne Cuburu
6 years
San Bruno, CA

Brenda Da Luz
38 years
Pacifica, CA

Grace De Flores
29 years
Rio Vista, CA

Jack Dennington
20 years
Sioux Falls, SD

William Dockery Jr.
30 years
Oakland, CA

Vicki Easterday
34 years
Antioch, CA

Kjer Eastham
6 years
Morongo Valley, CA

Ricky Fielding
31 years
Grover Beach, CA

Wence Galindo
27 years
Manteca, CA

Barbara Garcia
10 years
Hollister, CA

Brett Gardner
36 years
Templeton, CA

Michael Giacosa
41 years
Sonora, CA

Joe Gonzales
42 years
Soledad, CA

James Hamilton
38 years
Petaluma, CA

John Harvey
37 years
Redding, CA

Grant Haygood
32 years
Atwater, CA

Ann-Marie Hensley
6 years
Roseville, CA

Danny Hogan
38 years
Chico, CA

Susan Howe
33 years
Castro Valley, CA

Danny Hubbard
36 years
Paradise, CA

Jose I Huerta
9 years
Aguascalientes

Jose Mari Jacinto
25 years
Elk Grove, CA

James Johnson
25 years
Oceano, CA

James Johnstone
31 years
Red Bluff, CA

Wayne Jung
12 years
Salinas, CA

Dale Kaupanger
37 years
Brentwood, CA

Ronnie King
29 years
Oakland, CA

Glenn Kiyomura
35 years
Oakland, CA

Kay La Chapelle
2 years
San Francisco, CA

Kennard Lee
26 years
San Francisco, CA

Sam Lewis Jr.
4 years
Philadelphia, PA

Larry Lovelace
30 years
Modesto, CA

Louie Machado Jr.
33 years
Marina, CA

Glenn Magorian
35 years
Patterson, CA

Calvin Mahaney
35 years
Red Bluff, CA

Charles Matousek
37 years
Orland, CA

Charles McCarty
31 years
Ahwahnee, CA

Mark McDermott
30 years
Arroyo Grande, CA

Daniel Meaney III
30 years
Fortuna, CA

Renwick Moniz
49 years
San Bruno, CA

Merritt Monroe
38 years
Chico, CA

Anthony Montoya
45 years
Santa Rosa, CA

Steve Morris
35 years
Bakersfield, CA

Douglas Muhlestein
28 years
Concord, CA

Gregg Mulholland
31 years
Bakersfield, CA

Thomas Murphy
29 years
San Lorenzo, CA

Tom Murphy
18 years
Nagalia, CA

Richard Muscio
30 years
Nipomo, CA

Bobby Ojinaga
35 years
Hanford, CA

Ernest Owens
30 years
Vallejo, CA

Rosie Patch
25 years
Modesto, CA

Larry Payton
37 years
Santa Maria, CA

Maria Peirano
31 years
Murphys, CA

Irene Peters
28 years
Stockton, CA

Brian Pirtz
36 years
Welches, OR

Kerry Ramorini
36 years
Angels Camp, CA

Pat Rebol
35 years
Cottonwood, CA

Marvin Richards
31 years
Garberville, CA

Francisco Rojas
41 years
Tehama, CA

Fernando Salazar Jr.
23 years
San Bruno, CA

John Sander
44 years
Martinez, CA

Mark Scannell
30 years
San Mateo, CA

Michael Schecher
35 years
San Ramon, CA

Gary Schlager
29 years
Rio Vista, CA

Matthew Shuck
36 years
Pittsburg, CA

Joe Silva
40 years
Victorville, CA

Sandra Sutton
12 years
Morror Bay, CA

Issac Taylor
12 years
Berkeley, CA

Susan Teague
30 years
Los Osos, CA

Randy Trafton
37 years
Montgomery Creek, CA

Tony Vega Jr.
45 years
Healdsburg, CA

David Victor
38 years
San Bruno, CA

Roger Villanueva
19 years
Merced, CA

Maryann Whitefield
40 years
Danville, CA

Gene Wong
40 years
San Ramon, CA

Charles Wood
30 years
Grover Beach, CA

Mike Woods
36 years
Troy, Montana

Hank Yi
11 years
San Leandro, CA

Mitchel York
30 years
Santa Rosa, CA

Robert Young
24 years
San Ramon, CA

Frank Yuhre
40 years
Antioch, CA

Paul Zaich
36 years
Stockton, CA

Congratulations Retirees!
We want you to STAY CONNECTED

to IBEW 1245.

The team from TID (from left) Josh Klikna, Dustin Krieger and Raphael Battig came in 1st place in the Municipal Division and 4th place overall.

The Grass Valley team (from left) Anthony Albright, J. P. Richard, and Adam Beene of PG&E came in 5th place overall.

The Fresno PG&E team (from left) Marco Acosta, Eli Tharpe and Josh Turner came in 2nd place in the Pole Climb event.

Apprentice Jordan Chene of PG&E came in 4th place overall in the Apprentice division.

2015 International Lineman's Rodeo Highlights and Photos

Going to Kansas City

Team 438 from Roseville.

Report by IBEW 1245 Assistant Business Manager Bob Gerstle

October in Kansas City is not just for post-season baseball. While the Kansas City Royals were busy trying to defend their 2014 American League crown, IBEW 1245's world championship team from PG&E's Grass Valley yard returned to Kansas City to compete in the annual International Lineman's Rodeo and attempt to defend their own title.

Local 1245 co-sponsored numerous teams and apprentices from throughout the jurisdiction. TID, MID, Nevada Energy, City of Roseville and PG&E were all represented at this year's rodeo. SMUD also sent competitors. Three PG&E apprentices even decided they would pay their own way to measure their skills against peers from all over the world.

The Local 1245/TID team of Josh Klikna, Dustin Krieger and Raphael Battig came in first place in the Journeyman Municipal division, and placed 4th overall out of the 229 journeyman teams that competed this year. The 2014 champions from PG&E Grass Valley – Adam Beene, Anthony Albright and JP Richard — came in right behind them, capturing 5th place overall, and also secured first place in the Pole Climb event, second place in the Hurtman Rescue, and second place in the IOU division. Other teams from Local 1245 hitting the podium during the awards program on Saturday night were from SMUD and Fresno PG&E. Four of the top 15 journeyman teams were comprised of Local 1245 members.

In the Apprentice division, two PG&E apprentices from Local 1245 finished in the top 10 overall. Jordan Chene came in 4th, and Tanner Boren placed 8th. Other award-winning 1245 apprentices, all from PG&E, were Dustin Curry, Brandon Dance and Andy Partlow. All in all, it was another very successful rodeo for IBEW 1245 members.

Team 439 from TID.

Apprentice Zach Huseby from PG&E.

Team 103 from NV Energy.

Apprentice Tanner Boren from PG&E.

Apprentice Tanner Borenfrom PG&E came in 8th overall.

The SMUD team of (from left) Cayleb Bowmen, Matt Wilson and Bob Jacino came in 3rd place in the Hurt Man Rescue event.

Team 439 from TID — Josh Klikna, Dustin Krieger, Raphael Battig.

Apprentice Tim Moore from PG&E.

2015 International Lineman's Rodeo Highlights and Photos

The Grass Valley team from PG&E competing in an attempt to defend their championship title.

Team 439 from TID.

Team 002 from PG&E (from left) Anthony Esposito, Luke Bogart, Jacob Hunt.

Team 103 from NV Energy (from left) Alex Price, Stevie Bennett, and Russell Morrison.

Team 002 from PG&E.

Team 003 from PG&E (from left) Marco Acosta, Eli Tharp, and Josh Turner.

Team 438 from Roseville (from left) Phillip Hartnett, Jacob Kremenliff, and Bryan Salo.

Team 440 from MID (from left) Sean Coulson, Mathew McCurdy, and Brian Szuggar.

Local 1245 members sort through donated equipment.

October 27, 2015
DAY 1

Report compiled by IBEW 1245 Assistant Business Manager Bob Gerstle

Photos by John Storey and Bob Gerstle

When Henry Miller founded the IBEW in 1891, little did he know that the same principles that started our union in St. Louis would be alive and well 125 years later in the tiny country of Suriname. Of course, there's no way Miller could ever have imagined that the almost evangelical Brady Hansen, along with Kurk Shriver, Rick Irvine, and Joe Baker, would start the Suriname American Brotherhood Initiative (SABI) to bring the principles of safety and brotherhood to the small South American country, and make the world seem just a little bit smaller.

Hansen and his co-founders visited Suriname in 2014, helping build a training center and providing initial training to many of the country's linemen. This year, the same group has returned with 10 additional trainers from IBEW 1245 and other locals throughout the Northwest.

After two days of travel, four flights and a 3:30 AM check-in, the 7:30 start came very quickly. Fueled by coffee and adrenaline, the gang of 14 headed off to a meet and greet with EBS executives in Paramaribo, the Surinamese capital.

From there, five of the trainers went to the American Embassy to inform the diplomats of the SABI program. With the long term vision of a "Linemen Without Borders" organization, any chance to broaden the effort is welcomed.

The other trainers went to the local EBS (utility company) yard to sort through the generous corporate donations collected by Local 1245. PG&E donated enough new EH boots to outfit every lineman in the country. SMUD and Nevada Energy also made generous donations to SABI.

To say the EBS linemen were grateful would be an understatement. The smiles and fist pumps spoke a thousand words. After a ceremony with the crew foremen and supervisors, Hansen handed CTO Marcel Eyndhoven a ceremonial gift of a climber's hook. Boots, gloves and safety glasses were given to all the attendees.

Included among the trainers are 1245 linemen Carl Keehn from SMUD, Samson Wilson from Nevada Energy and James Scott from ILB. With formal training set to begin on Wednesday, Keehn summed up day one the best. "These are our brothers, and what an incredible gift to be able to preach the theory behind 'Brother's Keeper.'"

Brady Hansen presents Marcel Fyndhover with a set of climbing hooks.

Surinamese linemen check out their new gloves.

Local 1245 members Carl Kheen, right, and Samson Wilson sort through the donated equipment.

Local 1245 Assistant Business Manager Bob Gerstle gives a pair of boots to a Surinamese lineman.

October 28, 2015
DAY 2

Day two in Suriname began with a safety meeting of 22 linemen and supervisors. Despite the language barrier, it was clear that EBS (the Suriname utility company) has labor/management issues not unlike most American utilities. Finger-pointing and accusing tones do not require a translator.

From there, it was out to the field at the EBS climbing facility that Brady Hansen and the SABI team helped build last year. The day's training covered a wide range of topics, included grounding, tie wires, knots and connections. The Surinamese linemen were like sponges, wanting to soak up every bit of knowledge that was offered by the SABI trainers from another continent.

After lunch, it was on to practice hand setting a pole. There are very few dig-

IBEW 1245 linemen Joe Baker and Carl Kheen (standing) offer guidance as a Surinamese lineman practices a new skill.

Dispatches from Suriname

The Local 1245 crew in Suriname.

IBEW 1245 joins mission to teach South American linemen critical skills

ger derricks in Suriname, and as a result most poles are dug by hand. The spades and spoons donated by PG&E were a huge hit with the crews, who had never seen these tools before. The American trainers had a rude awakening while attempting to hand set the new pole with 4" blocks. Poles in Suriname come from rainforest trees and the wood is much denser, which makes each pole 50% heavier than the poles the Americans are accustomed to working with, even though the poles are roughly the same size.

The day closed with a review, emphasizing regular safety meetings, tail boards and good communications. To reinforce these concepts, each lineman left with a new pair of boots, gloves and safety glasses.

After just one day of training, it's clear that the knowledge, skills and satisfaction the EBS linemen are leaving with isn't coming close to the experience each Local 1245 trainer is realizing in Suriname.

October 29, 2015
DAY 3

An interesting thing has transpired on the SABI mission to Suriname. While the purpose of the trip has always been to train the EBS linemen, a unique brotherhood amongst the 14 trainers — many of whom had never met each other previously — has also blossomed.

One of those trainers is James Scott, a Local 1245 journeyman lineman who currently works for ILB. Scott's story is anything but typical. For starters, he was born and raised in North Pole, Alaska. In high school, he answered letters addressed to Santa from all over the world.

In 2001, Scott was seriously injured on the job while riding on the skid of a helicopter (a now-defunct work practice). After back and knee surgeries, a doctor told Scott he would never climb again, so he decided to go back to school, and eventually earned a degree in economics from UC Berkeley.

Never one to sit idle for too long, Scott eventually returned to 1245 and line work. An avid skier, he competes internationally at a very high level. When the snow melts, Scott enjoys base jumping all over the world. Quiet and unassuming, he is not one to brag about his accomplishments.

James Scott unpacks flags sent from Local 1245 for the lineman training in Paramaribo, Suriname.

IBEW 1245 trainers do a tailboard with Surinamese linemen.

Scott currently lives in Bend, Oregon when he is not traveling or at work in California. He has recently opened a bungee jumping business in Bend.

Scott clearly loves adventure, so it's no surprise that he took advantage of the chance to travel to Suriname. But he also embraces opportunities to learn new things, and the mission to Suriname has been all he had hoped for.

"I'm getting a little better each day at delivering the message about safety," said Scott. "Communicating is the hardest part, but we are all learning what the EBS brothers will respond to. At the same time, we are learning a lot from the Surinamese linemen."

Scott echoed something all the SABI trainers have shared. Without a truck full of tools, or tool room to rely on, the resourcefulness from the EBS crews has been noticeable.

Line work is not the only topic Scott has been schooling others on this week. At the Miami Airport, Scott put on a Rubik's cube clinic for the other SABI trainers. 90 seconds has been the longest he has taken to perfect the cube. A patient man, Scott's prowess has yet to rub off on his fellow trainers.

October 30, 2015
DAY 4

Originally designed to improve worker safety, Brady Hansen's SABI project has also caught the attention of the Suriname utility's executives for another reason. Reliability is becoming a growing concern for EBS customers, who are referred to as "clients" in Suriname.

Rates are set to increase quite significantly in December. With the added cost to its clients, EBS recognizes expectations will also increase. Not unlike any American utility, EBS is searching for ways to match those expectations.

Workmanship has been a constant emphasis in the classroom session that every lineman is receiving before an additional day of field training. Engineers also sat in on the first day of training.

Other classroom topics designed to focus on reliability include conductor cleaning, connector installation and anchors and guying. Suriname gets plenty of wind and rain which can contribute to outages.

continued on next page

James Scott (right) chats with SABI founder Brady Hansen.

IBEW 1245 lineman Samson Wilson demonstrates rope rigging.

Nighttime restoration crew at work.

Group shot at the training center for EBS Power in Paramaribo, Suriname.

Suriname, *continued from previous page*

As an additional means to help EBS, three SABI trainers, including Carl Keehn and Ralph Kenyon from Local 1245, are spending Saturday out in the field with EBS crews. They hope the hands-on experience will provide them with opportunities to suggest new ways to improve safety and reliability.

IBEW 1245 lineman Samson Wilson teaches EBS linemen knot tying.

But there was some uncertainty Monday as rumors of a strike vote began to circulate. The EBS workers were promised a $1000 SRM one-time payment at the end of October. When they didn't receive the money in their paychecks, the EBS employees' union was poised to follow through with a strike. Over 150 people attended the union meeting to discuss the possible strike, and at the end the Ministry agreed to pay the workers this Friday. Even with the possibility of a strike looming, the EBS employees where committed to continue on with the SABI training.

The transmission training started this week, both in the classroom and in the field. SABI also kicked off the foreman's field training, and are continuing the level 1 field and classroom trainings as well. The linemen are getting their hands on gas-powered drills, chainsaws, and wood handle presses. The men are all eager to learn, and we have all built bonds with each other.

Train-the-trainer class.

Graduation ceremony.

November 3, 2015
DAY 8

The following reports and photos compiled by Ralph Kenyon

It's the beginning of a new week here in Suriname. SABI trainers Carl Keehn and Kurt Shriver worked with the EBS transmission crew over the weekend as they repaired a damaged conductor that was struck by a barge. Ralph Kenyon went out with a restoration crew during the night, and worked on several jobs that consisted of switching, cutout replacement, secondary wire down and a car hit pole. The principles and theories that were taught in the classroom were applied and reinforced in the field. The SABI trainers that worked with the crew over the weekend found the time invaluable.

Tool practice.

Union meeting to discuss possible strike.

November 6, 2015
DAY 11

One of the goals of this SABI trip was to pave the way for continued safety training even after the SABI trainers depart. On Thursday, a group of 12 Surinamese linemen were selected to go through the SABI train-the-trainer program. Brady Hansen, Joe Backer and Ralph Kenyon spent a long day providing them with the skills they need to teach their colleagues the safety skills they have only just learned themselves. The train-the-trainer program focused on presentation skills, using different media as instruction tools, and dealing with classroom dynamics. These 12 men have committed to being the safety leaders for the EBS company and to begin training their peers.

Friday afternoon was the SABI/EBS graduation for more than 200 EBS linemen here in Suriname. After two intensive weeks of training, the linemen gathered under a tent in the hot sun to celebrate their graduation. The emotions and excitement levels for all were running high. SABI co-founder Brady Hansen and EBS CTO Mr. Endoven delivered heartfelt speeches, and Mr. Endoven committed to do everything he can to support and encourage the changes needed to improve safety policies, including pushing for the funding of proper PPE and continued training for his linemen.

In the eyes of all, SABI is and has been a huge success in effecting safety changes here in Suriname. The trainers will travel approximately 5,000 miles back to their homes and families on the western coast of the United States over the weekend.

The SABI trainers head home.

We donated our time and anything that we could stuff into our luggage to help the linemen of Suriname, and we were blessed in ways we could never have imagined by the Surinamese people. We went down there to help, but we ended up receiving as much as we gave.

Prop. H Passes, Will Help Ensure Accountability in City's New Power Program

San Franciscans voted to pass Prop. H on November 4, taking a stand for real green energy and family-sustaining jobs, which is what residents expect and deserve from the City's new power program.

"San Francisco made the right choice in passing Prop. H, so that we are able to hold City leaders accountable when they enroll us in CleanPowerSF," said IBEW 1245 Business Representative Hunter Stern, a chief supporter of Prop. H. "Prop. H is all about transparency in the new City-run power program – so customers can make informed choices. That's why so many leaders and groups, from Mayor Lee and Board President Breed to the Sierra Club, came together to support this measure that ensures we won't be misled.

"Because of Prop. H, San Franciscans will know we are getting real green energy, not phony green 'credits.' We won't be tricked like the residents of Marin who are being sold dirty power from Shell Oil through their government-run power program."

For more information, visit Truth in Energy online at www.TruthInEnergySF.com, or join us on Facebook and Twitter.

Two Utility-Related Proposed Ballot Initiatives Enter Circulation

The California Secretary of State has announced that two proposed statewide ballot initiatives that pertain to utilities and energy have been cleared to begin collecting signatures.

One measure seeks to put new onerous restrictions on nuclear power plants, effectively shutting down the Diablo Canyon Power Plant. The other measure aims to establish a statewide public utility that would replace California's investor-owned utility companies, including PG&E, SoCal Edison and San Diego Gas & Electric. Both are sponsored by the same individual, Ben Davis, Jr., who has sponsored similar measures during past election cycles but did not succeed in collecting enough signatures to place them on the ballot.

The Attorney General's official title and summary for these measures can be found at https://oag.ca.gov/initiatives/active-measures. According to the Secretary of State, the proponent of the measures must collect the signatures of 365,880 registered voters (five percent of the total votes cast for Governor in the November 2014 general election) for each measure in order to qualify them for the November 2016 ballot. The proponent has 180 days to circulate petitions for the measure, meaning the signatures must be submitted to county elections officials by April 26, 2016.

I.B.E.W. • N.E.C.A.
J.A.T.C.
CALIFORNIA • NEVADA

CALIFORNIA – NEVADA Joint Apprentice Training Committee 9846 Limonite Avenue Riverside, CA 92509

Saturday Instructors needed!

California-Nevada JATC is currently seeking experienced qualified Journeyman Linemen for the position of INSTRUCTOR. We are looking for enthusiastic, energetic individuals interested in training and education of apprentices.

This is a part time position (Saturdays only) at our training center located in Sacramento, CA.

The successful selected candidate should meet the following criteria:

*Journeyman Lineman
*Prior experience teaching apprentices both on the job and in the classroom is preferred, but not required.
*Ability to make learning fun and interesting.
*Bring and maintain a positive attitude
*Have a strong desire to teach and nurture students
*Ability to clearly communicate verbally and written in a professional manner with colleagues, students, and staff.
*Basic knowledge and use of computers (Windows, Power Point, Word and Video files).
*Ability to climb poles and towers
*Ability to present new ideas and methods as well as support tried-and-true methods.

Please contact Armando Mendez @ 951-685-8658 x14 if interested.

California-Nevada JATC is an EEOC employer, women and minorities are encouraged to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

Knowledge of Power is Powerful Knowledge

area code 951
P: 685-VOLT (8658)
F: 685-WIRE (9473)
www.calnevjatc.org

Chris Habecker Memorial Kitchen dedication ceremony.

Advisory Council Dedicates Kitchen at Weakley Hall in Memory of Late Recording Secretary Chris Habecker

To memorialize and honor IBEW 1245's late Recording Secretary Chris Habecker, the union's Executive Board and Advisory Council dedicated the newly remodeled kitchen at Weakley Hall in Habecker's name.

"Chris did everything: from Unit Chair, to Advisory Council, to Executive Board Recording Secretary. She also took care of the general staff, business reps and organizers. We'll never have someone else like her," said Business Manager Tom Dalzell during the dedication ceremony, which took place during the October Advisory Council meeting. "This kitchen was her vision for the members. Every time we come in here we feel her presence… She was the soul of all that we are."

During the dedication ceremony, many of Habecker's closest colleagues and friends spoke about her warm personality, powerful work ethic and die-hard commitment to the union.

President Art Freitas presented Chris' husband with a commemorative plaque.

"Chris enjoyed giving to other people, and that is what she did all the time," said former Assistant Business Manager Dorothy Fortier.

"Chris was one of a kind," said Mike Grill, Habecker's friend as well as her business representative. "Quite the lady and quite the tiger at the same time who enjoyed respect from a lot of people."

At the conclusion of the ceremony, Local 1245 President Art Freitas presented a plaque to Habecker's husband, John, which read: "For many years Chris gave us her smile, her hard work, her devotion to 1245. She was replete with principle and filled with honor."

Learn more about the life and legacy of Chris Habecker at ibew1245.com/2015/07/01/chris-habecker-one-of-ibew-1245s-brightest-lights/

Richmond Unit Honors 50-Year Member Keith Sondersen at Advisory Council

A dozen Local 1245 members from the Richmond unit attended the Advisory Council meeting on Oct. 24 to honor their colleague and long-time member Garland "Keith" Sondersen.

When Sondersen started with PG&E in 1963, he was earning just $104 per week. He was initiated into the IBEW in 1966. Now, almost 50 years later, he is still hard at work as an electric crew foreman.

His dedication, expertise and work ethic have made a lasting impact on countless members over the years, prompting Advisory Council member Cloudell Douglas to make a unit motion to formally recognize Sondersen's years of service at the recent Advisory Council meeting.

"When I say Keith is a working electric crew foreman, I mean he is working. He's not just sitting around. He's up in the air, rubber-gloving all the time," Douglas told the Advisory Council, noting that Sondersen's decades of experience have made him nearly flawless at his craft. "Watching him work… there are never any extra moves. Everything is seamless."

"It's a privilege to be able to work with you," Douglas told Sondersen as the entire Advisory Council looked on. "These guys up here are privileged to work with you as well. And the company is blessed to have you still here."

Advisory Council member Cloudell Douglas (right) thanks Keith Sondersen for his years of service.

Advisory Council Celebrates TID Team Victory at 2015 International Lineman's Rodeo

The IBEW 1245-sponsored team from Turlock Irrigation District came in first place in the Municipal Division at this year's International Lineman's Rodeo, and placed 4th overall out of the 229 teams that competed this year.

At the October Advisory Council meeting, Business Manager Tom Dalzell congratulated TID team members Josh Klikna, Dustin Krieger and Raphael Battig (who was unable to attend the meeting) on their victory, noting that the TID team is the latest in a string of Lineman's Rodeo champs to come out of Local 1245.

"These guys told me the secret to their success – it's don't practice," said Dalzell with a smile.

The TID team has decided to house their trophies at Weakley Hall, and credits the union for their success. IBEW 1245 sponsored their trip to this year's rodeo.

"It means a lot for us to see these trophies displayed down here [at the union hall]," said TID rodeo team member Josh Klikna. "If it wasn't for 1245, these wouldn't be up here. We wouldn't be up here."

For photos and highlights from the Rodeo go to: **ibew1245.com/2015/10/20/going-to-kansas-city-highlights-and-photos-from-the-2015-international-linemans-rodeo/.**

TID Advisory Council representative Craig Tatum (center) joins Rodeo champs Josh Klikna and Dustin Krieger as they show off their trophies.

New Advisory Council Members Sworn In

Four new Advisory Council members were sworn in by President Art Freitas at the quarterly meeting at Weakley Hall on Oct. 24. Sean Stevens is the new Advisory Council member representing SMUD, Kelly Gibbs represents PG&E Clerical At-Large, Central Area, Luke Bogart has taken the General Construction At-Large (3) seat and Michael Hunt has assumed the Materials seat.

President Freitas swearing in Michael Hunt.

New Advisory Council members, from left, Luke Bogart, Sean Stevens and Kelly Gibbs being sworn in by President Art Freitas.

IBEW Local 57 Business Manager Thanks Local 1245 for Support on Utility Coordinating Council

IBEW Local 57 Business Manager Brent Donohue travelled from Utah to express his thanks to IBEW Local 1245 at the union's October Advisory Council meeting at Weakley Hall.

Local 57 represents approximately 2,400 outside construction, utility and telephone workers in Utah, as well as parts of Wyoming and Idaho. Local 1245 and Local 57 work together on the Utility Coordinating Council #7, along with six other locals that represent workers at Berkshire Hathaway-owned utilities.

"IBEW 1245 has made a huge difference in the Utility Coordinating Council #7. The successes that we have had wouldn't have taken place if it wasn't for your Executive Board, Tom, and his staff and the leadership that they have provided," Donohue told the Advisory Council. "So I just want to say thanks a lot to 1245. Because of the Council coming together, we're at a different place than we were before it was formed."

The Coordinating Council was formed to make common cause among unions dealing with Berkshire Hathaway, which took over NV Energy in recent years. In response, the company's hard-nosed attitude toward its unions appears to have softened and its CEO has made positive steps toward improving relations.

IBEW 57 Business Manager Brent Donohue thanked Local 1245 for its support on Utility Coordinating Council #7.

Issues with Lineco Coverage Persist

We have had Lineco coverage for all Line Clearance Tree Trimmers since the start of 2013. Lineco provides very good benefits such as medical coverage, disability benefits, life insurance and coverage while on worker's compensation, disability and FMLA. For some of our members, this is the first time they have ever had a health insurance plan.

We have run into issues with members related to enrollment, payment of medical bills, understanding what is covered, deductibles and out-of-pocket expenses, but over time they are getting more accustomed to the plan. Some of these issues may be attributed to language barriers, as we have members who speak a variety of languages and dialects as a first language, include Spanish, Cambodian, Portuguese, Samoan and Vietnamese.

Another issue we've encountered is acquisition of dependent coverage. Lineco provides coverage for wives and dependents, but participants must provide birth and marriage certificates to be eligible. We have a number of members who are war refugees who left their homes in great haste with only the clothes on their backs, and as a result, they do not have these certificates. Additionally, the marriage customs and documentation in some of their native countries is different than it is the United States, making it difficult for some to enroll their wives and families.

Other issues can be traced back to employers. When an employee has a problem, the company frequently tells their employee to call the union, when a call to Lineco might be more appropriate. We have been able to help some but there are several instances where only Lineco can grant coverage or pay a bill.

Finally, when our members do call Lineco, they frequently have to spend 20-30 minutes on hold, which they do not have the patience to do. If they do manage to stay on the line until they reach a live person, they are usually mad for waiting so long and are unable to ask the questions they need to ask. We continue to work on these issues, although at times it feels like slow going.

Work outlook is strong, and all contractors system-wide are currently hiring. Some contactors are offering bonuses to current employees for referring new hires to their company. Overtime is also being offered to all employees as well. The hiring is taking place on PG&E, SMUD, and Nevada properties.

Davey Tree has hired new employees both in Los Padres and Central Coast to help out on all the work they have in hand. Everybody is working a lot of overtime and on CEMA projects. In the Diablo area, vacation issues continue to be the topic of discussion at unit meetings. We are waiting for a response from the company regarding these issues.

Mario Tree Service is helping Utility Tree in the Sonora District, also on CEMA and Reliability projects. They are working 6/10 hour days and putting in lots of overtime.

Osmose Pole Test & Treat is busy working in the Yosemite and Stockton regions, and are moving into the Yuba City area.

Synergy Tree is working in the San Jose Division helping Utility Tree on CEMA and Reliability projects. They are working 6/10 hour days putting in lots of overtime due to lots of work.

Trees Inc. members are working 6/10 hour days, also on CEMA projects in Mariposa (helping Utility Tree) and Kings Canyon. Crews are complaining about how hard and dangerous the work is and of being tired and scared of getting hurt or killed. Crews are still working in Pine Grove and surrounding areas on the Butte Fire. PG&E still has out-of-town crews working to clear trees from the fire damage. Mountain Enterprise is also there assisting with removing trees as well. We expect this work to continue for some time. We have been getting complaints from transmission crews in San Joaquin Division related to issues with local management and the handling of its operations. Crews have asked to transfer to Distribution. The Company is honoring our request to move. This should help ease the complaints for a while.

Utility Tree Service crews in Yolo and Solano counties are preparing to move to Chico to help out in North Valley for several weeks. All crews from Davis will participate in the temporary move. All the crews from Oakhurst have been sent to Lake County to work on CEMA projects for three weeks. The crews from Bakersfield have also been sent to Lake County for three weeks, except for one crew left behind. Our members are not happy and are tired as they are working 6/12 hour days, and on Sundays they are working eight hours to get work done so they can return home to their families.

Wright Tree Service is trying to hire 10 new crews due to all the work that is being generated. They are currently working transmission and have called tree business representatives to help them find workers. We have personally helped them hire three people that were currently not working.

Continúan los problemas con la cobertura de Lineco

Hemos tenido cobertura de Lineco para todos los podadores de árboles para el despeje de líneas desde principios de 2013. Lineco ofrece muy buenos beneficios, tales como cobertura médica, beneficios por incapacidad, seguro de vida y cobertura durante la indemnización por accidentes laborales, la discapacidad del trabajador y la ausencia del trabajo por motivos médicos o familiares (FMLA por sus siglas en inglés). Esta es la primera vez que algunos de nuestros miembros han tenido un plan de seguro de salud.

Hemos tenido problemas con los miembros relacionados con la inscripción, el pago de las facturas médicas, la comprensión de lo que está cubierto por el plan, los deducibles y los desembolsos máximos que debe hacer en efectivo el beneficiario, pero con el tiempo nos hemos ido acostumbrando al plan. Algunos de estos problemas pueden ser atribuidos a las barreras del idioma, ya que tenemos miembros que hablan una variedad de idiomas y dialectos como idioma materno, incluido el español, el camboyano, el portugués, el samoano y el vietnamita.

Otro problema que hemos encontrado es la adquisición de la cobertura para los dependientes. Lineco ofrece cobertura para las esposas y los dependientes, pero los participantes deben suministrar los certificados de nacimiento y de matrimonio para ser elegibles. Tenemos una cantidad de miembros que son refugiados de guerra que salieron de sus hogares a toda prisa con solo la ropa que llevaban puesta, y como resultado de ello, no tienen dichos certificados. Además, las costumbres matrimoniales y la documentación en algunos de sus países de origen son distintas a las de los Estados Unidos, por lo que resulta difícil para algunos inscribir a sus esposas y familias en el plan.

Otros problemas se pueden atribuir a los empleadores. Cuando un empleado tiene un problema, la compañía frecuentemente le dice a su empleado que llame al sindicato, cuando una llamada a Lineco podría ser más apropiada. Hemos podido ayudar a algunos, pero hay varios casos en los que solo Lineco puede conceder la cobertura o pagar una factura.

Por último, cuando nuestros miembros llaman a Lineco, frecuentemente tienen que pasar 20-30 minutos en espera, y no tienen la paciencia para hacerlo. Si se las arreglan para permanecer en la línea hasta que logran hablar con una persona, están enojados por haber estado en espera tanto tiempo y no son capaces de hacer las preguntas que necesitan hacer. Seguimos trabajando en estos temas, aunque a veces parezca que es un proceso lento.

Las perspectivas de trabajo son firmes, y actualmente todos los contratistas a lo largo de todo el sistema están empleando trabajadores. Algunos contratistas están ofreciendo bonificaciones a los empleados actuales por referir nuevos empleados a su empresa. También están ofreciendo horas extras a todos los empleados. La contratación se está llevando a cabo en las propiedades de PG&E, SMUD, y Nevada.

Davey Tree ha contratado nuevos empleados, tanto en Los Padres y en Central Coast para ayudar con todo el trabajo que tienen por delante. Todo el mundo está trabajando muchas horas extras y en proyectos CEMA. En el área de Diablo, los problemas con las vacaciones siguen siendo el tema de discusión en las reuniones del sindicato. Estamos a la espera de una respuesta de la empresa sobre estos asuntos.

Mario Tree Service está ayudando a Utility Tree en el distrito de Sonora, y también en proyectos de CEMA y de confiabilidad. Están trabajando 6/10 horas al día y muchas horas extras.

Osmose Polo Test & Treat está ocupado trabajando en las regiones de Yosemite y Stockton, y se están moviendo a la zona de Yuba City.

Synergy Tree está trabajando en la división San José ayudando a Utility Tree en proyectos CEMA y de confiabilidad. Están trabajando 6/10 horas al día y muchas horas extras debido a la gran cantidad de trabajo.

Los miembros de **Trees Inc.** están trabajando 6/10 horas al día, también en proyectos CEMA en Mariposa (ayudando a Utility Tree) y en Kings Canyon. Las cuadrillas se quejan de lo difícil y peligroso que es el trabajo y de estar cansados y preocupados por la posibilidad de sufrir una lesión o tener un accidente fatal. Las cuadrillas siguen trabajando en Pine Grove y en los alrededores de Butte Fire. PG&E tiene todavía cuadrillas fuera de la ciudad para el despeje de árboles dañados por el incendio. Mountain Enterprise también está allí ayudando con la remoción de los árboles. Esperamos que este trabajo continúe durante algún tiempo. Hemos estado recibiendo quejas de las cuadrillas de transmisión en la división de San Joaquín relacionados con problemas con la gerencia local y el manejo de sus operaciones. Las cuadrillas han solicitado ser transferidas a la sección de Distribución. La Compañía está honrando nuestra solicitud de traslado. Esto debería ayudar a aliviar las quejas por un tiempo.

Las cuadrillas de **Utility Tree Service** en los condados de Yolo y Solano se están preparando para trasladarse a Chico para ayudar en North Valley durante varias semanas. Todas las cuadrillas de Davis participarán en el traslado temporal. Todas las cuadrillas de Oakhurst se han enviado a Lake County para trabajar en proyectos CEMA durante tres semanas. Las cuadrillas de Bakersfield también han sido enviadas a Lake County durante tres semanas, excepto por una cuadrilla que se quedó en Bakersfield. Nuestros miembros no están contentos y están cansados ya que están trabajando 6/12 horas al día, y los domingos están trabajando ocho horas para completar su trabajo para que puedan regresar a casa con sus familias.

Wright Tree Service está tratando de contratar a 10 nuevas cuadrillas debido a todo el trabajo que se está generando. Actualmente están trabajando en transmisión y han llamado a los representantes de negocios de los podadores de árboles para ayudarles a encontrar trabajadores. Personalmente hemos ayudado a contratar a tres personas que en la actualidad no estaban trabajando.

Hold the Pull Chairman Casey Kelly (left) and Peer Safety Coordinator John Kent told the Advisory Council about their trip to Alaska.

IBEW 1245's Ground-Breaking Peer Safety Program Spreads to Alaska

In recent years, several other IBEW locals have begun emulating IBEW Local 1245's innovative and effective Hold the Pull, Keep the Clearance and Control the Pressure peer safety programs. Members of these peer safety committees have travelled to Arizona, Oregon and Washington to hold presentations and provide guidance. Most recently, Local 1547 in Alaska invited Peer Safety Coordinator John Kent and Hold the Pull committee chair Casey Kelly to do the same for their local.

Kelly talked about the trip to Alaska at the recent Advisory Council meeting, and explained how Local 1547 was inspired to start their own peer safety program modeled after Local 1245's, but had a hard time getting it off the ground.

"After he came to one of our safety summits, [Julius Matthews from Local 1547] went back and got his own program going, but he was kind of struggling, like we did in the first couple years of our program," Kelly told the Advisory Council. "So he asked us to come up there… we went to five utilities in six days, and spoke with a couple hundred linemen. Hopefully it will help. We're just trying to pass that message along, and get people to stay alive."

"The peer safety program … is the gospel of Henry Miller, founder of the IBEW," said Business Manager Tom Dalzell. "[The union] wasn't founded because of wages, and it wasn't about benefits because there were no benefits in the 1800's. It was about safety. This is the mission of our founder, and now our word is being heard."

New OSHA Rule Aims to Protect Workers in Confined Spaces

At the recent National Safety Council's Labor Division Caucus, the subject of confined spaces was discussed in the Occupational & Environmental Health Committee. OSHA has recently enacted new standards to protect construction workers at the same level that is currently required in general industry.

Why the ruling? Work in confined spaces is dangerous. Workers can all too easily be sickened by toxic fumes, scorched by flammable vapors and a stray spark, or simply overcome by a lack of oxygen. U.S. Labor Secretary Thomas Perez estimates this new OSHA ruling will save some 780 construction workers from suffering serious injury every year.

Like their counterparts elsewhere, construction employers will have to provide adequate air monitoring and a sufficient escape and rescue plan before sending an employee into such an environment.

Some of the guidelines for preventing injuries when entering a confined space are:

- Treat all confined spaces as hazardous.
- Don't enter a space until the air has been tested for oxygen, flammable vapors and toxic chemicals.
- Ensure that structures are safe from collapse prior to entering confined spaces.
- Use personal protective equipment that is appropriate for the hazards.
- Make sure a safe and dependable method of communication is available between the person entering the space and the work partner.
- Exit the space immediately if an unsafe condition develops.
- Provide for rescue, and practice realistic drills.

Dan Boschee is the Chairman of the Communications and Maritime Safety Committee for the national Safety Council Labor Division, and a member of the IBEW 1245 Health & Safety Committee.

Union Plus—*helping union families get ahead.*

College Prep

Union Plus College Test Preparation discounts help union families save 15% to 60%* on college readiness courses from The Princeton Review.

- Maximize SAT®, ACT®, GRE®, GMAT®, LSAT® and MCAT® scores.
- Learn in classroom, online or by private tutor.
- Courses to help understand the financial aid and college admissions processes.
- Guaranteed** results with proven score-raising strategies.

The Princeton Review

* This offer may not be combined with any other offer and cannot be used by previously enrolled students.

** Visit PrincetonReview.com/Guarantee for details.

Test names are the trademarks of their respective owners, who are not affliated with The Princeton Review or Union Plus. The Princeton Review is not affliated with Princeton University.

Union Plus®

To enroll or learn more call1-888-243-7737 or visit

UnionPlus.org/CollegePrep

PG&E Crew Receives IBEW Life-Saving Award for Rescuing a Choking Baby

When a PG&E General Construction crew saved a choking baby's life earlier this year, the story quickly spread across the country, and the crew became infamous.

The crew was comprised of IBEW 1245 members Facundo Ronquillo, Kjol Turner, Art Mayfield, Noah Studebaker and Mark Hockenberger, along with IFPTE-ESC member Kurt Kidwell and supervisor Dustin James. The IBEW International Office recently bestowed the prestigious Life-Saving Award upon the crew, and at the October Advisory Council meeting, Business Manager Tom Dalzell presented the award to Kurt Kidwell, who accepted it on behalf of the crew.

"This award celebrates a crew that used a skill that we all learn but hope we never have to use," said Dalzell.

Read the full story at https://ibew1245.com/2015/02/11/this-is-what-were-trained-to-do-gc-line-crew-saves-baby-from-choking/

Kurt Kidwell accepted the Life-Saving Award on behalf of the PG&E crew that rescued a choking baby earlier this year.

Local 1245 Rank-and-File Negotiators Learn the Art and Science of Bargaining

Photos by John Storey

More than 100 members of IBEW 1245, representing 62 different negotiating committees, came together at Weakley Hall on Nov. 4, 2015 for IBEW 1245's biennial Negotiator Training Seminar. The training is specifically designed to help public-sector and private-sector negotiating committee members achieve the best results possible at the bargaining table.

The day-long training kicked off with a detailed overview on the role of the bargaining committee member, including responsibilities before, during and after a table agreement is reached.

"Every member isn't always going to like or appreciate everything that happens during bargaining. That's just the nature of the process," said Local 1245 Senior Assistant Business Manager Dennis Seyfer at the beginning of the seminar. "But our job [as negotiators] is to think of what's best for the membership at large, build the best product that we can at the table, take it out to our members and educate them on it."

Business Rep Randy Osborn pointed out that bargaining is, by definition, all about give and take.

"If you show up to the table and say, 'We aren't going to take any concessions,' … well guess what? That whole list of stuff that we want, those are concessions for the employer," Osborn pointed out. "So if we come with that sort of attitude, then you better believe the employer isn't going to want to give us anything we're asking for."

Assistant Business Manager Ray Thomas provided an extensive tutorial on best practices for getting to a table agreement, and underscored the importance of keeping a level head throughout the process.

"If you lose it and go overboard, bargaining will almost always be less productive," Thomas told the room full of negotiators. "Emotions, name-calling, finger-pointing… it doesn't work. You can't control what [the employer] is going to do, but you can control your reaction. We're better off when we stay composed."

That message rang true with seasoned negotiator Jaime Tinoco, an electric crew foreman with the City of Lompoc. He experienced the negotiations process as a non-union member for 25 years, and has seen a notable and beneficial change in the tone and effectiveness of bargaining ever since the Lompoc workers joined Local 1245 and secured their first union contract three years ago.

"[Bargaining as a Local 1245 member] has been really different," said Tinoco, noting that IBEW's focus on respectful behavior during negotiations cannot be overstated. "Before the union, we had a pretty bad relationship [with the employer], and everything was very negative. But our last two negotiations have been more polite, and the last round was the best negotiation that we've ever had with the City. Very cordial, very productive. It was like night and day."

Like Tinoco, Todd Davis also helped to negotiate the first union contract for his workgroup. Davis, who works at Sunoptics as a group lead (a position he helped to establish in the contract and probably wouldn't have if it wasn't for the union), said negotiating from the union side of the table has been enlightening.

"Acuity — our parent company — is a Fortune 500 company, and I always wanted to see what the thought process of the corporate management was," said Davis. "Being on the negotiating committee gave me the opportunity to understand what their thought process was on the highest level. So it's been a great experience for me personally."

"Seeing the company and the IBEW negotiate, it seemed from my vantage point, that it went pretty smoothly, and I think that had to do with Ray Thomas' experience," said Davis.

Thomas, a seasoned negotiator who has served on dozens of bargaining teams, lead the majority of the day-long

Jaime Tinoco (right) and Michael Patterson

Dennis Seyfer

Randy Osborn

Ray Thomas

training, sharing anecdotes, lessons learned and best practices he's adopted over the years. He provided the rank-and-file negotiators with a detailed roadmap to a successful outcome, drawing from a variety of resources in addition to his own experience.

He also shared a few quotes from negotiations expert Chester Karrass, including this one:

"A winner in negotiation is one who understands what his or her objectives are and takes the time to achieve what is possible through the bargaining process. In addition, a winner strives to leave the other party as satisfied as possible with the outcome. Winners do this by the way they conduct themselves in negotiation and by the way they jointly search for a better deal for both sides."

Todd Davis

The training also included an overview of the upcoming Supreme Court case, Friedrichs vs. CTA, which has the potential to dismantle the union's ability to bargain strong agreements and could have a serious impact on the nationwide Labor Movement as a whole. The day concluded with a presentation on the union's peer safety program, since safety has always been a pivotal bargaining issue for IBEW members ever since the union's inception over 100 years ago.

Members Approve New Agreement at NCPA

On Dec. 1, 2015 the IBEW local 1245 members at Northern California Power Agency (NCPA) overwhelmingly approved a new agreement. The final vote tally was 43-4.

The negotiating team, comprised of NCPA members Clay Ames, Hershel Allen, Charles Beck and Brad Rusk, along with IBEW 1245 Assistant Business Manager Ray Thomas and Business Representative JV Macor, reached a tentative table agreement (TA) with the Agency on Oct. 27, 2015.

"The negotiating team worked very hard to get this TA for the membership and recommended a yes vote," said Local 1245 Business Representative JV Macor.

The agreement includes general wage increases of 3.75% in 2016, 3.5% in 2017 and 3.25% in 2018, enhancements to boots and prescription eyewear, prearranged overtime language and vacation accrual, as well as a plan to revise and simplify the 1840/2080 labor balancing system for shift employees.

The ballot boxes were dropped off at the Geothermal Facilities (GEO) on Nov. 18 and at the Lodi Energy Center (LEC) on Nov. 19. Educational meetings took place at both worksites to ensure the members understood the agreement prior to casting their votes. The ballot boxes were collected on Dec. 1 and counted at the Lodi Energy Center.

"We would like to thank all our members for participating in the process, and a special thanks to our balloting committee: Judge Don Green (GEO), Teller Dylan Turner (LEC) and Witness Rick Pepiot (LEC)," said Macor.

New Agreement Approved at City of Willits

After many months of difficult and sometimes frustrating negotiations that led to an impasse and mediation, the IBEW 1245 negotiating team at the City of Willits — consisting of members Perry "Bud" Fritz and Jerry Campbell (who retired during the early stages of negotiations), along with IBEW 1245 Senior Assistant Business Manager Dennis Seyfer and Business Representative JV Macor — finally reached a Table Agreement with the City on Dec. 1.

The members at the City of Willits voted unanimously to ratify the agreement of Dec. 3. The vote count was 5-0 (three members were present, and two cast proxy ballots).

A full copy of the agreement can be found at http://ibew1245.com/wp-content/uploads/2015/12/Willits-Tent-Table-Agreement-11-24-2015.pdf. Major points include:

- A three-year term with a 2.5% GWI in years one and three.
- In year two, there will be a $1000.00 bonus paid out to all bargaining unit members along with a commitment by both parties to design and effectuate job descriptions for Public Works Maintenance Worker Levels I, II, and III from the single classification it is today. These three new levels will contain five steps each in 5% increases with each higher schedule at a 5% minimum over the lower equivalent step schedule.
- The City will utilize a high-deductible plan offered by its insurance provider REMIF as the maximum contribution cap for all of its plans to avoid potential Excise Tax issues, and will also fund a Health Savings Account for members designed to cover the deductible for single and family participants. The Union was able to negotiate funding of the HSA three months earlier than originally proposed on an annual basis.

–JV Macor, IBEW 1245 Business Rep

Members Approve New Agreement at Truckee-Donner PUD

The IBEW 1245 members at Truckee-Donner Public Utility District have reached an agreement for a new four-year MOU which will be in effect Jan. 1, 2016 through Dec. 31, 2019. This agreement has been ratified by the members and accepted by the Board of Directors.

The MOU includes general wage increases of 5% in 2016, 3% in 2017, 3% in 2018 and 3% in 2019. Under the new agreement, comp time will be increased from 48 hours per year to 64 hours. Rest period language has been improved, and members will get an additional two days of bereavement leave (increased from three days to five). Additionally, the boot allowance will be increased from $425 to $525 per year, and the tool allowance will go up from $700 per year to $1000 (for mechanics). The 2% per year deduction from PRM for employees retiring before age 60 has been removed. The Engineering Intern and Summer Hires have been added to the bargaining unit, and the IT/GIS Analyst has been removed from the unit.

–Randy Osborn, IBEW 1256 Business Rep

SMUD Crew Fixes Faulty Line Switch

When a troubleshooter discovered that a 21kv main line switch in downtown Sacramento wasn't closing correctly, a line crew from the Sacramento Municipal Utility District was called in to maintenance the switch and get it operating correctly. The crew consisted of linemen Rorry Malia, Justin Bates, and Paul Duncan, pre-apprentice Leif Boyd and foreman Lucas Raley.

"They found that the operating rod up at the bell crank was either loose, or it wasn't installed correctly," explained line crew foreman Lucas Raley. "So they were able to adjust that, and then minor adjustments at the handle were able to get a full close in order to engage the arc snuffers, at the load break portion of the switch. And now it's fully operational."

SMUD foreman Lucas Raley, left, and pre-apprentice Leif Boyd work on the ground.

SMUD foreman Lucas Raley holds a tailboard before fixing a line switch.

SMUD linemen Paul Duncan, (in bucket on the left), and Justin Bates, (in bucket) and Rorry Malia, (on pole) fix a line switch.

Photos by John Storey

Left to right: Perry Malia, Justin Bates, Leif Boyd, Paul Duncan, and Lucas Raley.

SMUD linemen Paul Duncan, left, and Justin Bates fix a line switch.

SMUD Lineman Rorry Malia on the pole.

Units lend a helping hand

All of the following unit donations to various charitable organizations from June through August 2015 were approved by the IBEW 1245 Executive Board.

Unit #1217, Templeton, donated $250 to the Mighty Oaks Warrior Program.

Unit #1313, Topock/Needles, donated $500 to the Hospice of Havasu.

Unit #2211, City of Oakland, donated $500 to the Brookfield Elementary School to purchase sports equipment.

Unit #2318, Richmond, donated $500 to the AYSO soccer team in Concord.

Unit #3512, City of Roseville, donated $250 to the Oakmont High School Girls Volleyball team.

Unit #1511, San Jose, donated $500 to Next Door Solutions to Domestic Violence.

Unit #3317, Winnemucca, donated $500 to the Boy Scouts of America Troops 0021, 0223, 0221 and 0321.

Unit #3811, Sacramento, donated $250 to the Wildlife Care Association.

Unit #3811, Sacramento, donated $250 to the Mustard Seed School.

Carson City Retirees Club donated $250 in matching funds and second allotment of $500 to the victims of the Butte Fire.

Unit #1110, Fresno Clerical, donated $250 to Lincoln Elementary School in West Fresno to purchase gloves and scarves for the 6th grades class' first camping trip in December.

Unit #1110, Fresno Clerical, donated $250 to Gangland Redemption, a non-profit organization whose mission is gang prevention and intervention.

Unit #1213, King City, donated $250 to the King City Softball program.

Unit #1213, King City, donated $250 to the Somoco Youth Football program.

Unit #1215, San Luis Obispo/Pismo Beach, donated $500 to the Ride-On/Vets Express program.

Unit #1216, Santa Maria, donated $500 to the Boy Scouts Troop 450 in Nipomo, CA.

Unit #2509, Stockton Clerical, donated $350 to the Captivating Ladies Acquiring Successful Standards Yearly (CLASSY) awards ceremony in Sacramento.

Unit #2511, Stockton, donated $175 for the San Joaquin Hospice Tree of Life events.

Unit #2511, Stockton, donated $175 to Saint Mary's Dining Hall.

Unit #3011, Sacramento Regional Transit, donated $250 to the First Baptist Church of Stockton, to assist with their Breakfast Club program which feeds the homeless on Saturdays.

Unit #3011, Sacramento Regional Transit, donated $250 to Saint Mary's House of Sacramento, to assist with their program which feeds homeless on Saturdays.

Unit #3512, City of Roseville, donated $250 to Bayside Military Outreach for military care packages.

Unit #3717, Fort Bragg, donated $250 to the Redwood Coast Senior Center.

Unit #3801, Sacramento Clerical, donated $250 to the Moral Values Program.

Unit #3801, Sacramento Clerical, donated $250 to the Sacramento APALA Chapter.

Unit #4012, Susanville, donated $500 to the Bayside Military Outreach program for military care packages.

Unit #4012, Susanville, donated $250 to the Lassen County Veteran's Food Locker.

Unit #4015, Burney, donated $500 to the Friends of the Intermountain Libraries, Inc. to support the construction of a new building for the Burney branch of the Shasta Library.

Unit #4017, City of Gridley, donated $500 to the Gridley Recreation Programs to help support their holiday event and afterschool programs.

Unit #4714, Placerville/Davey Tree, donated $500 to the Indian Rock Tree Farm which boxes live freshly cut Christmas trees and ships them to troops stationed overseas.

The Reno/Sparks Retirees Club donated $250 to each of the following four organizations: Veteran's Guest House, Washoe County Senior Services/Meals on Wheels, Northern NV Children's Cancer Foundation and Ronald McDonald House.

The Yerington Retirees Club donated $250 to the Yerington Community Christmas Dinner.

The Templeton Unit #1217 donated $250 to the Cerro Alto 4-H Goat program earlier this year. The 4-H club sent the union this photo as a thank-you.

City of Oakland Unit Presents Donation to Brookfield Elementary

IBEW 1245 members from Unit #2211, City of Oakland, presented a check for $500 from the union's Community Fund, plus an additional $100 in cash, to Brookfield Elementary School in Oakland on Oct. 30, 2015. The donation will be used for school supplies and sports equipment. Pictured from left to right: Electrician Mario Mcglothen, IBEW 1245 Business Rep Al Fortier, Electrician Tyrone Rowe, School Principal Marie Roberts, Electrician and Shop Steward Michael Patterson, and Electrician helper Paul Lonestar. Not pictured: Electricians Byron Thomas and Joe Lawrence.

Brookfield Elementary Principal Marie Roberts accepts the community fund donation.

Local 1245's "Boots for Vets" Collection Supports Humboldt Veterans in Need

By Eileen Purcell, IBEW 1245 Staff Organizer

IBEW 1245 member and army veteran Erick Varela delivered 56 pairs of men's and women's boots at this year's annual North Coast "Stand Down" event benefitting veterans in need.

"All of the boots we provided found homes with the veterans, including the female dress boots. Hopefully they will help these vets as they prepare and dress up for job interviews," Varela said.

Over 400 veterans from across Humboldt County participated in the "Stand Down" (a military term that means "respite from battle") at the county fairgrounds over two days in early October. Veterans comprise nearly 25% of Humboldt County population, and so the community decided to launch the annual fair in 2005 with the objective of providing essential services — including dental care, clothing, medical services, veterinary attention for pets, and job assistance — to needy vets who are struggling to transition back to civilian life.

The mission of the "Stand Down" is quite similar to the mission of the IBEW 1245 Veterans Group, which is what inspired Varela, a member of the group, to support the annual event in a unique way. He kicked off the union's "Boots for Veterans" collection in early September, and over the course of the month, several IBEW 1245 co-workers, staff and members pitched in by donating pairs of new and gently used boots.

IBEW 1245 Member & Veterans' Group Member Erick Varela delivers boots to Bev Olson and Anne Poole, co-coordinators of the clothing drive for this year's North Coast Stand Down.

The "Boots for Vets" drive is just one of several charitable endeavors that members of the union's Veterans' Group have undertaken since the group came together in 2013. To learn more, visit www.ibew1245vets.com.

IBEW 1245 members at NV Energy

NV Energy Apprentice Brian Cooper, left, goes over their job with Foreman Paul Grunenwald, middle, and Jeff DeWeese.

NV Energy lineman Jeff DeWeese, left, and apprentice Brian Cooper disconnect power.

NV Energy Crew Replaces Leaking Transformer in Sparks

Photos by John Storey

The leaking transformer is lifted away.

NV Energy Apprentice Brian Cooper prepares a new transformer for installation.

NV Energy linemen Jeff DeWeese, left, and Mike Gill unload a new transformer.

All transformers contain mineral oil, which works to keep the device insulated and prevents overheating. But sometimes, the oil will leak out of the transformer, and that generally means it's time to replace it.

In mid-October, a four-man crew from NV Energy, comprised of Foreman Paul Grunenwald, Apprentice Brian Cooper and Linemen Mike Gill and Jeff DeWeese, was called in to replace a leaky transformer on Monte Verde St. in Sparks, NV.

After an initial discussion about the task at hand, the crew started off by making a loop and breaking the loop. Then they de-energized the old transformer and declared it out of service. The next step involved unloading and setting up the new replacement transformer, and then they switched everything back to normal and heated up the new transformer. Finally, they cleaned up the leaked oil, loaded up the old transformer and hauled it away.

The leaky transformer is hauled away.

Left to right: Foreman Paul Grunenwald; Apprentice Brian Cooper; Linemen Mike Gill and Jeff DeWeese.

The Token Bearers

By Mike Cottrell

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

Chapter 19

Damn sub-station job, Black Rock 1960. Two old and broken Linemen!

Pep was up again moving, but slow and the crushed feet cursed him with every step he took. He cleared the books and made a few jobs but couldn't get it back. The feet killed him as soon as he strapped on the climbers to go up and he knew he may never get to soar over the ground help again in smooth fluid motion. He was going to miss the money most but he would keep trying anyway and maybe it would come with time.

"Once a lineman, twice a grunt" was his thought as he sat there at Herb's joint in Fresno drinking and waiting for some of the hands he was sure would stop by as always after work to maybe cheer him on. Someone would surely come by he thought but by ten o'clock and it not being Friday night he said good night, went back to his trailer, and slept it off. At nine o'clock in the morning, he sat at the table rubbing his bloodshot eyes and soaking his throbbing feet. Drinking coffee and hoping the dispatcher would call. He had rode to the top again and was needing a job and for the first time in his life was wondering if he could cut one if he had it. When it rang sure enough, it was work and at Black Rock, a substation was being erected. He took the call for Monday morning and went about hooking up the trailer and kicking the blocks to head up Trimmer Springs road to get in a park closer to the job. Reduced to sub stations he was telling himself when he meandered into Local 100 to pick up his referral. He wanted to keep a low profile and hoped he would not be confronted by brothers wanting to hear where he would be going. He would just slip in the side door and ease over to the dispatcher's office, grab the referral and make small talk as short as possible and return to his rig like the whipped crippled pup he was and disappear out into the distance away from all the vanity of his youth and the desires of his future to be a lowly earthling perching over a ground grid in the mountains doing the blasted cad welds in the mud one step above a narrowback wishing he could still climb and carry on with the big dogs of the trade. But it wasn't to be that easy. Out ahead of him at the desk was the great Mormon Meanderer Dick engaged with one of the girls at the counter and he watched with clever curiosity the Pep come crippling in on a side ways hobble to get the job papers and was immediately compelled to ask the nature of the call he was to take. The Mormon hollered down the hall at the blushing cripple where he was headed to work. Poor Pep about to lie for the sake of peer pressure and a haunting memory of the past at a point when the heart condition that turned Dick from a lineman back to a ground man had given Pep such great joy to inflict mental anguish and pain upon him while the old Mormon excused their hypocrisy and carried on his humbled wreckage at the craft once again from the ground. Pep was determined to ignore him completely and, as the young lady began a down the hall conversing with the once legendary and self-proclaimed greatest lineman that ever shit between a pair of line boots he swung left quickly into the men's room in hopes Dick would leave before he came out, in fear of the proclamation that would surely arise as to the where about of his destination. Not having to shit but immediately entering the stall and going through the entire sequence anyway so as not to have to face him while he lied about his referral he just sat there and heard the door open and tried his best to fart when Dick screamed, "Lo Pep, Where you headed?"

"Oh boy, this ole' cat had to shit" and he said it in a strained manner as if he was overwhelmed with a sizeable impaction that was neither present nor due for some time. Dick asked again where he was going and told Pep he was headed for Black Rock to do some ground work since as everyone knew had been his mission ever since his heart trouble had emerged a few years back and popped a glycerin tablet and commented he thought he was having a little flutter in the hall a moment earlier but didn't want to scare the girl by popping the damn thing right in front of her and giving her a scare. Pep finally crowded a lone fart out and hoped Dick heard it and commented on the hot weather instead, still in a strained voice as if struggling to get the turd air born. Knowing now a lie was not necessary and confirmed he was headed to the same job. Dick knew he was struggling with his broken feet and drew in for the kill by asking, "What the hell you going up there for, that ain't a line job, it's a measly substation. Why would you lower yourself to such a thing?"

"At least I'll be there as a lineman and you'll be my grunt you old fart."

And finally did shit to prove he was worthy of something constructive for the day.

The Monday morning air was cool with a breeze that blew up the canyon. The big pine limbs swayed in swirling convulsions back and forth across the surrounding hills that contained the new life of summer. The birds chirped in the pine tops safely higher than the linemen as they entered the gate to bring in their tools and land a payday. Hell was on the horizon to come in the form of horse play and trickery for them all.

The Captain was his nickname and he would be foreman. Pep, Dirty Mac and the head scratcher would be the linemen and Dick the ground man. For now that would be enough confusion to get the thing going and try to get some work done. Later on more electricians would be brought on to accommodate needed knowledge that the current day line hand did not have and did not want to earn a living. As is often said by the tramp lineman, "I would rather have a sister in a whore house than a brother that's a narrowback." Narrowback being the nickname given to electricians in the trade years earlier when they were famous for crawling into small areas to install knob and tube. They would ridicule the lineman when they did arrive and vice versa as is tradition and all would move forward from there. But for now, it was all about erecting the steel structures and leveling the ground to install piers, pads, conduit and ground grid and it was all up to the linemen to see it done. It would be a long summer full of overtime and hikes in the woods, to catch wild trout in the north fork of the Kings River, night cookouts with the families, and dances in the wash room at the trailer park. Drunken brawls and laughter the next day from the survivors. It was all about the trade and it was as always all good for making memories.

The Captain called the tail board to order and made sure it was work time first. They all crowded around the back of the truck and poured coffee from thermoses sent in tow with their lunches well packed with touches of chocolate cake and pies all homemade by loving wives back at the trailer park. But Pep's Jeanie was gone and he had packed a can of Spam and a few measly slices of stale bread all the while cussing the day she was born with each move made on the crushed feet that seemed to mark him a lost cause to any woman for now. Bound in his sullen attitude and hoping for a day he would return to the greatness he once possessed in such easy motion among the clouds on high in his tools vibrating the structure he ascended with laughter and mischievous actions. He dropped his head and closed the old lunch box and wished she were back baking him fried peach pies he so loved and making love with him each night at the end of day.

The Captain instructed the men to start by shaking out the steel and taking inventory all the while they tee-heed and giggled about the nest they had found right on the ground where they could slaughter the overtime and rake in the money with shovels in the back of their own personal armored cars waiting to wisp it away to the bank and how they would be rich at the end of the job knowing full well the job had very little overtime as was indicated to them all when job referrals had been issued. But the work was a little slow right now and any job was good to have until something good broke somewhere else and they would all scatter to it when the word got out. But Pep would be left behind with his injuries and the old Mormon with his ailing heart.

The first perpetration of conflict was engaged on Friday of the first week after each man had been issued a magic marker to make marks on the steel for boring a new hole needed that had been wrongly punched at the factory or to draw a line for a cut to be made. Magic markers in the hands of these men meant graffiti would surely be prominent on the project now. The relatively new invention had put some of them in awe at how ink could be contained in a vessel and then distributed so neatly through a felt tip with such accuracy. They all found pride in the new tool the Captain had issued and took extreme care as the Captain had warned them all he would not be handing them out often so take care of the issue and not to waste the ink. These warnings of course completely ignored.

continued on next page

Lunch time brought them all under a large pine tree offering shade and relaxation scented with the sweet smell of pine needles interrupted by the stench of bologna and mustard, potted meat and mayonnaise for a captive few minutes until devoured and bread crust scattered for the waiting chipmunks gladly willing to clean the area when the men returned to work.

The big Mormon slept each day after eating, resting his heart. He was suffering from a sleeping disease and had to be shaken back to work by one of the linemen he so diligently served while they hunted for new ways to antagonize him. Friday was no different and he took his normal spot sitting on a bed of soft needles and crossing his legs out in front of him. He would carefully remove his hard hat and place his gloves inside and proceed to devour the contents of his lunch box in short order carrying on small talk with the others and then drop his head sometimes in the middle of a sentence and go off to sleep until the shake came and he was summoned back to work. Pep was the only man on the crew who ate rather slowly and watched each day as the big Mormon dozed off in tranquil submission to his disorder. He sat on a rock legs crossed twenty feet away and engaged the activity by singing rock-a-bye baby or saying good bye for now and see you after lunch to him while the big man slurred back he couldn't help it, it had been cast upon him and he wished he didn't have to do it, as if sleeping was a crime at lunch time.

They all giggled anyway and watched him doze off under the playful rhetoric of the Pep. "Good night sweet prince," Pep said and added what a beautiful thing to watch a big bald headed Mormon sleeping under a tree every day wondering what tune he might play today with the accompanying snore he slung forth. He slept a deep sleep and snored peacefully his head darting toward one shoulder and then back up and then toward the other and then back up and so on and they giggled and then the head scratcher got a brilliant idea. The idea was talked about and the consequences discussed, tactical arrangements brought up and the type of art work that should be drawn and how hard it would be to make happen on the darting head. "Oh, it'll stop movin' in a minute, I watch him every day and in just a minute it'll come to a perfect dead center rest with his chin right in the middle of his chest and he might even quit snorin', but his head will definitely stop bobbin."

"It will?" asked the head scratcher.

"Oh, you better know it. See it just did," whispered the Pep and assured the head scratcher it would not move again until the shake came from Pep to go back to work.

So the head shone, the snoring silenced, stillness came upon his motionless body, he was the sitting target they had wanted, and the deed was done. The rest of the day went on without problems but slight snickering and secret giggles filled the air and even the big one noticed and wondered what would or had transpired. He watched his back the rest of the day and was glad to get away from them and to his car for the daily drive home only this was Friday and he would not have to come back until Monday and he was ready for the break from the dogs of doom they seemed to be in their afternoon gaiety as a pack of happy wolves over a down crippled infant deer. He wound down on his drive through the mountains every night and by the time he got home to his family for his evening meal all was forgotten and he would enjoy them and his house and livestock for the weekend. He entered the house and changed out kisses with the little lady and went to the head to wash for the big meal waiting in his delight at the table and the hot aromas filled his senses and he thrived on it and his mind shunned the bologna he had tolerated at the noon meal before his nap that he wished he could escape but the disease would not allow it. He cleared the urine from his bladder and washed his hands again and she called for him to come and he walked in and the three teenage children said hello and he sat down and his mind thought of the needed prayer and he sat to bow his head and started saying it to thank the Lord for all the bounty that was his and the family before him and they all erupted in laughter when he bowed his bald head before them to reveal to their hysterical eyes the face they had put there with the magic marker during his sleep in the shade at the noon meal in the mountains. He swore to kill them while she scrubbed it off with the alcohol and it made his head red and she stopped and would finish it tomorrow.

In the morning he went about the desire of his passion for the rope. He would rope and cut calves with his quarter horse. After the sun began to heat the day and the horse and calves were well fatigued he took to the barn and rubbed the horse down and she entered the barn with ice tea and when she handed it to him they both started giggling about it and he told her if it were not for the sleeping disease they would never be able to get away with it and they took it all with good humor. She applied a long kiss from stretched toes and stretched calves of her own and all was well and he would get even with the dirty rascals next week and they giggled again and all was good with the old man who was once a lineman and now twice a grunt.

Some years later well into his retirement and enjoying his horse and roping his calves and cutting them loose for the next time he would quietly slip from the saddle doing what he loved most and the heart would stop beating before old Dick would hit the ground. The horse would sniff his boots, the rope would not be coiled, and the calves raised for the auction by his sons and like other good linemen moved on to the big job in the sky. And somewhere maybe he would trounce in the wonderment of his youthful heart and would free climb a tower or pole again with the likes of Henry, Sky and Fancy.

They would all be young and not strained or burned or bent out of shape with bad booze and chasing money they could for the most part never have enough of anyway. "It was nobody's fault but mine" they might tell each other because on earth it seemed to be their way to accept their deeds as their own.

Local 1245 Joins Labor Contingent at Oakland Climate March

A delegation from IBEW 1245 joined with other unions to form a united Labor contingent at the Northern California Climate Mobilization, which took place on Nov. 21 in Oakland.

The event kicked off with a peaceful march around Lake Merritt, with upwards of a thousand marchers filling five city blocks. The march was followed by a rally outside of Oakland City Hall. Labor leaders, including Josie Camacho from the Alameda Labor Council and Tim Paulson from the San Francisco Labor Council, were among the many notable speakers who took the stage during the rally.

"The climate crisis affects more than California — it affects our nation and the world's many poor and working families who are now being disproportionately affected," according to Josie Camacho, Executive Secretary-Treasurer of the Alameda Labor Council. "Unions must join with community and environmental activists to stop a world catastrophe. The actions we take today will determine the world our children and grandchildren will live in tomorrow."

The march and rally took place just a few months after Local 1245 spearheaded the passage of a landmark environmental law, Senate Bill 350. SB 350 requires all energy providers to dramatically increase renewable wind, solar, geothermal and other zero carbon energy sources for California, and will create hundreds of thousands of renewable energy jobs and lowering carbon and greenhouse gases.

"This new plan for 50% renewable energy sources and a 50% increase in energy efficiency of all buildings by 2030 means drastic and sustainable reductions in GHG emissions statewide, and also creates a blueprint for the rest of the U.S. to follow," noted IBEW 1245 Business Rep Hunter Stern.

The delegation from IBEW 1245: Business Rep Hunter Stern, Communications Director Eric Wolfe, Organizers Fred Ross and Eileen Purcell, and Eileen's husband Jose (center).

Hunter Stern (right) with Alameda Labor Council leader Josie Camacho.

Local 1245 Organizing Stewards Stand with Walmart Workers on Black Friday

IBEW Local 1245 activists once again joined with Walmart workers and other labor activists on Black Friday to take action for fair wages and respect at work.

Walmart is the largest and most profitable company in the country, yet its "associates" are forced to rely on public assistance because the employer refuses to give the workers fair wages, hours and benefits. Several years ago, the OUR Walmart coalition decided to embrace Black Friday — the biggest shopping day of the year — as an annual opportunity to draw attention to the unjust working conditions and call on the company to do right by its workers. This year, instead of sponsoring large-scale regional actions, the coalition decided to spread out and flyer as many stores as possible. Additionally, some of the Walmart workers engaged in a solidarity-based "Fast for $15" as well, to demand a $15/hour minimum wage.

IBEW 1245 Organizing Steward Eric Sunderland hit two different Walmart locations. He spent the morning passing out flyers at the Rancho Cordova store, and in the afternoon, he traveled to the Lead Hill store in Roseville where he joined up with a larger group of OUR Walmart members and supporters.

"With the help of many disparate groups — including IBEW 1245, CLUW, Raise the Wage Davis, Raise the Wage Sacramento, BLM, SEIU UHW, UAW, IUPAT, the Sacramento Labor Council, the Brown Berets and OUR Walmart — we were able to cover nine stores and hand out 2,000 flyers!" Sunderland reported. "Our flyers had a description of Walmart's working conditions (part time work, low wages, non-predictive schedules and lack of respect from management) with the ask being to call corporate and lodge a complaint. The customers were receptive and mostly aware of the plight of low-wage workers at Walmart, with many saying they would make the call."

"It's funny that Walmart's slogan is 'Save money, Live better' … but at what cost?" remarked IBEW 1245 Organizing Steward Nilda Garcia, who brought her family and colleague Sandi Busse out to pass flyers in the Walmart parking lot for the third year in a row.

"We spoke with a few folks who were in support of the Fast for $15," Garcia reported, noting that the store was not nearly as busy as it has been in previous years. "Sandi got a couple people who blatantly stated they didn't care to raise the wage or to help Walmart employees get a fair living wage. She couldn't believe some people actually felt that way. As I stated to her, we have a lot of work to do, and we will continue the fight. We are working people standing together, and getting involved is what can make the difference."

Nilda with her daughter, Mariah.

IBEW 1245 activists Nilda Garcia and Sandi Busse, with Nilda's children and other supporters.

Eric Sunderland with a member of OUR Walmart.

Local 1245 Joins Bay Area Troublemakers School

by Eileen Purcell,
IBEW 1245 Staff Organizer

A group IBEW 1245 organizing stewards, prospective organizing stewards and staff organizers participated in an all-day "Troublemakers School" with representatives of the California labor movement at Berkeley City College on Oct. 17.

California Labor Federation President Kathryn Lybarger (from AFSCME Local 3299) opened the day with a warm welcome to the one hundred activists and underscored the urgency of these times and importance of labor unity.

"Labor realizes we are facing a crisis," said Lybarger.

"We are under some of the most aggressive, sustained attacks on unions in twenty years. Employers are coming after our standards…It's not just bosses, it's politicians…and the Supreme Court is getting ready to clip our wings," added Mark Brenner, the organizing director of Labor Notes — the national organization that sponsors day-long "Troublemaker Schools" in major cities across the country.

But Brenner also pointed to the fighting spirit of the labor movement and noted that there is good news: as the attacks increase, unions are investing more in member-to-member organizing and coalition-building.

Jovanha Beckles, a labor activist, leader of the Richmond Progressive Alliance and member of the Richmond City Council, shared the story of how labor and community allies beat Chevron-backed candidates in the recent election, despite the $3 million dollar campaign that the oil company launched to "beat us and to spread lies," according to Beckles. How did they do it? By building coalitions, using grassroots organizing methods, going door-to-door and having one-on-one conversations. Or, as Beckles put it, "by being real."

IBEW 1245 Organizing Stewards Nilda Garcia (PG&E Sacramento) and Rene Cruz-Martinez (PG&E Concord) led a workshop on member engagement and shared IBEW 1245's organizing steward program.

"How do you get members involved?' asked Garcia. "Invite them! Educate, organize and mobilize them!"

And above all, keep pushing.

Garcia and Cruz-Martinez described the various ways the union's organizing steward program works to engage members, from recreational events such as the annual Charity Bowl, to precinct walking for candidates and campaigns, to monthly unit meetings, trainings and conferences.

Front row from left: Rene Cruz Martinez, Ashley Boles, CA Labor Federation President Kathryn Lybarger, Julie Gonzalez. Back row from left: Eileen Purcell, Ben Weisshaar, Rita Weisshaar, Fred Ross, Arnaldo Lizarraga, Ricardo Hernandez, Sandi Busse, Nilda Garcia.

The workshop "opened my eyes to different routes you can take to engage others within the company to become part of the Union," said prospective organizing steward Ashley Boles (PG&E Call Center Fresno).

Organizing Steward Rita Weisshaar (NV Energy, retired) participated on a panel to share the NV Energy contract fight story, chronicling the three-year fight to restore healthcare benefits that the company unilaterally cut, despite promises that were made at the bargaining table.

"We organized the first picket lines in 65 years, and we traversed the State of Nevada and the country, following NV Energy executives to remind them to keep their word. The victory for the retirees was a result of continued activism, ongoing work with our faith and labor allies, our social media strategy, and above all, our commitment to fight for the duration," stressed Weisshaar.

In addition to Garcia, Weisshaar, Cruz-Martinez and Boles, prospective organizing stewards Arnaldo Lizarraga (Trayer), Julie Gonzalez (PG&E Sacramento), Sandi Busse (PG&E Sacramento) and Ricardo Hernandez (PG&E Sacramento) participated in the day.

AFL-CIO Labor Commission on Racial and Economic Justice Holds Second Hearing in Oakland

By IBEW 1245 Business Representative Al Fortier and IBEW 1245 Organizer Eileen Purcell

On Wednesday, October 21, the AFL-CIO Labor Commission on Racial and Economic Justice held its second hearing in a series of listening sessions across the United States.

The Commission's goal is to provide "a safe, structured and constructive opportunity for local union leaders to discuss the persistence of racial injustice today in the workforce and in their communities, to ensure that the voices of all working people in the labor movement are heard, and to explore shared frameworks for understanding how racism that especially hurts minorities also deeply harms white workers." *(Feb. 25 Labor Commission on Racial & Economic Justice document)*

California labor leaders joined AFL-CIO Secretary-Treasurer Liz Shuler and the other Commissioners and Advisory Council members to hold a frank and thoughtful discussion on racial inequality and its economic and psychological impact on the house of labor and the community. In the morning session, IBEW 1245 Business Representative Al Fortier and IBEW 1245 Organizer Eileen Purcell represented IBEW 1245 during the round table discussions. They were later joined by former IBEW 1245 Senior Assistant Business Manager Dorothy Fortier, as participants listened to workers' experiences with the criminal justice system.

The all-day session began with a roundtable discussion of labor leaders. Questions included: *How do your rank-and-file members feel about the need to reach out to the community? How do you have constructive conversations around 'Black Lives Matter' and 'All Lives Matter'? How do we engage white rank-and-file members on issues of race and gender inequality?* Leaders shared ways their locals are reaching out to the community and reaching across the racial divides that employers often use to weaken the labor movement.

Special guest speaker, UC Berkeley Law Professor Ian Haney-Lopez, sketched the history of "dog whistle" politics: the deliberate political strategy to employ race-baiting and coded language to stir up fear and division, while connecting it to a resentment of government and those government policies that historically shored up the labor movement and led to the creation of the middle class. He called upon labor to

- Speak out against racism, including the coded race talk, wherever it rears its head;
- Integrate race and economic justice;
- Build a broad social movement that takes pride in mutual respect and makes demands against government, while simultaneously reclaiming the role of government as a pivotal player in advancing the common good.

After the roundtable discussion, labor leaders were joined by rank-and-file and community members. Five workers testified about their direct experience of racial discrimination and racial profiling at work and in the community, and recounted the tremendous role their local unions and labor councils played in providing direct support. Their testimonies were followed by comments from other rank-and-file members, and community and religious allies.

In the afternoon, participants broke into small groups and were tasked with developing strategic responses to two specific scenarios provided by the Commission: Dog Whistle politics applied by Donald Trump in his remarks about Mexican immigrants, and a police shooting of an unarmed black man.

The day concluded with a discussion that addresses the question: "Where do we go from here?" There was recognition that as long as Labor allows other interest groups to define race relations in America, it will continue to be a wedge issue that divides the house of labor, and divides labor from community. We must begin to have the difficult conversation about race and gender inequality in the labor movement so that we can reunite labor and community interests.

Hearings will conclude in February 2016, after which the Commission will issue a report, a toolkit and resources that will be used to strengthen the future of our movement.

AFL-CIO Labor Commission on Racial and Economic Justice Alameda Hearing, Oct. 21, 2015

COMMISSIONERS:

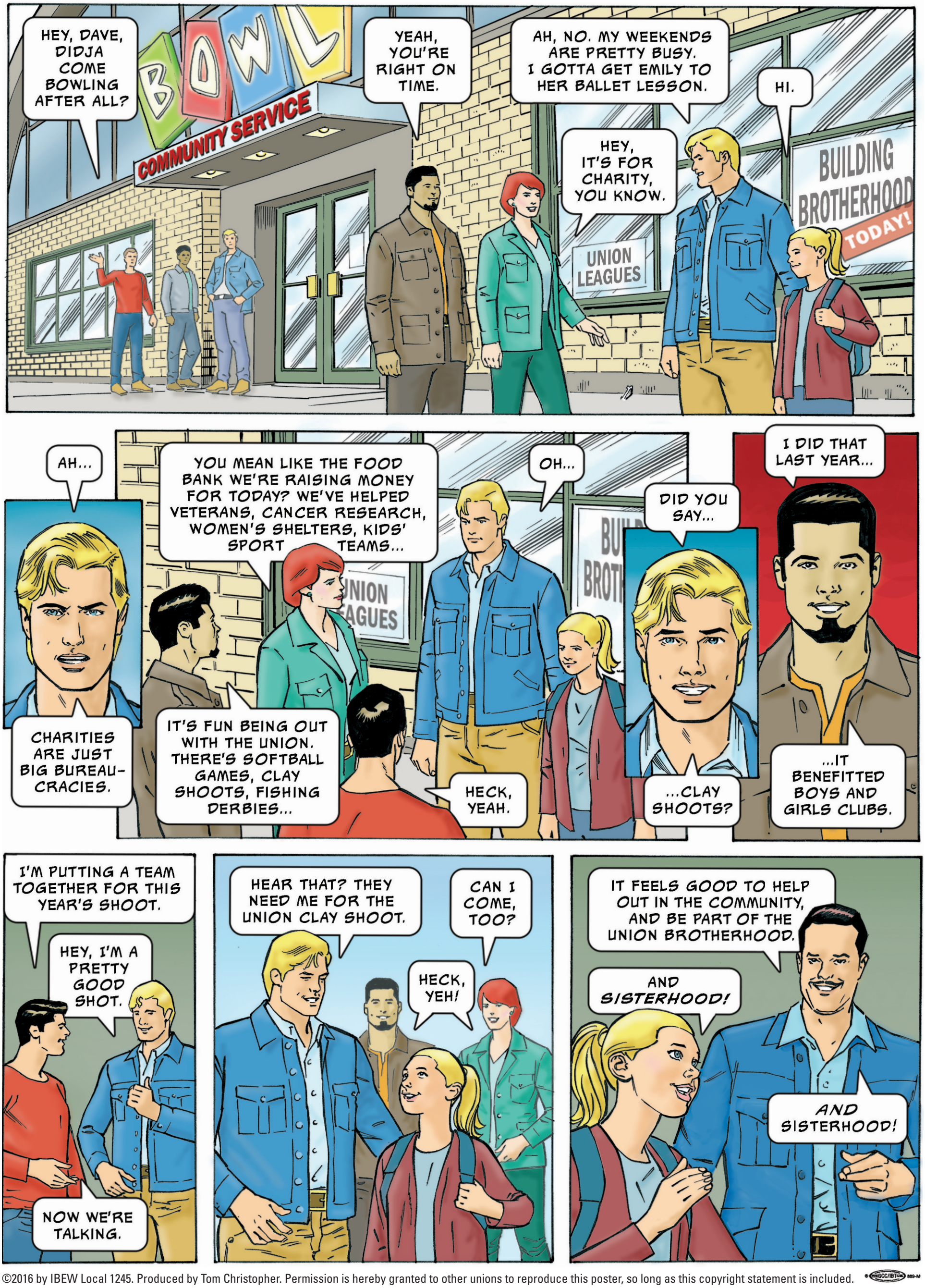
- Executive Director Bhairavi Desae, TWA, Co-Chair
- International Vice President (Human Affairs) Fred Redmond, USW, Co-Chair
- President James Boland, Bricklayers
- President J. David Cox, AFT
- President Kenneth Rigmaiden, IUPAT
- Secretary-Treasurer Liz Shuler, AFL-CIO

ADVISORY COUNCIL:

- Ian Haney-Lopez, Professor of Law, University of California at Berkeley, Co-Chair
- Dorian Warren, Roosevelt Institute Fellow & MSNBC Host, Co-Chair
- Gregory Cendana, Executive Director, APALA
- Jack Hayn, Assistant to President, IUPAT
- Courtney Jenkins, Young Worker Advisory Council, APWU
- Terry Melvin, Secretary-Treasurer of NY State AFL-CIO, President of Coalition of Black Trade Unionists, Chair of Labor Commission for Community Action
- Steven Pitts, Associate Chair, University of California at Berkeley Labor Center

SPECIAL GUESTS:

- Diane Babineaux, Vice President, IAMAW
- James Gibbs, Vice President, UMWA



©2016 by IBEW Local 1245. Produced by Tom Christopher. Permission is hereby granted to other unions to reproduce this poster, so long as this copyright statement is included.