



Inside:

Utility Reporter

Important
Union Election
Information Inside

Volume 65 No.2 • Apr-June 2016 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

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IBEW 1245 members Jared Merkle (top) and Judd Van Meter work on a PG&E transmission line in Grass Valley, California. Story on page 12.
Photo by John Storey

Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Competitive Threats: No longer abstract

I have talked in the past about the competitive threats to our industry in the abstract. They are now upon us. Major, existential threats are turning into reality and threatening how power is sourced and transmitted, which is affecting the outlook for the future of the grid.

It's all the more pressing that these threats are coming right at us. Direct attacks to our industry are being waged in California and Nevada.

In Nevada, Sands Casino owner, billionaire Sheldon Adelson, is bankrolling an effort to deregulate the state's electric industry. At the same time, SolarCity is launching a campaign to grant huge subsidies to wealthy rooftop solar customers, shifting the cost of maintaining the grid onto non-solar customers. Yet we all know rooftop solar customers need and use the grid, too. We also know rooftop solar pales in comparison to the efficiency of utility scale solar.

In California, PUC Commissioner Mike Florio is suggesting the state test a pilot program deregulating the electric distribution system. Despite the real

and growing threat of climate change, Friends of the Earth and other anti-nuclear groups have begun a series of attacks on the continued operation of Diablo Canyon, where 600 of our members are employed in clean-power jobs.

The threats are not abstract. They are real, and they are here. They are well-financed and politically popular, due in no small part to the wealthy backers that stand to benefit, at the expense of the rest of us as both workers and customers, and even at the expense of the environment.

These new threats are emerging on top of the continued threats we have fought time and again against employers trying to take away our hard-fought benefits, cut our hard-earned wages, and slash our workforce.

We have our work cut out for us. But we have been laying the groundwork so we are ready to take on the challenges and come out better equipped for the future of our industry.

Fortunately, we knew these competitive threats were coming and we took them seriously from the start. Our members had the foresight to increase our dues in 2008, giving us the resources today to fight multiple battles at once.

Those resources enabled us to prepare for the threats we now face.

Fortunately, we have been building our political connections in California and Nevada for years, and are currently building coalitions to fight these battles. We have secured a voice in the process so we can be heard and take a stand for what's right.

Fortunately, we have trained more than 100 organizing stewards over the last several years and we have a mobile, experienced group of political ground troops. We are ready to deploy on short notice and be effective in our impact through real strength in numbers.

And, we are fortunate to have our tried-and-true record of organizing against and standing up to countless prior threats. We have the lessons learned from those experiences. We know how to fight and how to stick it out for as long as it takes.

The challenges are tough and they are coming at us fast and without warning. We don't get to pick and choose the next challenge, but we will be ready to fight, and fight hard.

And I am certain that together we will prevail. We have the resources. We have the unity. We have the vision.

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Check your hours worked

Pay Your Dues Online

Unit meeting changes

Unit #3011, Sacramento Regional Transit, has changed its unit meeting date. Effective March 2016, the unit meeting will now be held on the third Thursday of the month, instead of the third Wednesday. The start time will remain at 4:30pm, and the location is unchanged (Espanol Restaurant, 5723 Folsom Blvd, Sacramento).

Sheila Lawton,
IBEW 1245 Business Rep

Unit #3217, City of Redding, has a new unit meeting location. Beginning in March, 2016, the unit will meet at Angelo's Pizza Parlor, 1774 California St, Redding, CA. The meetings will continue to be held on the first Tuesday of the month at 4:30pm.

Sheila Lawton,
IBEW 1245 Business Rep

Unit #4017, City of Gridley, has changed their monthly unit meeting dates. Beginning in March 2016, the unit meeting will move from the first Wednesday of the month to the first Thursday of the month at 5:15pm. The meeting location will remain the same

(Round Table Pizza, 1516 Hwy 99, Gridley).

Sheila Lawton,
IBEW 1245 Business Rep

Unit #1110, Fresno Clerical, has a new unit meeting location. The meetings will now be held at La Torta inside The Galleria, 2405 Capital St. Ste. 106, Fresno, CA. The unit meetings will continue to take place on the first Tuesday following the first Monday of each month at 5pm.

Melissa Becerril,
Unit #1110 Recorder

Unit #2317, Antioch, has voted to move the location of its unit meeting to Straw Hat Pizza, 6680 Lone Tree Way, Brentwood, CA 94513. The meeting will continue to be held on the second Wednesday of each month at 5pm.

Anthony Brown,
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 95215. 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

Unit #2211, City of Oakland, has changed its unit meeting location. The unit will now meet at Round Table Pizza, 2651-H Blanding Ave, Alameda, CA. The meetings will continue to take place on the third Thursday of each month at 4pm.

Al Fortier, IBEW 1245 Business Rep

CALENDAR

- May 14:** Family Soccer Tournament, Fairfield
- May 16:** Shop Steward Conference, North Bay
- May 17:** Shop Steward Conference, Sacramento
- May 18:** Shop Steward Conference, Chico
- May 20:** Tree Trimmers Electrical Hazard Awareness Training, Vacaville
- May 20-21:** OSHA 10 class, Vacaville
- May 21:** PG&E/IBEW Gas Rodeo, Livermore
- June 17:** Game Night at Raley Field, Sacramento
- June 21-24:** IBEW International Women's Conference, Phoenix
- July 23:** Advisory Council, Reno
- Sept 19-23:** 39th IBEW International Convention, St. Louis

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Setting the Standard: Conferences Help Public- and Private-Sector Shop Stewards Hone Their Skills and Knowledge

IBEW Private Sector Stewards Training

Shop Stewards conference attendees outside Weakley Hall in Vacaville.



Shop stewards play a pivotal role when it comes to defending the rights of union members at work. IBEW 1245 prides itself on ensuring that our shop stewards receive the training and resources they need to be the best stewards they can be, and the union holds periodic conferences and trainings to help the stewards hone and refresh their skills and knowledge.

This February, Local 1245 hosted a series of day-long conferences for our shop stewards in the public and private sectors. Forty-four public-sector and private-sector stewards attended the Reno shop steward conference on Feb 3, and 89 stewards attended the Vacaville conference on Feb. 5. The agenda covered a wide variety of important rights and laws that shop stewards ought to be familiar with, as well as key skills that can help them service the members and the contract in the most effective way possible.

“IBEW 1245 shop stewards are second to none in the representation of members,” said IBEW Local 1245 Business Manager Tom Dalzell. “Our shop stewards set the standard.”

A team of Local 1245 Business Reps, along with Assistant Business Manager Ray Thomas, worked together to develop and present an engaging and useful curriculum. The conference kicked off with an overview of Weingarten and Garrity Rights, presented by IBEW 1245 Business Rep Sheila Lawton. Business Rep Al Fortier highlighted important shop steward “Do’s” and “Don’ts,” and Business Rep Sam Glero went over the elements of Just Cause. Business Rep Pat Waite presented a session on “What is a Grievance?” and Business Rep Jennifer Gray followed it up with a detailed description of grievance handling. Business Rep JV Macor discussed the workplace protections enshrined under FMLA and CFRA, and Business Rep Charley Souders explained the union’s Duty of Fair Representation under the law. The training also included a presentation on Local 1245’s peer safety program, along with a briefing on the *Friedrichs v CTA* case (see page 20-21).

Additionally, 14 shop stewards from IBEW 1245-represented manufacturing employers came together on Feb. 16 in Vacaville for their own shop steward conference. That training was facilitated by Business Rep Cruz Serna and Assistant Business Manager Ray Thomas. Local 1245 Business Manager Tom Dalzell kicked off the training by emphasizing

the need for more, and better quality, manufacturing jobs in the United States. The rest of the day-long training featured sessions on shop steward roles and responsibilities, understanding the contract, legal rights of shop stewards, grievance handling and possible legal issues. The day concluded with an open discussion where the stewards could ask questions and learn from one another.

Ray Thomas contributed to this report. Photos by John Storey, Ray Thomas and Cruz Serna.



Business Rep Al Fortier



Business Manager Tom Dalzell at the Public/Private Sector Stewards Training, Vacaville



Business Rep Sheila Lawton



Assistant Business Manager Ray Thomas



Public/Private Sector Stewards Training, Reno

NV Energy Crew Drops Gas Main to Make Way for Storm Drain

Photos by John Storey

Just a few feet below ground level lies an intricate maze of pipes and mains that twist and turn, carrying everything from gas to fresh water and wastewater. Every so often, these mains will travel along the same path, and at that point, one of those pipes is going to have

to move out of the way.

That's exactly what occurred in the area around Rio Poco Rd in Sparks, NV. The City's storm drain needed to flow into a space that was already occupied by a gas main, so a gas crew from NV Energy was called in to drop the gas main down a few feet in two different places, in order

to clear the path for the storm drain.

"We are building an eight-inch steel gas main offset, and we have to do two rolling 90's and a swing joint to lower our pipe, so the city of Reno can come through here with an 18-inch storm drain," according to NVE Working Gas Crew Foreman Marty Kumle.

"First, our welders weld on half pots and spherical pots, and then we tap them, sweep them, stop them and then evacuate the main," Kumle explained. "Then we weld on the offset to the dead main and bring it down. Then we re-pressurize it after we cut the old main out of the way."



Foreman Marty Kumle turns off a gas line.



Gas welder Troy Callahan cuts the gas line.



Apprentice fitter Michael Kennedy (left) and welder Troy Callahan drill into a pipe.



NV Energy welders Troy Callahan (left) and Richard Eisenbeiss weld a cover on a gas pipe in a neighborhood in Sparks, Nevada.

Proposed Ballot Measure Could Open the Door to Energy Deregulation & Job Loss in Nevada



A dangerous ballot measure that was just introduced in Nevada could result in the elimination of jobs at NV Energy, and may undo the vital regulations that govern the state's electric utility market.

"The secretive backers of this measure want voters to believe it's about 'energy choices,' but in reality, it would help a handful of ultra-wealthy casino moguls get even richer, at the expense of Nevada's working families," said IBEW 1245 Business Manager Tom Dalzell. "If enacted, this sort of policy would inevitably result in significant layoffs at NV Energy, and could open the door to large-scale Enron-style deregulation of the energy industry in Nevada."

The proposed measure was introduced on Feb. 3, 2016 by a new Political Action Committee that has to yet reveal any information about its agenda or its financial backers. The measure seeks to amend the Nevada state constitution in order to allow energy consumers to procure energy from other sources besides Nevada Energy.

Under the existing state law, there can only be one authorized electric util-

ity company per service territory. Currently, NV Energy is the sole authorized electric utility provider, serving approximately 1.3 million customers throughout the state. If the measure is approved by voters in November, it would do away with the existing policy and leave it to the Legislature to provide a framework for other entities to enter Nevada's energy market by July of 2023. Given the Nevada Legislature's track record of deregulation, the end result of such a drastic policy shift could have untold consequences for every Nevada resident, and will almost certainly lead to job losses at NV Energy.

According to the petition filed with the Nevada Secretary of State:

"The People of the State of Nevada declare that it is the policy of this State that electricity markets be open and competitive ... and that economic and regulatory burdens be minimized in order to promote competition and choices in the electric energy market."

While no additional information is readily available about the backers of this measure, several news reports have linked the measure to three massive ca-

sino companies, which have recently sought to procure power from a source other than NV Energy.

The Las Vegas Sands Corp., MGM Resorts International and Wynn Resorts submitted a request to the state's Public Utilities Commission to leave NV Energy in 2015 in an effort to find cheaper power elsewhere, and were informed by the PUC that they would have to pay exit fees and additional costs if they choose to do so. According to the *Las Vegas Review Journal*:

"The fees approved by the commission total \$86.9 million for MGM, \$15.7 million for Wynn and \$23.9 million for the Sands, plus recurring fees and charges to recover certain ongoing costs that cannot currently be quantified. The exit fees were imposed by the commission to protect remaining Nevada Power customers. Nevada Power is part of NV Energy."

The Sands Corp. told the PUC that the fees "effectively denied" the company's plan to leave NV Energy, and it would come as no surprise to discover that they were behind this new effort

which would give them the ability to leave NV Energy without having to pay those fees. Sands' billionaire CEO Sheldon Adelson — the 18th richest person in the world — has a track record of backing political campaigns and measures that would negatively impact working class families in order to increase his own corporate profits.

According to the Nevada Secretary of State, the proposed initiative must receive 55,234 valid signatures from registered Nevada voters (including at least 13,809 signatures from each of the four petition districts) to qualify for the ballot. The measure can be challenged in court before it is certified to appear before voters in November.

"If you are approached by someone asking you to sign the petition to qualify this measure for the ballot, please consider the ramifications," said Dalzell. "The position of Local 1245 is that this measure is dangerous and we urge members to refrain from signing on to it."

The full text of the petition can be found at <http://nvsos.gov/Modules/ShowDocument.aspx?documentid=4089>.

IBEW Local 2376 Merges with Local 1245

When the City of Vallejo declared bankruptcy in 2008, the city's municipal workers and their union, IBEW Local 2376, were among the hardest hit. They struggled for nearly a decade to regain footing without much traction.

"We've had a lot of challenges under the bankruptcy," said Local 2376 Business Manager Eleanor Brown. "Our members haven't gotten a raise since 2008, and the City keeps telling us that they don't have the money. We don't believe they've been totally forthcoming with their financial projections, but we just haven't had the resources to challenge their fiscal forecast and budget with our own actuarial."

Brown, a 23-year member of Local 2376 who has served as Business Manager for the past four years, wanted to do what's best for her members, and so when she was approached by Local 1245 about the possibility of merging Local 2376 in with Local 1245, she took it under serious consideration.

"Local 1245 is a nationally recognized local, with lots of strength and political influence," said Brown. "I made the decision [to start the merger process] simply because I know it would mean more resources at our disposal, as well as more strength for us, and also for 1245. The union is all about solidarity, and we are always stronger when we stand together."

Brown took the merger idea to the Local 2376 Executive Board, and with their blessing, she invited Local 1245 leaders to come and speak directly with the members of Local 2376. Business Manager Tom Dalzell, Assistant Business Manager Ray Thomas and Business Rep Jennifer Gray presented to the 2376 membership, and the members were able to ask questions and get a better sense of the Local that they were considering joining.

"After listening to the presentation and learning about how 1245 would influence the makeup of our organization,

our members voted a couple of weeks later, and the result was 96% in favor of the merger," said Brown. "They didn't make this decision because they're disgruntled, but because we've been going in circles for the last 10 years and there hasn't been any progress. But now that we are joining up with 1245, it's going to make us so much stronger, and everyone is really excited about it."

An Asset to Our Local

Local 2376 represents 221 active employees at the City of Vallejo in every non-management classification, from clerical workers, to engineers, to building inspectors, to water department workers, to dispatchers, to housing department workers and more. The merger will make the City of Vallejo one of the few "wall-to-wall" properties represented by Local 1245.

The Vallejo members recently secured a one-year contract with the City, but that round of negotiations did not address any economic issues, and Brown has faith that with Local 1245's resources and Assistant Business Manager Ray Thomas serving as chief negotiator, this next round of negotiations is certain to be more fruitful.

"We're very encouraged by how the negotiation process is going this time around, and we've only just gotten started. Ray is really knowledgeable and well-respected in the industry," said Brown. "We are definitely looking forward to having the resources to do our own fiscal analysis."

"We are pleased to welcome our brothers and sisters from the City of Vallejo to 1245. These hard-working men and women are sure to be an asset to our Local," said IBEW 1245 Business Manager Tom Dalzell. "We are confident that we can achieve more gains as one large and united Local than they would have been able to secure otherwise, and we are committed to working tirelessly to make sure they get the wages and benefits that they deserve."



Local 2376 Business Manager Eleanor Brown spoke at a recent Advisory Council meeting.

Utility Reporter



Local 1245 Member Wins "Editor's Choice Award" in IBEW International Photo Contest

IBEW Local 1245 member Steve Marcotte was awarded the "Editor's Choice Award" for his submission to the IBEW's annual photo contest. The image, taken at the Sacramento Veterans Day Parade, depicts Local 1245 members and veterans Pam Pendleton and Walter Carmier, as they share a smile along the parade route.

"Local 1245 showed up to parades all over our jurisdiction to support the members who did serve and make sure veterans know the IBEW is a path for veterans to a middle class life," Marcotte said.

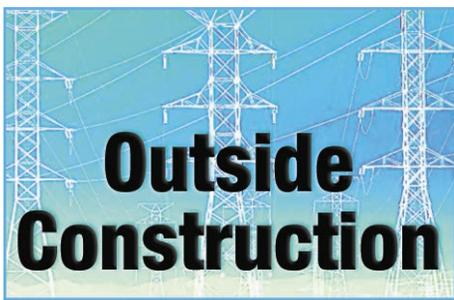
Marcotte's award-winning photo is above. To see the other winning photos, go to www.ibew.org/media-center/Articles/16Daily/1602/160205_18thIBEWPhoto.



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Dispatch Call Counts

2016 Call Counts								Monthly Totals
	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	
JANUARY	7	4	5	4	21	30	11	82
FEBRUARY	14	1	4	15	15	13	7	69
MARCH	10	11	19	8	89	65	12	214
APRIL	8	0	9	17	43	47	8	132

Work Outlook

Work picture continues to be steady and is expected to remain so through 2016. In addition to the work that has been contracted out through the utilities in our jurisdiction, we are also seeing additional projects — including large solar, Caltrain electrification, high speed rail and the trailer park modification pilot project — which all should provide good jobs for our members for the next several years. In addition to the construction work, we also have members performing inspection services, locating and support service work throughout the jurisdiction.

Since January 2014, Local 1245 has conducted 5,715 Safety Orientations. These orientations, done in conjunction with Code of Excellence training, have helped to educate the workforce on what's at stake for not working safe by explaining the consequences. All members are required to complete the orientation in order to take a job through dispatch.

Our two OSL reps in the field have visited a total of 69 jobsites and have logged approximately 6,000 miles in the last month alone.

Inspection Contractor

Canus Corporation is no longer performing gas inspection work for PG&E. This change took place at the end of March, and had an impact on close to 200 IBEW 1245 members who were moved to other contractors that are still performing the same work. Although we expected a smooth transition for these members, it didn't go without some issues, which we continue to work through. All the agreements are identical, however some of the processes and types of work are slightly different. We will continue to work with the members and the contractors to resolve any and all issues that may arise.

Grievances

As we have reported in the past, the Local 1245 Outside Line staff receives frequent calls and discovers numerous issues on a weekly basis related to violations of the agreement. For the most part we are successful in getting these issues resolved in various stages of the grievance process, with most being done in the first step.

However, there are a couple of ongoing grievances that are in the first step and discovery process, one of which has a more widespread impact and involves some potential back pay to several members. We feel confident that this issue can and will be resolved in the first couple steps of the process.

Safety Books (Update)

As we wait to see the final documents from CalOSHA on mandatory changes to both the High Voltage and Low Voltage safety orders, the joint IBEW / NECA Safety committee has begun the process of starting the review of the Safety Red Book. There is a lot of work to do to get this up to the current FedOSHA changes, however seeing the document from CalOSHA will be key to make sure this Safety Manual is current with the state requirements. We are out of the latest edition and have no plans to print any more due to the pending changes. If anyone needs a current copy, it is available for download on our website at www.ibew1245.com/outside-line-safety-manual/.

OSL Safety Oversight

Recently, OSL crews have experienced more contractor safety oversight, such as crew audits, and a stronger than usual push from PG&E and their inspectors. There are a lot of factors at play, and PG&E states that they have been mandated by the PUC for stronger contractor oversight. We know that PG&E is working on a plan on what this is supposed to look like, and we will be working with PG&E to find out what the parameters are while also trying to understand the mandate a little better. More to come on this as it becomes available.

Update Personal Information

This is just another reminder for all IBEW 1245 members to make sure all of their personal information is up to date. If a member has changed their place of residence or has had a change in marital status, it is important to have that information updated in our system. There is a lot of important material that is mailed to our members' residences which they may not receive if their contact information is not kept current.

Beneficiary information that is not updated following a change in marital status can lead to hardships for a member's loved ones. Funds will be given to whoever was named as the beneficiary, and benefits could end up in the hands of the wrong person based on old infor-

mation that was provided years prior. We have seen this happen before, and have no way of reversing these disbursements. Members may ask the OSL rep for a 'Change of Beneficiary' card, or call the union office for one if needed.

JATC

On February 29, the California-Nevada JATC opened the apprenticeship application process for a 10-day period. During this period, they received over 1,600 requests for applications. Approximately 1,300 applications were returned and will be evaluated, and scheduling is underway for interviews. Due to the large number of applications, we anticipate the interview process to go on throughout the rest of the year. The first round of interviews is scheduled for May 17 and 18.

We currently have 330 outside line apprentices registered in our JATC program and one traveling apprentice in our jurisdiction.

- 42 Apprentices are working out of local 1245
- 248 are working out of 47
- 4 are working out of 396
- 11 are unemployed (37 are technically unemployed, but 26 can't work)
- We have graduated 11 apprentices to journeyman lineman
- We have indentured 0 outside line apprentices

We currently have an orientation/climbing class in progress with 20 individuals attending, and anticipate all will pass the class.

OSL Shop Steward Training

On March 26, Local 1245 held a shop steward training session, which also included some labor and IBEW 1245 history and structure. Although we had hoped for a larger turnout, we feel it was a success. Based on the feedback from the members who did attend, they all came away with some valuable information.

Organizing

In the month of April we signed Sturgeon Electric California, LLC to the Outside Line Construction Agreement.

We have met with K.W. Emerson, Inc who may sign the Hydro agreement. We also met with ArborWorks, to discuss signing the master Line Clearance Tree Trimming agreement.

2016 Training Schedule and Special Events

- **LAWDP Rodeo** – April 30, 2016, Los Angeles
- **Soccer Tournament** – April 30, 2016, Ripon
- **Soccer Tournament** – May 14, 2016, Fairfield
- **NSUJL Benefit Rodeo** – June 17, 2016, Clearfield County, PA
- **IBEW 1245 Golf Tournament** – October 8, 2016, Vacaville
- **International Lineman's Rodeo** – October 15, 2016, Bonner Springs, KS
- **First Aid & CPR** is the 2nd Saturday of every month at the JATC Riverside and Sacramento facilities.

Local 1245 Office Staff Celebrates E-Board Member Mike Cottrell

The IBEW Local 1245 office staff hosted a luncheon at Weakley Hall on Dec. 30 to celebrate Local 1245 Executive Board member Mike Cottrell, who is retiring from his job as a Lineman. Cottrell is a 30-year member of Local 1245 who served two terms as Southern Area member on the Executive Board, and in 2013 he was elected to a third term in the newly-created seat representing Line Clearance Tree Trimmers and Outside Construction.

Photo by Muriel Moore



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Over 300 participate in Nor-Cal IBEW Annual Clay Shoots Give It Your Best Shot

Hilmar photos by Anthony Brown. Dunnigan photos by Chris Hardy.

It was a beautiful, sunny day at Rooster Ranch Wings and Clays in Hilmar, where roughly 180 folks participated in the annual Nor-Cal IBEW Clay Shoot, while another 160 took part at Raahauge's in Dunnigan.

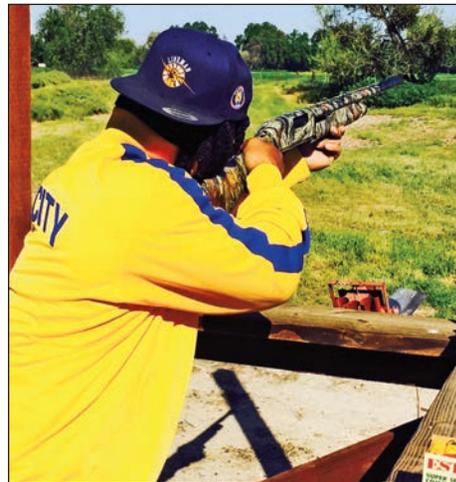
IBEW members from several California locals enjoyed a day of challenging sporting clay pairs that put marksmanship to the test. Long-time hunters and expert shots from Bakersfield to Eureka lined up side by side with plenty of novices and first-timers to challenge the courses set up along the rural terrain.

Safety was of the utmost importance, and all participants had to attend a mandatory safety briefing prior to the shoot. After a full morning of friendly competition, the shooters and their families settled down in the shade for a delicious lunch. Following lunch, the highly anticipated prize raffle commenced, and the shooters checked their tickets with anticipation in the hopes of having their number called. The fabulous prizes included many shotguns and hunting rifles, two full-size gun safes, and the grand prize – a coveted Browning over-under 20-gauge, competition-grade shotgun.

The top shooters were also announced after lunch, and Local 1245's very own Bill McKinley, an Electric Crew Foreman at PG&E from Bakersfield, came in first place after shooting an impressive 92 out of a possible 100 at the Hilmar location!



Anthony Brown is an IBEW 1245 Business Rep. Bill McKinley



Local 1245 Joins 26th Annual National Meeting of the Electrical Workers Minority Caucus

Thirty-seven delegates from IBEW Local 1245 (including Executive Board members and staff) travelled to New York City to participate in the Electrical Workers Minority Caucus (EWMC) 26th Annual National Meeting, which took place Jan. 14-17 at the Sheraton New York Times Square Hotel.

“As a first-time delegate at this year’s 2016 EWMC Conference in NYC, I was honored to be selected as one of the members to represent our Local,” said IBEW 1245 member Theresa Buchanan. “Nothing I’ve experienced beforehand could prepare me for what I was about to be a part of.”

“This has been one of the best conferences that I have attended. I love the way all of our brothers and sisters from all over the U.S and Canada come together for this conference,” said IBEW 1245 Organizing Steward and EWMC veteran Rene Cruz Martinez. “The brotherhood and sisterhood is definitely felt because everyone treats each other with respect and everyone is always so nice to one another.”

The EWMC conference kicked off with a “Day of Giving,” and all the delegates spent time volunteering at various locations and charities around New York.

For Buchanan, the community service day was particularly inspiring.

“My team’s service project was held at St. Joan of Arc Church in the Bronx. That’s where a group of nearly 25 EWMC volunteers — lead by members of Local 3 — worked tirelessly to paint a large community room in need of a little TLC,” said Buchanan. “As the day concluded, I was able to talk to other brothers and sisters about how gratifying it was to give back to a community that needed our help, and the lasting impression we’d made in that parish.”

“I had the opportunity to volunteer at Operation Exodus, which provides students from surrounding schools with an after school program, tutoring and a place to wait for their parents while they get off work,” said Martinez. “We got to paint three rooms for them while others also did some electrical work. It felt good to complete our tasks, and on our way out, we got to see about 15 kids come into the premises after

school. I felt a great sense of accomplishment seeing these kids come here. I know somehow they would appreciate what we did for them.”

“As union members, we are very fortunate, so I feel participating in the Day of Service was just one of the ways in which we can give back to our communities,” said IBEW 1245 Recording Secretary Rachel Ramirez-Hill, who also attended the EWMC conference for the first time this year. “I hope that in the future, we will be able to grow volunteerism within our Local.”

The conference featured several engaging workshops and notable speakers, including community activists, faith leaders, elected officials, public advocates and several figureheads from the IBEW.

International President Lonnie Stephenson announced his goal to double the number of Business Managers who attend the EWMC conference and increase the number of International Vice Presidents as well. He reminded delegates of how important the EWMC is to the IBEW, and aspires to make the IBEW more diverse while also promoting the next generation of younger workers.

Third District International Vice President Don Siegel, a long-time EWMC delegate and supporter, challenged delegates to hold their Union leadership accountable for increasing diversity in their Locals. Brother Siegel also reminded delegates that the top leadership of the IBEW should reflect its membership. Local 11 Business Manager Marvin Kropke spoke to first-time delegates at the New Member Orientation, and issued the same challenge to them.

“All who spoke had stories to tell

about how unions have made an impact in their lives, both personally and professionally. The most memorable speaker was Sister Robbie Sparks, EWMC President Emeritus. She was most poignant as she told of her struggles from the civil rights movement, to workers’ rights, and how her work is never-ending,” said Buchanan. “Both current EWMC President Keith Edwards, and IBEW International President Lonnie Stephenson delivered an inspirational message of leadership and solidarity within the Union that brought everyone to their feet.”

For many attendees, the most emotional part of the conference took place on the second day, when the delegates had the opportunity to tour the 9/11 Memorial.

“Being at Ground Zero, where more than 2,500 people lost their lives, and seeing remnants of what used to be elevator tags, guns encased in molten cement, and missing person fliers forced me reflect on the importance of my life,” said Buchanan. “It was heart breaking to hear accounts from loved ones of that fateful day, and how their lives have forever changed. The tribute Local 3 made to their fallen comrades atop the Freedom Tower is a sentiment we have for one another – we are more than union members, we are an extension of family.”

The third day of the conference began with elections for the EWMC officers, Executive Board and Young Workers Board. IBEW Local 1245’s own Office Manager, Tonya Alston, who had previously been serving as an At-Large member of the EWMC Executive Committee, was elected to serve as its National Secretary.

That afternoon, IBEW Local 1245

Staff Organizer Jammi Juarez helped lead a workshop of leadership communication styles, and 1245 Organizing Steward Lorenzo Arciniega served as one of the panelists during an in-depth discussion of LGBTQI issues in the union and the workplace.

“It makes me proud to see the EWMC step up to the plate on the LGBTQ issues,” said Martinez. “I was happy to see some of our brothers and sisters come up to the stage and share the struggles that the LGBTQ community faces on a daily basis at job sites and sometimes within their locals. I know there is still a lot of work to be done within our locals, but the EWMC has definitely set the bar for IBEW locals to follow.”

The conference concluded with an Awards Dinner, where Local 1245 presented EWMC with a donation for \$10,000.

“I wanted to thank IBEW 1245 for giving me the honor of attending my first EWMC Conference. This was truly an amazing experience,” said IBEW 1245 Executive Board Recording Secretary Rachel Ramirez-Hill. “I have been to a few other conferences on behalf of the Union but this one really stands out ahead of the rest.”

“Attending this conference has been life changing for me in so many ways. The experience not only humbled me, but ignited a strong passion and renewed belief in the Brother and Sisterhood of the IBEW,” said Buchanan. “I was fortunate to have met so many strong union men and women, from all walks of life, and was proud to be among them!”

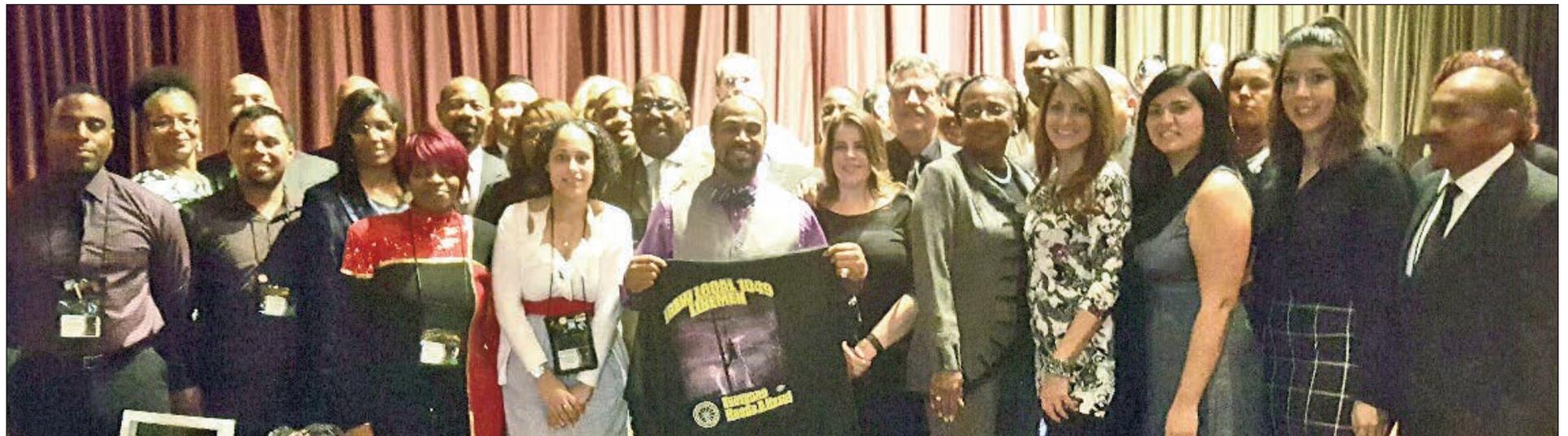
Tonya Alston contributed to this report.



Local 1245 Business Manager Tom Dalzell and IBEW International President Lonnie Stephenson with Local 1245 Executive Board and member delegates.



Rene Cruz Martinez volunteering during the Day of Giving



Local 1245 delegates at the Awards Dinner

IBEW Local 1245's Organizing Stewards Spread the Activism Bug

If enthusiasm is contagious, then we've got an epidemic breaking out at IBEW Local 1245.

As the 2016 class of IBEW 1245 Organizing Stewards filed into Weakley Hall for their first meeting and orientation on Jan. 22, their enthusiasm and positive energy was palpable. The number of Organizing Stewards has nearly doubled since last year, proving without

a doubt that once the activism bug starts spreading, there's no stopping it.

Organizing Steward Logan Jonas, who works as a Night Cable Splicer for PG&E in San Francisco, has definitely caught the organizing bug, and says his favorite part of the program is being able to effect positive change for his co-workers and others.

"Being a part of the Organizing Stew-

ards has changed my life. I've been able to grow in ways that I didn't expect," said Jonas. "I am a better person for having the opportunity to be involved and give back to the hard-working people of this union and this country."

Of the 70 members who make up this year's Organizing Steward army, about half are returning from last year, while the other half are newcomers to the pro-

gram. As the seasoned Stewards shared their favorite experiences from the previous year, the new Stewards listened in rapt attention, and were clearly excited to be a part of such a groundbreaking program.

"It's a wonderful feeling when you know you're becoming involved in something for a greater purpose, and that's what we stand for!" said new Organizing Steward Ashley Boles, who works at the PG&E Fresno call center. "Being able to experience solidarity and

continued on page 15



The 2016 class of Local 1245 Organizing Stewards

Answering the Call: Local 1245 Organizing Stewards help boost union membership at Indiana manufacturing plant

When our brothers and sisters in Indiana asked for assistance building their membership at a local manufacturing plant, Local 1245 answered the call.

In mid-February, a team of Local 1245 Organizing Stewards, comprised of Miguel Pagan, Rene Cruz-Martinez, Lorenzo Arciniega, Lorae Andreason and myself, Nilda Garcia, flew to Indiana to help IBEW Local 1424 grow its union membership at Faurecia, a manufacturing company that makes vehicle exhaust systems.

The company employs 870 workers at its Indiana plant, many of whom are native Spanish-speakers. Local 1424 represents the workers at Faurecia, but since Indiana is a "Right to Work" state and Faurecia is an open shop, the union has struggled to build and maintain a strong membership base. When we arrived, only 356 of the workers were dues-paying members, which meant we had more than 500 opportunities to sign non-members up to be a part of the union.

Back in 1989, the company and the union engaged in a year-long strike, and

the memory of that experience has made some of the senior workers hesitant to join the union. But we didn't let that deter us. We joined up with dozens of other IBEW organizers from across the country, along with the team from Local 1424, and launched an aggressive door-to-door blitz, with the goal of talking to every Faurecia worker about the benefits of union membership.

As Organizing Stewards, we've been trained on what it takes to be the "boots on the ground" for this type of campaign, so we focused on having as many face-to-face conversations as we possibly could. We started with 513 homes to visit, and by end of the first day, we had already knocked on 90% of those doors. By the time we completed the blitz, every house had been visited at least twice.

We worked tirelessly every day, from early morning to late in the evening, to get those conversations going and educate the workers. Many of them didn't even know about the union, or what it meant to join. We had to explain how important it was to be an active member of the union, especially given the

fact that the union contract will be expiring in March of 2017.

Through the one-on-one conversations we had with the workers, our 1245 team quickly identified several workplace safety issues at the plant. Rene and Lorae had an extremely eye-opening conversation with one female worker who had been run over by a fork lift at the workplace. She was still limping and had never received worker's compensation, so we pulled Local 1424

Business Manager Jerry Wagner in to help with this particular case.

By identifying the issues that mattered to the workers and explaining how the union could help them, our blitz team was able to sign up 52 new members in a week, bringing the Local from 38% membership up to a solid 48%. We left an additional 72 membership applications for local stewards to collect, which, once collected, would push

continued on page 15



The Local 1245 Organizing Stewards with International Organizer Lynn Arwood (center).

Utility Reporter



Local 1245 organizer Jammi Juarez with IBEW International President Lonnie Stephenson and 9th District IVP John O'Rourke.

Local 1245 Commended for Excellence in Organizing

For the third year in a row, Local 1245 has received the IBEW International "Henry Miller Award" for excellence in organizing. Additionally, Local 1245 staff organizer Jammi Juarez was awarded the "Above and Beyond" award at this year's 9th District Progress Meeting. The award gives her accolades for her "ongoing commitment to organizing, and thereby, furthering the purposes for which the IBEW was instituted."

Linemen Share Highlights from Suriname Trip at Advisory Council Meeting

When IBEW 1245 linemen Samson Wilson, James Scott and Carl Kheen travelled to the small South American country Suriname in the Fall of 2015, they weren't sure what they would encounter. They had heard from local 77 member Brady Hansen, the founder of the Suriname American Brotherhood Initiative, so they had some sense of the challenges that Surinamese linemen face. They knew that they would be providing potentially life-saving skills and training, but they didn't realize exactly how impactful the trip would be until they were there.

As honored guests at the Local 1245 Advisory Council meeting in January, the three linemen took the opportunity to share their heartfelt stories and express their gratitude to the union for making the trip possible.

"What a great experience! I was able to share my knowledge, and I also learned a lot from the guys down there," Outside Lineman James Scott told the Local 1245 Advisory Council. "They're smart people, and it was great to see how resourceful they are."

"Safety is so important, so to have this chance to be able to keep our brothers safe down there, and teach them basic things ... and then to see that light go on for them, it means a lot," said

SMUD Lineman Carl Kheen.

In addition to providing critical skills and safety training, the linemen from Local 1245 also brought along a shipping container filled with safety equipment they had collected, including climbing gear, boots, traffic control flags and eye protection. Tools and equipment are incredibly scarce for the Surinamese linemen, and they were clearly grateful for the donated items.

"The amount of material that we were able to donate and take down there, and the looks on their faces when they saw all of the stuff we brought, it was just amazing," said NV Energy lineman Samson Wilson.

While the donations were plentiful, they weren't quite enough to provide for every lineman in Suriname, and the Local 1245 trainers ended up donating some of their own belongings as well.

"I gave away all my personal stuff," said Kheen. "My boots, my clothes, even my actual climbing belt that I climbed with for 13 years, I left that for a brother down there."

The trip itself only lasted two weeks, but the linemen from Local 1245 have found that the experience continues to be a part of their everyday lives at home.

"With social media and Facebook, I'm able to stay in contact with the friends I made down there. I think I

came home with 150 new Facebook friends," said Wilson. "They still ask me questions, because they want to know more. They are excited to learn ... and that's a real testament to what Brady Hansen has built down there."

"I cried when I left. I miss those guys, and I can't wait to go back," said Kheen. "I just want to say thank you to the union and everyone who supported us. It was a very humbling experience."

"What I really enjoyed was coming back home and seeing how many members from Outside Line wanted to ask me about Suriname. They wanted to know what they could do [to support the Surinamese linemen], and if they could maybe be part of this program next time," said Scott. "Tom Dalzell has done a great thing by helping to pro-



James Scott

mote this. It's made people proud to be part of a union that's giving back, not just in our own communities, but also in third world countries that they've never even heard of."



Samson Wilson



Carl Kheen

ADVISORY COUNCIL

Labor Federation Leader Explains Importance of *Friedrichs* Case at Advisory Council

When Local 1245 Business Manager Tom Dalzell invited California Labor Federation leader Art Pulaski to address the Local 1245 leadership at the January Advisory Council meeting, Pulaski answered the call.

"Art has always been a good and loyal longtime friend to local 1245, and has supported us in the many competitive challenges that we face," Dalzell told the Advisory Council. "I've asked him to come here today to talk about a big challenge we're facing in the public sector, with a case that's pending in the Supreme Court that's part of the corporate agenda to dismantle unions."

Pulaski took the time to explain the court case to the Advisory Council and detail exactly what's at stake.

"The Supreme Court is about to decide on a case called *Friedrichs vs CTA* ... and the decision that the Supreme Court will make will determine whether every public union in California and across the nation will still have the right to have an agency shop. That's the very essence of this case," Pulaski explained.

"If [the Court rules in favor of the

plaintiffs] what we will see in California is a move by the anti-worker corporations to do away with all union shops, both in the public sector and also in the private sector," Pulaski continued. "This is an attack on workers that would affect all of us in California. That's why we're asking you to remain vigilant and support us in this fight."

A few weeks after the Advisory Council meeting, Supreme Court Justice Antonin Scalia passed away, leaving the Court split 4-4 on the *Friedrichs* case. While most in the Labor Movement consider this to be a temporary reprieve, Local 1245 is still heeding Pulaski's request to remain vigilant (see "Update on the *Friedrichs v. CTA* Supreme Court Case" page 21 and "IBEW 1245 Launches Public Sector Member-to-Member Education Drive on the Union Difference" page 20).

Pulaski also took advantage of the opportunity to share his sentiments about Local 1245's leadership.

"Tom is not just a leader of this great local union, he is also a Vice President of the California Labor Federation, which is a federation of a thousand local

unions in California. Tom has always been there as a leader for me and for our Executive Council as a whole," said Pulaski. "He'll wait to the right moment and then offer his words of wisdom in to help to move mountains and shape opinions, so we make the right decisions in terms of how we lead the future

of the union movement."

"Of the thousand-plus local unions in California, I think 1245 is just about the best," said Pulaski. "Tom, I want to thank you for your guidance in the battles that we fight every day, not just on behalf of your members, but of all working people in California."





Snuller Price, Energy & Environmental Economics

The energy sector is changing at a rapid pace, and with these changes come an assortment of new and unique competitive challenges that have the potential to seriously impact IBEW 1245 members and their jobs.

As part of Local 1245's ongoing effort to keep members abreast of these changes, the union hosted a special two-day seminar that detailed the most significant competitive challenges confronting our members, including Renewable Portfolio Standards, net energy metering, microgrids, technological advancements, the future of gas and coal, threats to the Diablo Canyon nuclear power plant, battery storage, public-private partnerships, and changes to energy regulations, including deregulation efforts in Nevada and regulation reform in New York state.

More than two dozen members came together at Weakley Hall to learn about the full gamut of issues, listen to a panel of expert speakers, ask questions, and come up with suggested plans for action.

Change is Inevitable

Labor Attorney Marc Joseph kicked off the seminar with a detailed discussion about the market forces that are seeking to undermine the vertically-integrated, full-service utility model. Joseph has represented Local 1245 and other IBEW locals for more than 20 years, and is perhaps one of the most knowledgeable thought leaders on the topic of utility market changes.

"We are in a time of unprecedented challenge to jobs of every member of IBEW Local 1245. The challenge didn't start yesterday, and it won't be resolved tomorrow. The threat is part of a series of events, with several key moments," said Joseph. "Change is inevitable, but change that is damaging to the IBEW is not inevitable."



Tom Jones, PG&E Director of Strategic Initiatives

Utility Reporter

From Smart Cities to SolarCity Confronting Competitive Challenges

Joseph reviewed the 40-year history of energy deregulation, and how it has effected the generation, and then the transmission, and now the distribution of power. Factors like direct access and Community Choice Aggregation, along with third-party developers like Solar City, are already chipping away at union-provided power distribution, but Joseph explained how the union is taking action, both through legislative advocacy as well as through the PG&E General Rate Case, in order to prevent more deleterious impacts to Local 1245 members and jobs.

The members had some insightful takeaways from Joseph's presentation.

"Deregulation and solar are not all bad. It's the current pace of de-regulation that is the problem," remarked PG&E System Operator Josh Alpine. "It threatens to harm communities, our livelihood. We're not against renewables, but we need a thoughtful transition."

Opportunities for Growth

Few people in the utility industry know more about the technological advancements being made to the Grid than Stewart Ramsay. Ramsay is the former Vice President of Asset Management & Electric Transmission at PG&E, and has a wealth of technology expertise that he's chosen to share with Local 1245.

Ramsay explained how some technological advances, including Intelligent Load Management and Smart Cities, present unique opportunities for growth for both the utility companies and the workforce. He also outlined how utilities can utilize technological advances to adapt different forms of storage, from transmission systems to tanked water heaters, so that they can become more efficient. But California is missing out on



Stewart Ramsay, Vanry & Associates

some of these opportunities, and instead, we're seeing a heavily distorted load pattern (known colloquially as the "duck curve") caused by policies that prioritize developers over customers.

"If we step back and look at [these technological opportunities] from the interest of the customer, rather than the interest of a particular type of developer, we could come up with a much more holistic, much better solution," Ramsay continued. "And the utility and its workforce would have a much bigger role than people are anticipating, because it would make sense."

This notion struck a chord with many of the members, especially those who work at Diablo Canyon Nuclear Power Plant.

"At power plants we hear about the 'duck curve,' but it is not set in stone," said Diablo Canyon Operator Jeremy Winn. "Things can be done. We have the power to have an impact."

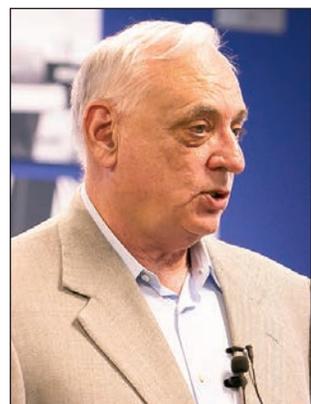
Feeding the Duck

Susan Kennedy, formerly the commissioner of the California Public Utility Commission and now head of a microgrid and battery storage company, delved into more detail about the "duck curve." She noted that the backward cycle of generation and distribution has resulted in grid instability, and pointed out that the conditions we are seeing today – commodity prices falling, customer rates increasing and over-generation – are precisely the same conditions that preceded the California energy crisis of 1999, and she explained how new policy mandates related to energy storage are continuing to "feed the duck."

"What happens when you put in place all these policy initiatives but don't rationalize them to figure out how



Susan Kennedy, Advanced Microgrid Solutions



Dan Richard, California High-Speed Rail Authority



Aaron Johnson, PG&E Vice President of Customer Energy Solutions



David Marcus, Energy Consultant



Marc Joseph, Attorney

they fit in a least-cost-best fit — where the utilities don't have to buy them, but want to buy them because they make sense from a cost-effectiveness standpoint — you have stranded assets, with increasing customer rates, wasted investments in new technology, and higher costs passed on to ratepayers."

We're on the Same Team

The members who attended the seminar left with a far better understanding of the challenges ahead and what's at stake, and came up with some insightful solutions to move forward in the right direction.

"While solar is a good thing, we have to let everyone know how it will affect jobs, our communities, our future, the gap between poverty and wealth. Misinformation is a problem we need to combat," said NV Energy member Michelle Benuzzi. "We need to educate, starting at home, with our kids, our parents and grandparents, the people we work with... and we have to get out there and hold officials to what they promised."

"The electrical industry is changing, and changing fast. Jobs could be in jeopardy. But IBEW 1245 is fighting to keep our jobs," said PG&E lineman Brian Anderson. "Our members need to understand the impacts of CCAs, PURB 1000, Solar City, battery systems, EVs and the possible closure of Diablo Canyon Power Plant or any plant. We have to embrace new technology. Everyone hates change, but we have to get involved in politics and expand PG&E's solar choice program. It's a time where the company and the union have to work together to fight Goldman Sachs, Solar City, and Elon Musk as one. We are on the same team."

Powerpoint presentations and videos from the seminar can be found online at www.ibew1245.com/competitive-challenges-resources.



Hunter Stern, IBEW 1245

Helicopters Assist GC Crew With Transmission Job in Grass Valley

After a crew from PG&E's Tower department installed a new tower near Lake of the Pines in the Grass Valley area, a GC Transmission crew from the North Valley was sent out to lift the conductors on the tower to a new cage extension in order to correct a ground clearance violation. The crew was also tasked with installing new insulators and hardware, as well as re-tensioning the wire, which became too tight when it was lifted.

The job utilized two helicopters – one to pick the wire, and the other to carry members of the crew.

"We do this quite a bit," said crew member Jason Madigan. "We've been taking

care of this type of work since [last] spring, all throughout the Valley and up here in the foothills. We've been working on this particular job for the past couple of months. We call jobs like this NERC jobs, where there are ground clearance violations, and we come in to lift the wire up."

NERC stands for the North American Electric Reliability Corporation, the non-profit entity that oversees and regulates electric grid reliability in the US, Canada and Mexico. When a NERC aircraft identifies a violation, the company is notified, and crews like Madigan's are dispatched to correct the issue.

Photos by John Storey



Local 1245 Doubles Down to Keep Diablo Canyon Power Plant Open

PG&E's Diablo Canyon Nuclear Power Plant has been under assault for years from a variety of state and federal agencies, as well as a handful of committed opponents. Last year, IBEW 1245 succeeded in fending off a legal effort seeking to close the plant, but the threats to Diablo Canyon's continued operation have continued to mount, and IBEW Local 1245 remains steadfastly committed to do everything in its power to keep the plant up and running.

Diablo Canyon is one of the biggest economic drivers in San Luis Obispo County, and thousands of residents and businesses depend on it as a key source

of quality jobs and revenue. More than 1,500 workers — including 600 IBEW 1245 members — are employed at Diablo Canyon, making it the largest creator of jobs in the San Luis Obispo area. The plant's operation tax base helps fund everything from public safety to schools, and plays a key role in the economic stability of the region.

Diablo Canyon is also a vital part of California's clean energy future. As the largest generator of local, greenhouse-gas-free power in the state, Diablo Canyon provides much of the critical baseline power that California needs to meet its Climate Action goals, which is particularly important given the

state's rapidly changing electricity supply. If Diablo Canyon were to close, the sudden loss of the 2,240 MW produced there would inevitably cause a significant increase in greenhouse gas emissions to replace this baseline power. We saw this occur when the San Onofre Nuclear plant in southern California was first curtailed and then shut down several years ago. The Grid operators had to find replacement power, which ended up coming from fossil fuel generation sourced mostly from older, dirtier plants that were forced back into production.

Keeping Diablo Canyon open is fundamental to IBEW Local 1245. The

union is engaging directly with several state agencies, the State Lands Commission, the Coastal Commission, the State Water Board and the CPUC as part of our ongoing fight to keep the plant open. We have also met directly with the Governor and his aides, as well as members of these Commissions, to lobby for the continued operation of Diablo Canyon.

Additionally, Local 1245 is organizing locally in San Luis Obispo County to build a broad coalition of labor, community and environmental advocacy and support around Diablo Canyon.

www.keepdiablocanyonopen.com

Local 1245 Members and Supporters Rally for Diablo Canyon



Photos by John Storey

More than 100 IBEW 1245 members and supporters descended on the State Capitol on April 4 to deliver an important message — **Keep Diablo Canyon Power Plant Open**. A busload of Local 1245 members who work at Diablo Canyon traveled up to Sacramento for the rally, where they were joined by elected officials, union leaders, Local 1245 Organizing Stewards, union staff and supporters.

Local 1245 Business Manager Tom Dalzell carried home the message that the next generation of Californians are relying on Diablo Canyon in a multitude of ways, both environmental and financial.

"I've got two really good reasons to keep Diablo Canyon open — Anna and James Lyman," Dalzell said, recognizing Diablo Canyon employee Adam Lyman's two children, who came to the rally with their parents. "Diablo Canyon is the largest private employer in the county, paying over \$20 million in property taxes. The schools and public services in San Luis Obispo all depend on the jobs at Diablo Canyon."

"We recognize that greenhouse gas emissions are a problem, and we want to be part of the solution," said IBEW 9th District International Vice President John O'Rourke. "All we're asking for is to extend the plant's lease through 2024-25, which would give us the opportunity

to step back and refocus our efforts on what is needed ... because 2,240 megawatts of baseload power generation, well, you just don't create that overnight. We need a thoughtful, well-planned system to bring on new megawatts of generation."

Kevin Garduno, an operator at Diablo Canyon who recently became the head of the union's campaign to keep the plant open, took a moment to address the safety concerns that some members of the public have when they think about nuclear power.

"I never have even one second of hesitation when I'm driving into the plant, because I know my brothers and sisters at Diablo Canyon are the best operators in the nation," Garduno said. "They keep us safe every single day. They follow all the precautions, policies and procedures that are in place to keep the plant safe, reliable and running at all times."

Representatives from other local unions also joined the rally. John Mader, president of ESC-IFPTE local 20, which represents 350 engineers and designers that work at Diablo Canyon, as well as the scientists who work at the Environmental Protection Agency (EPA), emphasized the fact that the nation's top environmental experts are advocating for nuclear power as a clean and safe alternative to dirty fossil fuels.

"This fight isn't just about union jobs. This fight is about our planet," said Mader. "If you care about the environment and about taking care of our planet, then you keep this plant open!"

Part of Our Future

Although IBEW Local 1245 is not an official member of the State Building

and Construction Trades Council, its leader, Robbie Hunter, joined the rally to underscore the plant's important history as well as its flawless safety record.

"When Enron was playing games back in 2000 [during California's energy crisis] ... it was Diablo Canyon that kept the lights on and kept our industry and economy moving," said Hunter. "It's got the most perfect record — not just of a nuclear power plant, but of ANY generation plant in the United States."

Hunter was not the only notable state leader who spoke at the rally. Several members of the California Legislature also came out to voice their support for Diablo Canyon.



Local 1245 Business Manager Tom Dalzell

"[Diablo Canyon] is part of our future. It meets all the goals of renewable energy in our state, and it's also part of our water infrastructure," said Assemblymember

Devon Mathis (R- Visalia). "I'm going to do everything in my power to keep you guys open and keep you working."

"Thank you so much for being out here, fighting and making a statement at the state Capitol ... I'm proud to stand with you," Assemblymember Adam Gray (D- Merced) told the crowd of supporters. "California needs clean energy and green jobs, and we've got both here [at Diablo Canyon]. We should be talking about building more, not taking away what we've got."

This summer, the State Lands Commission will decide whether or not to renew PG&E's current license that allows Diablo Canyon to remain in operation, and Local 1245 intends to continue speaking out and lobbying the members of the Commission to make sure they understand the critical role that Diablo Canyon plays in both our economy and well as our clean energy future.

General Negotiations Commence at PG&E

On March 18, IBEW Local 1245 and PG&E launched general negotiations with the initial exchange of bargaining proposals. Although Local 1245 has not generally posted the original proposals at the onset of general negotiations in the past (and in fact, has only done so one time in the last five rounds of bargaining), the union has decided to post the full proposals this year, in order to keep members informed and ensure that this round of bargaining is as transparent as possible. View the Company's proposals at bit.ly/PGEinitialproposalsMarch182016. View the Union's proposals at bit.ly/1245initialproposalsMarch182016.

"It is our position that all issues that affect a limited number of members should be addressed in ad hoc negotiations, and that includes electric and gas service crews, two-man rubber-gloving and sick leave in the call centers," said IBEW 1245 Business Manager Tom Dalzell. "This has been our stance for quite some time, and we will continue to maintain that position as general negotiations move forward. It is our intention NOT to negotiate these issues as proposed by the Company, and instead reserve them for the relevant ad hoc committees."

The general negotiations commenced after members voted down two letter agreements, 16-07 and 16-08, related to gas and electric service crews.

Letter Agreement 16-07 (Electric Service Crew)

A total of 907 ballots were mailed, and 494 ballots were returned.

YES: 149 (30.2%)
NO: 344 (69.6%)
BLANK: 1 (0.2%)

Letter Agreement 16-08 (Gas First Responder Crew)

A total of 808 ballots were mailed, and 325 were returned.

YES: 114 (35.1%)
NO: 211 (64.9%)
BLANK: 0

Visit our website www.ibew1245.com/pg for updates on negotiations.



DCPP employee Adam Lyman with his wife and children, James and Anna

Retirees' Corner



Reno/Sparks Retirees Support Meals on Wheels

The IBEW 1245 Reno/Sparks Retirees Club chapter donated \$600 in club funds plus an additional \$250 in matching union funds to the local Meals on Wheels program in Washoe County. Pictured from left: Local 1245 retirees Rod Thomas, Bud Gray, Jim Lappin, Cyril Escallier, Vickie Borst and Ron Borst, and Washoe County Senior Services Administrative Assistant Leslie Williams.



Reno/Sparks Retirees Present Donation to Ronald McDonald House

The IBEW 1245 Reno/Sparks Retiree club chapter presented a \$250 donation to the local Ronald McDonald house on Dec. 29, 2015.

"We hope you know that this money goes a long way in keeping families close during critical times. It may seem small, but your group has now provided about 25 nights for a family (or several) to stay here at the House," Rachel Gattuso, Ronald McDonald House Marketing and Communications Manager wrote in a thank you message to the union retirees. "When there are myriad concerns swirling through a parent's mind, we believe that where to stay and how to pay for it just shouldn't be one."



From left: Ronald McDonald House CEO Marty Ozer with IBEW 1245 retiree club members Rod Thomas, Rita Weisshaar, Jim Lappin, Cyril Escallier and Ron Borst.

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.



Reno/Sparks Retirees Present Donation to Nevada Children's Cancer Foundation

IBEW 1245 Reno/Sparks Retirees Club members (from left) Rod Thomas, Cyril Escallier, Jim Lappin and Ron Borst (far right) presented a donation for \$250 to Northern Nevada Children's Cancer Foundation rep Lisa Shaffer (holding check) on Dec. 29, 2015.

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, 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!

Robert Allustiarti 34 years Fresno, CA	Brenda Batchelor 18 years Stockton, CA	Chester Booker 30 years Fresno, CA	Jay Clapsadle 13 years Vacaville, CA	Matthew Dorricott 29 years Oakley, CA
Donna Ambeau 47 years Oakland, CA	Kenneth Bennett 25 years San Luis Obispo, CA	Carolyn Boyd 30 years Oakland, CA	Paul Cleary Jr. 18 years American Canyon, CA	Charles Dougherty 36 years Grants Pass, OR
James Anderson 25 years San Luis Obispo, CA	Janice Bergh 35 years San Jose, CA	Patrick Boyle 31 years Atascadero, CA	Salvacion Collins 32 years Daly City, CA	Douglas Dover 38 years Tracy, CA
Duane Andrade 26 years Santa Maria, CA	Mary Billingsley 45 years Santa Cruz, CA	James Bradley 38 years Cottonwood, CA	Ulysses Crittendon Jr. 35 years Elk Grove, CA	Steven Drew 41 years Castro Valley, CA
Michael Androski 11 years Martinez, CA	Louise Bildeau 22 years Madras, OR	Jack Brown 15 years Alvin Texas	Lani Cubillo 7 years San Francisco, CA	Richard Duarte 38 years Santa Rosa, CA
George Arabia 38 years Fresno, CA	Kim Biondo 34 years Santa Maria, CA	Gary Bryant 29 years South Lake Tahoe, CA	John Dare 36 years Santa Cruz, CA	Suzanne Duffy 25 years Grants Pass, OR
Barney Avilla 41 years Santa Rosa, CA	Randy Bishop 19 years Manton, CA	Richard Burke 29 years Soquel, CA	Frank De Maria 32 years San Jose, CA	Suanne Dunn 15 years Napa, CA
Lavonda Bailey 30 years Fairfield, CA	James Blake 44 years Paso Robles, CA	Mark Buscher 36 years Atascadero, CA	Darrell Diggs 19 years Sacramento, CA	Robert Edie 38 years Santa Maria, CA
Raul Barron 31 years Bakersfield, CA	Allen Bolding 13 years Winslow, AZ	Patrick Byrne 21 years Pittsburg, CA	David Dobrenen 39 years Bakersfield, CA	Dennis Elvey 36 years Oregon City, OR
Esther Barth 16 years Fresno, CA	Cynthia Bolling Martinez 16 years Fresno, CA	Louis Changaris 36 years Modesto, CA	Joseph Doll 31 years Stockton, CA	Ruben Espinosa 22 years Hollister, CA
Esther Barth 16 years Fresno, CA		Jeffery Charleston 37 years Madera, CA		

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Retirees Clubs meeting changes

New Meeting Location and Date for Yerington Retirees Club

The IBEW 1245 Yerington Retirees Club Chapter has a new meeting location. Starting on February 24th, 2016, the club will meet at Pioneer Crossing Yerington (11 North Main Street, Yerington, NV 89447) in the Branding Iron Restaurant Meeting Room. The meetings will now take place on the 4th Wednesday of each month at 10:30am.

Tom "T" Bird,
Yerington Retirees Club

Meeting Schedule Change for Carson City Retirees Club

The IBEW 1245 Carson City Retirees Club chapter has changed its meeting schedule. Instead of meeting every month, the club will now meet four times per year (January, April, August and October) on the 4th Thursday at 9am. The meeting place will remain the same (Grandma Hattie's Restaurant, 2811 S. Carson St., Carson City, NV).

Retirees, from page 14

Ruth Evangelo
33 years
Nipomo, CA

Daniel Furtado
30 years
Madera, CA

Randy Evins
41 years
Chico, CA

Gary Finks
33 years
Danville, CA

Dennis Flint
32 years
Wellington, NV

Frank Flores
41 years
Clovis, CA

Alan Franck
36 years
Concord, CA

Jeffrey Fung
37 years
San Jose, CA

John Gaffney
39 years
Modesto, CA

Donald Garrett
45 years
Vallejo, CA

Harry Geivet Jr.
19 years
Shafter, CA

Judy Glaspie
9 years
Oakland, CA

Clifford Good
44 years
Livermore, CA

Terry Griffith
32 years
Stockton, CA

Vincent Grimes
7 years
San Jose, CA

Brian Grunloh
32 years
Stockton, CA

Gary Hackett
36 years
Nipomo, CA

Matthew Hagen
31 years
Tuolumne, CA

Jerry Hahn
41 years
Burlingame, CA

Chris Hansen
39 years
Coarsegold, CA

Gary Hartig
33 years
Los Osos, CA

Kirk Hazel
43 years
Salinas, CA

Brian Heafey
30 years
San Mateo, CA

Mark Hedlund
39 years
Florence, AZ

Julia Heitman
24 years
Modesto, CA

Donald Hendrix
29 years
Auberry, CA

Michael Hendrix
22 years
Oakdale, CA

Shelley Hinojos
39 years
Hanford, CA

Anthony Hostetter
30 years
Grass Valley, CA

Russell Houston
37 years
Nipomo, CA

Jason Hughes
42 years
Hayward, CA

David Ide
37 years
Dunnigan, CA

Steve Ingerson
12 years
Benicia, CA

Ramona Jacks
25 years
Barstow, CA

Carl Jackson
40 years
Richmond, CA

Donna Johnson
36 years
Clovis, CA

Eugene Johnson
41 years
Auburn, CA

Kevin Jones
14 years
Arroyo Grande, CA

Steven Jones
35 years
Loleta, CA

Donald Jorgensen
38 years
Fresno, CA

Valeran Kloppenburg
32 years
North Fork, CA

John Krebs
36 years
Roseville, CA

Craig Lindblom
34 years
Oakley, CA

James Loer
43 years
Rocklin, CA

Fredrick Lopez
25 years
Yerlington, NV

Ruben Lopez
35 years
Auberry, CA

Jeffrey Lynn
31 years
Dayton, NV

Patricia Markwith
35 years
Fresno, CA

Leonard Martin
35 years
Yuba City, CA

Michael McBroom
39 years
Oroville, CA

Robert Morales
30 years
Santa Clara, CA

Joseph Morgan
35 years
Oakley, CA

Diane Morris
36 years
Igo, CA

Barry Muhamedcani
39 years
Union City, CA

David Muro
42 years
San Martin, CA

Dan Musick
14 years
Placerville, CA

Debra Nelson
7 years
San Jose, CA

Kerry Noh
21 years
Oakland, CA

James Poplin
20 years
Suisun City, CA

Gary Powell
31 years
Sonora, CA

Gary Prieto
31 years
Brentwood, CA

Michele Pugh
35 years
Atascadero, CA

David Pyle
38 years
Bakersfield, CA

Lloyd Reyes
38 years
Clovis, CA

Richard Rodgers
39 years
Oakhurst, CA

Chris Rosenstrauch
42 years
Martinez, CA

Granville Runderson
30 years
Fresno, CA

Terry Rupp
24 years
Kelseyville, CA

Janice Rutledge
38 years
Rocklin, CA

Deborah Saiz-Pinson
41 years
San Luis Obispo, CA

Anthony Santos
30 years
Lago Vista Texas

Gregory Sassano
34 years
Fresno, CA

George Savala
38 years
Salinas, CA

Robert Schoening
49 years
Millbrae, CA

William Secord
37 years
Quincy, CA

John Segesman
31 years
Barstow, CA

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Stewards, from page 9

be a part of something so exciting just gives me a delightful feeling.”

The action-packed day-long orientation included a crash course on Organizing Stewardship, including expectations and responsibilities, as well as member engagement strategies and tactics to set the Stewards up for success. The training session also featured group activities, breakout sessions, sing-alongs and a special movie screening.

The Organizing Steward Orientation Planning Committee – comprised of seasoned Organizing Stewards Samson Wilson, Nilda Garcia, PJ Saenz and Rachel Ramirez-Hill, along with Staff Organizers Jammi Juarez, Eileen Purcell and Fred Ross — worked together to organize the training for the new class of Organizing Stewards.

“Being tasked with helping plan the orientation and induction was exhilarating!” said Wilson, an NV Energy lineman who has been involved with the Organizing Steward program since its inception. Serving on the Planning Committee made him realize just how committed IBEW 1245 is to the Organizing Stewards, and he walked away with “an even greater appreciation of what it takes to organize” such a program.

The Heart and Muscle of the Union

IBEW 1245’s one-of-a-kind Organizing Steward program is the brainchild of IBEW 1245 Business Manager Tom Dalzell, who came up with the idea in 2009 as a way to encourage younger members to become more involved with the union. The program has evolved over the years, and now, the inter-generational, hands-on Organizing Steward approach is gaining repute throughout the Labor Movement. Local 1245 has been recognized by the National AFL-CIO, the California Labor Federation and several local labor councils for its outstanding work in the field of member engagement and leadership development.

“The best organizing model is the 1245 model,” said Art Pulaski, leader of the California Labor Federation, an umbrella group of 1,200 unions representing upwards of two million members across California.

Pulaski made a special trip to Vacav-
Utility Reporter

ille to watch the Organizing Stewards get sworn in at the quarterly Advisory Council meeting on Jan. 23. He told the Local 1245 Advisory Council that he brings up the Organizing Steward program frequently, and uses it as a key example whenever he’s asked about the best way to get members – particularly younger members — to be more active in their unions. He believes it to be the beacon by which all other unions should follow when developing their own member engagement programs.

“I’ve talked about the 1245 Organizing Steward model as being the way to build the heart and the muscle of the union,” said Pulaski. “It’s how you build bargaining power ... and also political power, which is so essential.”

At the Organizing Steward orientation, Dalzell spoke candidly about the intrinsic value that the Organizing Stewards bring to Local 1245.

“You make us proud,” Dalzell told the room full of Organizing Stewards. “You are carrying on the finest tradition of the Labor Movement. You have changed who we are as a union, and you will continue to do so. I thank you from the bottom of my heart.”

The Year Ahead

2016 is already shaping up to be an action-packed year for the Organizing Stewards. Between leadership development trainings, the contract campaign at PG&E, solidarity activities, political and legislative endeavors, and member outreach around the *Friedrichs v. CTA* Supreme Court case, the Stewards certainly have their work cut out for them. And they don’t mind it in the least. In fact, they embrace each and every opportunity to get involved.

“To belong to a union and not be active would be choosing to not act on your own behalf,” said Jonas. “When working people stand together, it improves the quality of our work and our lives.”

“I know that I will get memorable personal experiences and fulfillment that I can’t receive anywhere else,” said Boles. “I know that I will gain the experience and knowledge to create more of an interpersonal experience with my peers in regards to them really gaining a understanding of what we as a union stand for ... and memories to last a lifetime with my IBEW brothers and sisters.”

The Call, from page 9

Local 1424 up to 55% membership at the plant.

“The Indiana Blitz showed me that even in a ‘Right to Work’ state, union values can prevail,” said Local 1245 Organizing Steward Miguel Pagan. “Our message was simple: ‘You don’t always get what you deserve... but you will get what you negotiate.’”

The workers were glad to have us there, and our 1245 team identified seven Spanish-speaking workers who now want to become shop stewards. Lorenzo put together a Spanish membership welcome packet, to make sure the Local had the resources for these employees after we left. We also shared many ideas with Local 1424 about member engagement based on the activities that our Local does, like community service, soccer tournaments, bowling events and other recreational activities.

It was a satisfying experience knowing that we made a difference and we helped our IBEW brothers and sisters. Securing a union majority at a manufacturing facility in a “Right to Work” state is a huge deal, and we have received lots of gracious appreciation and thanks from the other organizers we worked with in Indiana.

“I am a new organizer and got to work with each one of [the Local 1245 Organizing Stewards]. I had never done house calling before, and they went above and beyond to help me,” said IBEW Kentucky Lead Organizer Chad

Donathan. “They taught me a lot to use in future campaigns. Their work ethic, knowledge and love for this organization should be recognized, so I wanted to thank the Local for the opportunity to work with these fine young workers.”

“Thank you to Local 1245! Your assistance and help cannot be measured, and we have all commented on how much we have learned from you and the other organizers,” said IBEW Regional Organizing Coordinator Lynn Arwood. “We changed minds, got the workers in the plant talking about the IBEW, and started a movement. The work here is not done, but together we made a difference.”

As always, I am grateful for our union and for our Organizing Steward program. We are so lucky to have great leadership and the vision of our Business Manager, Tom Dalzell. We accomplished so much, not only for Local 1424, but for also for the International IBEW. If we were able to bring union membership at Faurecia up 10% in five days, we can just imagine what they’ll accomplish by March of 2017!

I always ask my co-workers if they can picture working for a company without a union, collective bargaining, safety or job security. I absolutely can, and that is why I chose to get involved with the union. This experience has solidified my commitment to the union even more. We are working people standing together!

Nilda Garcia is an IBEW 1245 Organizing Steward who works at the PG&E Sacramento Contact Center.





Tree Safety Summit Proves to be Resounding Success

North Area

Our recent “Keep the Clearance” Tree Trimmer Safety Summit was a great success, and based on the feedback we’ve gotten during field and yard visits, it made a notable impact with the membership. The keynote speaker, Dr. Bell, was insightful and engaging. He was given high marks for his presentation by those that attended, and definitely made a lasting impression. There have been numerous requests to have him come back.

Almost all of the tree contractors have been hiring new employees, some at the urging of the utility, because they expect to trim many more trees compared last year. The contractors are expected to stay on schedule and have been told that if they are unable to do so, the utility will bring in subcontractors and the prime contractors will have to pay the bill.

The hiring has had a negative effect on production, and has put more pressure on those with experience and qualifications to maintain production. There is little time for training and no compensation for the training. Some crew foremen have been counseled by management for being tough on the new hires, most likely due to frustration and production pressure.

Most tree contractors are working four-day, ten-hour schedules with many mandating a fifth mandatory day. In some cases, yards that usually vote against 4X10 schedules have voted yes, which indicates they understand the predicament the companies are in and they are willing to help out.

We are still hearing about vacation

issues, both in terms of accrual and granting vacation time. The last two years have been tough for the Companies, with more and more trees needing attention, compounded by the fact that the Companies did not hire enough people to do the work. This year is like the last two only more so, and the Companies must hire more people (which they are doing). It is challenging because the new hires need to be trained, and naturally there will be some culling.

South Area

IBEW 1245 is doing an excellent job in promoting safety to this group, and they certainly need all the help they can get based on the accident rate in their trade. Management is pushing back on the training based on their production quotas. Three area members attended the “Keep the Clearance” safety training in Vacaville on April 14th, and another one attended a great seminar in Santa Barbara that was put by a world-renowned arborist.

Attendance at union meetings in one unit has been very high in comparison to another units. It runs about 30% of the area’s membership, or about 28 members on average.

There is a lot of misinformation and insecurity about their jobs based on the group’s demographics and culture, and members are still having issues regarding the state’s mandate of three days off for sick leave. We have educated them on what the law states, as well as the exemptions associated with the law. This issue will be discussed during the next round of negotiations.

Promotions are an issue in some areas and not others, based on education/knowledge of our members about their rights under the contract as well as under case law. We helped with the promotions of two employees that had the time and experience for the next advancement, despite the fact that neither employee possessed a class “B” license. Top management has been preaching to us in labor-management meetings that progression may be based on the class “B” licenses.

The contract is silent in terms of the transfer of crews within 60 miles (home

base), and a “meet and confer” is needed in order to resolve this ongoing issue.

North Central Area

Asplundh Tree

NV Energy requested to cut back two crews last month. The majority of the crews had been sent to Carson City, and two crews were sent to Eastern Nevada. Work just opened up on the South Lake Tahoe border. We only have a few minor issues going on at the present time. Now that we have a shop steward and safety

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Local 1245 Health & Safety Committee Member Spurs Frontier Communications to Develop Active Shooter Policy

IBEW 1245 Health and Safety Committee member Dan Boschee was not sure what he was going to learn when he attended a class entitled “Surviving the Active Shooter,” at a National Safety Council meeting. But when the class concluded, Boschee knew he had to bring the information back to his employer and his fellow union members at Frontier Communications.

Ten minutes into the class, IBEW Local 82 Safety instructor Paul Chaney, wearing a full business suit, made a startling point when he produced eight simulated weapons that had been concealed in his clothing, and pointed out that the only exit in the room was a single door behind the audience.

Boschee realized just how important it is to have a plan in place in the off chance that something like that could happen at work, so introduced the information to the members of the Frontier safety committee, which he chairs. Now, two years later, Frontier

Communications is ushering in a new policy with required training for all 18,600 employees in nine states. The overall goal of the active shooter policy is to produce a means to respond to threats at Frontier locations and heighten awareness on how to stay safe in the rare event an incident may happen. Thanks to a collaborative effort from rank-and-file IBEW members and Frontier supervisors, a positive step has been made to address a potential threat.

On April 9, Boschee and three other members of the Local 1245 Health and Safety committee will travel to the Spring National Safety Council Labor Division and IBEW safety caucus to find information that will benefit their employers and fellow union members. The committee members include Carlos Rodriguez (Utility Tree Service), Al White (PG&E), Mike Gomes (Modesto Irrigation District), IBEW 1245 Senior Assistant Business Manager Ralph Armstrong and Business Representative Rich Lane.

La Cumbre de Seguridad de los podadores de árboles fue un rotundo éxito

Area Norte

Nuestra reciente Cumbre de Seguridad de los podadores de árboles “Mantenga la distancia” fue un gran éxito, y en base a los comentarios que hemos recibido durante las visitas al campo y a los patios, tuvo un impacto importante sobre los miembros. El orador principal, el Dr. Bell, fue revelador y mantuvo la atención de los asistentes, quienes salieron muy satisfechos de la presentación. Sin duda causó un gran impacto. Hemos recibido numerosas solicitudes para que regrese.

Casi todos los contratistas de árboles han estado contratando nuevos empleados, algunos, a instancias de las empresas de servicio público, ya que esperan podar muchos más árboles en comparación con el año pasado. Se espera que los contratistas cumplan con el programa previsto y se les ha informado que si no lo pueden cumplir, la empresa de servicio público traerá a subcontratistas y los contratistas principales tendrán que pagar dichos costos.

La contratación ha tenido un efecto negativo en la producción, y ha puesto más presión sobre los empleados con experiencia y calificaciones para sostener la producción. Hay poco tiempo disponible para la capacitación y no se recibe ninguna compensación por la capacitación. La gerencia ha amonestado a algunos capataces de las cuadrillas por ser demasiado exigentes con los nuevos empleados, muy probablemente debido a la frustración y a la presión por cumplir con la producción.

La mayoría de los contratistas de árboles están trabajando en horarios de cuatro días, diez horas y muchos están obligando a trabajar un quinto día obligatorio. En algunos casos, los patios que generalmente votan en contra de los horarios 4 x 10 han votado sí, lo que indica que entienden las dificultades que enfrentan las compañías y están dispuestos a ayudar.

Todavía estamos recibiendo reclamos sobre problemas de vacaciones, tanto en términos de vacaciones acumuladas como en conceder días de vacaciones.

Los dos últimos años han sido difíciles para las compañías, pues más y más árboles requieren atención, agravado por el hecho de que las compañías no contratan suficiente gente para hacer el trabajo. Este año es como los dos últimos, solo que peor, y las compañías deben contratar a más personas (lo cual están haciendo). Es un reto porque los nuevos empleados deben recibir capacitación y, naturalmente, habrá que hacer algunos sacrificios.

Área Sur

El IBEW 1245 está haciendo un excelente trabajo en la promoción de la seguridad en este grupo, y sin duda necesitan toda la ayuda que puedan obtener sobre la base de la tasa de accidentes en este tipo de oficios. La gerencia está demorando la capacitación en función de sus cuotas de producción. Tres miembros de la zona asistieron a la capacitación de seguridad “Mantener la distancia” en Vacaville el 14 de abril, y otro miembro asistió a un excelente seminario en Santa Bárbara organizado

por un arborista de renombre mundial.

La asistencia a las reuniones del sindicato de una unidad ha sido muy alta en comparación con otras unidades. En ella participan alrededor del 30% de los miembros del área, es decir, alrededor de 28 miembros en promedio.

Hay una gran cantidad de información errónea y también existe inseguridad sobre sus empleos originados por la cultura y composición demográfica del grupo, y algunos miembros continúan teniendo problemas en relación con el mandato del estado de tres días libres por licencia por enfermedad. Los hemos educado sobre lo que dice la ley, así como sobre las excepciones asociadas con la ley. Este tema será discutido en la próxima ronda de negociaciones.

Los ascensos son un problema en algunas áreas y no en otras, dependiendo de la educación y el conocimiento de nuestros miembros acerca de sus derechos descritos en el contrato, así como en virtud de la jurisprudencia.

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Court of Appeal Says Insurance Company Workers' Compensation Doctors Owe Duties to Injured Workers

Doctors reviewing treatment requests on behalf of insurance companies in workers' compensation cases may now be held civilly liable if their recommendations fall below the standard of care required of doctors. In the past, these doctors argued they owed no duty of care to the injured workers. However, the recent appellate court decision of *King v. CompPartners*[1] held these doctors do indeed owe a duty of care.

By way of background, in 2013, the California legislature made widespread changes to the workers' compensation system. Among these was the introduction of the Independent Medical Review system. Previously, if the workers' compensation insurance carrier denied treatment recommended by your doctor, you or your attorney were able to take the issue before the administrative judge. With the change, however, the insurance companies would

send the proposed treatment to Utilization Review (UR). UR involved the insurance company sending the request to doctors hired to review the proposed treatment and your medical records. These doctors could be from anywhere and of any specialty, and without any knowledge of the patient's medical history.

If the doctor denied the medication, it could be appealed **only** through Independent Medical Review (IMR). IMR is administered by Maximus, which assigns a doctor to review the denial. Neither the injured worker nor his or her attorney ever knows the identity of these doctors. If IMR agrees with the UR doctor and upholds the denial, it effectively ends any further appeal.

Until recently, neither the UR nor IMR doctors were under any obligation or duty to the injured workers who was seeking treatment. These doctors were under no obligation to provide any

advice regarding potential negative effects of the treatment not being authorized. *King v. CompPartners*, however, changed that. Here, Mr. King suffered a back injury, and subsequent depression caused by the pain. His physician prescribed him clonazepam ("Klonopin") in order to treat the depression in 2011. When UR became effective in 2013, the insurance carrier sent the request for this medication to Dr. Naresh Sharma, an anesthesiologist, for review. Dr. Sharma determined the medication was not medically necessary. Therefore, the insurance company stopped paying for the drug, and Mr. King had to stop immediately. Typically when you stop a psychotropic drug such as Klonopin, you must be weaned off. Mr. King had to stop immediately, causing four seizures and further physical injuries.

King sued CompPartners and Dr. Sharma on several grounds including negligence. The defendants in this case felt the proper remedy was IMR, and therefore wanted the case dismissed entirely. The Fourth District Court of Appeal found IMR was the exclusive appeal method for whether or not he

needed the medication; however, they found there was indeed a doctor-patient relationship between Dr. Sharma and Mr. King. While the court did not go further, it did say there may have been a duty for Dr. Sharma to warn Mr. King of the potential side effects of stopping the medication immediately.

This is still a developing area of the law, but it is good news for injured workers as now the UR doctor has a doctor-patient relationship with them. Like in the King case, it could potentially open up liability to UR doctors who wrongfully deny medication or treatment. If you have further questions regarding workers' compensation, do not hesitate to contact Mastagni Holstedt, A.P.C.

About the author: Gerald D. Latasa is an associate in the Workers' Compensation Department of Mastagni Holstedt, APC. His practice focuses on all aspects of workers' compensation litigation, including 132(a) penalties, serious and willful misconduct actions, and representing injured workers before the Workers' Compensation Appeals Board.

[1] *King v. COMPPARTNERS, INC.*, Cal: Court of Appeal, 4th Appellate Dist., 2nd Div. 2016

IBEW 1245 Joins International Society of Arboriculture Western Chapter Tree Climbing Competition

Three members from IBEW 1245 — Mike Garner, Jose Pedro Paredes, and I, Rosario Garcia — showed that line clearance tree trimmers from Local 1245 know how to do their job at this year's International Society of Arboriculture (ISA) western chapter tree climbing competition in Santa Barbara. I'm so very thankful and grateful to the IBEW 1245 Executive Board, the Keep the Clearance peer safety committee and the union as a whole for sponsoring our participation. I would also like to thank the Local 1245 staff that attended the competition, Abel Sanchez and John Kent. It was a pleasure to have you there with us.

As volunteers, we arrived two days before the competition began to help to set up several events, including the belayed speed climb, aerial rescue, throw line toss, secured foot lock, and

my personal favorite, the work climb.

- Work climb: Climbers are placed 55 ft up at the top of the tree with a bucket lift, and have to move down through several stations. At the first station, climbers have to ring the bell with a handsaw. At the next station, they touch a bell with a hand saw and throw sticks at a target on ground. Then they move to a pole pruner station, followed by a limb walk where they cannot move the limb too far down or a buzzer will sound, and then the final descent to the base of the tree where they rappel down onto a target, all in under five minutes.
- Throw ball toss: Targets are set up in different crotches of tree. Competitors must toss a throw ball and braid rope all the way through to the ground in under six minutes, and they earn more points for more diffi-

cult targets.

- Aerial rescue: A life-sized weighted dummy is placed in a tree, and the climber must assess the situation and bring the dummy back to ground safely within five minutes.
- Secured footlock: The climber starts on ground and climbs 50' straight up a rope as quickly as possible using a secured double footlock.
- Secured speed climb: Similar to the footlock, except the climber climbs the tree to the height of 50' as fast as possible.

These events took lots of time and energy to set up. We went up more than 60 feet to set up friction devices and ropes atop trees, along with cow bells at each tree station for the competitors to ring to signify the station is complete. From the tree tops, we got to appreciate a great view of the ocean, which was just

across the street from where the event took place in Chase Palm Park.

Two full days of hard work took place to get this great event underway. Thursday and Friday were the set-up days, and Saturday was the first day of competition. 30 climbers from all over the western chapter of the ISA came to compete for the title. The top five competitors from Saturday competed in Sunday's master challenge, vying to be crowned winner of the Western chapter and advance on to the international competition, which is being held in Houston, Texas this year.

Our experience gave us the knowledge of how an event like this is run, and we hope to host a similar event for the members of our great union, IBEW 1245.

Rosario Garcia is a line clearance tree trimmer at Trees Inc and 7-year member of IBEW 1245.





Roseville Unit Presents Community Fund Donation to Bayside Military Care Package Campaign



Unit #3513, Roseville, presented a \$250 donation from the Local 1245 Community Fund to the Bayside Military Care Package Campaign. Members Mike Barton and Dennis Ehreberger, along with Business Rep Jennifer Gray, presented the check on Dec. 8 and also participated in the assembling of care packages for active military service men and women who were deployed over the holidays.

Unit #1122, Merced Irrigation District, donated \$350 to the Atwater Police Athletic League (PAL) afterschool program.

The Reno/Sparks Retirees Club Chapter 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.

Unit #1123, Merced, donated \$200 to the Merced County Food Bank, \$100 to the American Cancer Society and \$200 to the Boys & Girls Club of Merced.

Unit #1218, Lompoc, donated \$250 to the Lompoc High School Girls Soccer Program and \$250 to Brice Fabing Bikes 4 Kids.

Unit #1219, Hollister, donated \$500 to Chamberlain's Children Center in Hollister.

Unit #1221, Buellton, donated \$500 to Domestic Violence Solutions in Santa Barbara.

Unit #2311, Oakland Physical, donated \$250 to the Alameda County Food Bank and \$250 to the Hercules High School JV Basketball Team.

Unit #2316, Concord, donated \$500 to St Jude's Children Hospital.

Unit #2317, Antioch, donated \$250 to the American Legion in Antioch.

Unit #2518, Modesto Irrigation District, donated \$250 to New Dimensions Foster Family Agency and \$250 to Modesto Gospel Mission.

Unit #3012, USBR/CVO, donated \$250 to Mustard Seed School and \$250 to Wounded Warrior Project.

Unit #3311, Reno, donated \$250 to Mrs. Evelyn Mount's food pantry.

Unit #3313, Yerington, donated \$250 to the Boys & Girls Club of Mason Valley and \$250 to the Josh Farler Helping Hands Project.

Unit #3318, Elko, donated \$500 the Great Basin Children's Advocacy Center.

Unit #3611, Marysville, donated \$500 to the Veterans of Foreign Wars (VFW) Post 948 in Marysville.

Unit #3711, Novato/Marin, donated \$500 to the Whistlestop/Marin Senior Coordinating Council.

Unit #3714, Ukiah, donated \$250 to Willits Senior Center and \$250 to Willits Boosters.

Unit #3715, Lake County, donated \$500 to the Upper Lake High School's Mock Trial team.

Unit #3812, Vacaville, donated \$250 to the Disabled American Veterans Post 84 and \$250 to Wheelers for the Wounded of California.

Unit #3813, Placerville, donated \$500 to Casa El Dorado Child Advocacy group.

Unit #4014, Frontier, donated \$250 to Elk Grove Longhorns Youth Baseball Team and \$250 to Elk Grove Food Bank.

Unit #4419, Redding/Davey & Utility Tree, donated \$250 to Good News Rescue Mission and \$250 to Western Service Workers Association.

Unit #4911, General Membership, donated \$500 to the American Legion Post 509 in Fresno.

East Bay Retirees Club donated \$250 to the Guide Dogs for the Blind and \$250 to St.Jude Children Research.

Unit #1513, Santa Cruz, donated \$500 to the Boys & Girls Club of Santa Cruz.

Unit #2318, Richmond, donated \$250.00 to the Richmond Emergency Food Pantry.

Unit #2510, Manteca, donated \$150 to Manteca VFW, \$175 to Second Harvest Food Bank and \$175 to Love, Inc.

Unit #2518, Modesto Irrigation District, donated \$300 to Modesto Girls Softball League and \$200 to New Dimensions Foster Family Agency.

Unit #3316, Fallon, donated \$500 to the Out of Egypt Food Pantry.

Unit #4716, Concord/Davey Tree, donated \$500 to the California Fly Fisher Unlimited.

Carson City Retirees Club donated \$250 to NAMI (National Alliance of Mental Illness).

Unit #1217, Templeton, donated \$250 to the Paso Robles Girls Softball League.

Unit #2511, Stockton, donated \$200 to the Ed Stewart American Legion Hall to replace their sign.

Unit #5232, North Lake Tahoe, donated \$250 to the U-8 Falcons Soccer League and \$350 in matching funds to the Snowfest Bunco Bash.

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

Unit #2509, Stockton Clerical, donated \$200 to the Owl Project.

Unit #3712, Santa Rosa, donated \$250 to the Roseland Youth Center.

Unit #4014, Frontier, donated \$100 to the American Cancer Society Relay for Life.

Fresno Physical Unit #1111 Supports Boys and Girls Club of Del Rey



Unit #1111, Fresno Physical, presented a \$500 donation from the Community Fund to the Boys and Girls Club of Del Rey last fall. This photo depicts some of the younger children who have benefitted from the donation.

THE TOKEN BEARERS

By Mike Cottrell

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

Chapter 20

CALIFORNIA DESERT 1959 / TRAGEDIES RECALLED / THE TOKEN PASSED DOWN

He had no monkey on his back but he thought about it a lot for the rest of his days and that night in Fowler with the teller he heard the forecast but chose to ignore the conclusion as a lucky guess gone wrong. He was after all the heir to the token and he would have to pass it on anyway someday so he sat about to figure who to hand it over to. All the fun he had with them, one he might choose could not possibly say no and after a good saturation of booze and another sweet girl they may even share he would award the token and be done with it and the curse and gratuities would be for some other to deal with and no longer his to bring the crowds in with and lure them with his tales of the trade to celebrate the life of the great one who lay in his grave in the nation's capital overseeing it all, or the other who lay in his grave near Houston. But it must be the right lineman, better to do the duty of it than even he had done, to better position the mighty arms of labor to strengthen still further against the grip and greed of the higher power of management that always waited to deplete them into submission and to deliberate to destroy the brotherhood.

On the Kansas City cutover he met the kid and he was a nervous one that had been out in Hobbs right after the war with Curly and just couldn't take any more of it, all those orders from his sister's husband so he broke away and went on the move with Sky Rocket to learn of the craft and the token. Curly wanted him to stay with him at South Western Power and settle down and the call of the tramp in Sky and Fancy sold him over to the road and Pinky the grunt that had also served under Henry was to steal him and the Pep away into the traveling rascals of the road never to settle in their entire lives but once in a while stopping to catch their breath at a power company and swearing they were through with the road but a couple years was all they could ever stand and off they would go again. Road whores chasing the wind and the money, dragging the kids and women along, pulling the trailers and chasing their hot dreams and cold beer straight to hell like a bunch of rented mules caught in their freedom and dreary dazed dreams of home.

Separating on their own but still moving to places in Minnesota for the high lines and silos in Wyoming building power to a new cold war age, opting sometimes for the ground to have a change from the belt and hooks soothing on the ground like a turkey buzzard on a shit wagon catching breath to fly again and to meet again on a job to wail in delight at the new child one had. Going hungry from time to time and calling each other for a few dollars to hit a job and pay the dobbie to do it all again and a few would save and build a dream home on a piece of ground but most would just go from place to place and even to the ends of the earth just to be free and tell some smart son of a bitch to shove his job up his ass just to see the look on his face on his way to the next job.

But when eyes were closed under the shade of hope and the burden of the sun sank into their backs for the long haul of labor, by god they were free to roam standing straight and walking proud to the very end. Spending their days carrying the banner that their women did not fully understand to their graves like paupers still proud and afraid to die for the sake of leaving the freedom they knew behind. Looking back in regret and wishing that if they had known better, like some men maybe they would have done something different. All the while sure they would and could not have for the sake of the road and the freedom to have the everlasting war between themselves and those too greedy to share the good fortune of retirement and health care for them and their families. Knowing in some strange and peculiar way what they did and sacrificed now would eventually lead to something better for a new breed of line hand.

"But the cutover in Kansas City in the early fifties now that was just too damn much," thought Fancy and it was all he could do to get up there and tell a good lady that her husband had perished in a pole fire after he got it together in some awkward and confused way that no one on the crew could decipher, or care to for the sake of a creed not to let it leave where it happened. He dreamt there was no K.C. cutover and those deaths did not happen and woke in fright and scared

the hooker away from him with his screams for having to stand up at a funeral and lie about their death to make the family feel good about a stupid way to die so the brothers could go on learning what it was and management allowing it for the sake of everyone's dollar. But he did because he had the damn token and gave the promise to Sky the way Sky gave the promise to build it to the union it would someday become for Henry when he was killed by it in 1896 in the nation's capital.

He would stand up and tell some story about the dead man sometimes made up if he didn't know him, and the others said nothing because he had the token and it was his to carry. The drudgery of the tale was his to soften the blow and bust grave sod for a hero in death. Pass the hat brothers and send some cash over to the family and move the body beneath and carry the torch and token forward for the betterment of us all. Find the demon in the sky and fight it fare until it is conquered by understanding and knowledge not yet fully known and worse not sponsored into programs carved by the industry and laid on the platter of common knowledge to hold by the death grip. Playing with fire to bring its power down to earth and slow the work long enough to lessen the statistics of the things superiority over us. It was not a fair fight and in those early years most dues went to the widows for death benefits because of ignorance, greed and manliness being set forth as more important than conquering it with knowledge and implementing the safety goods and engineering that lay on the table but did not find its way through the fog of negotiations near soon enough.

The devil mocked his every step and he waited for his own demise, but drank and sang and danced his way past it and dodged it more than once and ignored the teller's remarks.

It was a cold morning on the high desert when he woke and found the window open allowing the stiff brisk wind to enter and he drug himself over to it and slammed it hard and the blond young girl jumped and he said "Good mornin' lassie, Fancy finds you the best thing since buttered toast and would not trade you for one right now with homemade preserves of fresh strawberries." She grinned and washed her mouth with the whiskey from the bottle and gave him another hot round and he paid her well and promised to meet up with her at the same place after work and she left with the good hard cash and said she'd be there.

He was rid of it now. He gave it away last night to the head scratcher and gave all the conditions and they were sober when the deal was struck and he told it to Buddy the way Sky had told it to him and "Yeah since you knew Sky too it should be easier for you to understand the territory it carries, the good and the bad, all of it and you'll know when to give it over in the winter of your life too, after it has drug you down and worried you to death just like it has me." But Buddy was proud to have it and did not see it as the burden Fancy warned him it might become. Rather a grand gift to expand on and carry the gravity of it on to the brothers. He would be the traveler of time and space for its grand purpose. It would not drag him down, he would employ it to do great things and carry it in his left front pocket just like Fancy, Sky, and Henry had done and would feel them with him because of the token's very presence.

It was in the early morning when he told him he should go and he slipped out the door and left them together and felt good about all of it, the deal and the token, but the last part was not a good thing. He felt guilty about that part, but swore he would make it up to her. Fancy was the last one to leave the room and went out to the high line. The damn Fortune teller of all things on his mind.

Buddy had it now and didn't see what the big deal was; he would carry it forward and gladly take the toll. It would have been the Pep's but the accident stopped that, broken feet may never go up again and being a narrowback was a curse anyway. Nobody knew yet Pep would make the comeback but the token would never be his to worry about he was passed over and the head scratcher came to the alter of labor to carry the token and the dream to shove forward for the coming generation of linemen to come up through the effort of the brotherhood.

continued in next issue



IBEW 1245 member Kristen Schiavone shares how the Union saved her family from bankruptcy.

IBEW 1245 public sector members discuss the union difference.

IBEW 1245 Launches Public Sector Member-to-Member Education Drive on the “Union Difference”

“**W**hy pay dues when I can enjoy all the benefits of the union contract without spending a dime?”

This is just one of the tough questions that 60 IBEW 1245 public sector member-leaders tackled as they prepared to launch a new member-to-member educational drive to push back against the growing attacks against public sector unions.

The member-leaders, who work at 33 different Local 1245-represented public sector employers, came together for a special meeting on March 4 to gear up for the two-month, member-driven campaign. The effort is part of the union’s response to a pending U.S. Supreme Court case, *Friedrichs v CTA*, which sought to drastically undercut public sector unions.

***Friedrichs v CTA*: The Threat to Public Sector Workplace Rights**

The plaintiffs in the *Friedrichs* case — a group of nine teachers from southern California — were backed by the Center for Individual Rights (CIR), which is funded by anti-union corporate interests, including Charles & David Koch, the billionaire brothers who funded Wisconsin governor Scott Walker and his strategy to wipe out Wisconsin’s public sector unions. Their goal is to overturn 40 years of legal precedent and do away with agency shops, fair share fees and automatic dues deductions, effectively transforming every state into a so-called ‘Right to Work’ state. Without those funding mechanisms, unions would be weakened and would have fewer resources to engage in bargaining, representation and organizing.

“[The backers of *Friedrichs*] would

have you believe the so-called ‘Right To Work’ movement is about preserving your right to choose to be union or not. But you already have a choice,” Local 1245 Assistant Business Manager Ray Thomas stressed at the meeting. “In the public sector, under current law, you choose to be union, just as the majority of your co-workers choose to be union. Agency Shop provisions are a choice. You and your coworkers already choose whether or not to have Agency Shop provisions within your bargaining units. *Friedrichs* is not about choice. It’s about destroying unions and taking away your voice at the workplace.”

The recent death of Supreme Court Justice Scalia presents a temporary reprieve in the *Friedrichs* case, but US Supreme Court Chief Justice John Roberts retains the right to hold the case over to be re-argued once a new justice has been nominated and confirmed.

Why Pay Dues?

“I have always felt that teamwork is what keeps us safe at work. We count on each other to look out for each other’s back so we can go home safe each day,” said SMUD senior employee and IBEW 1245 veteran Don Hurdle. “Paying dues is just an extension of me doing my part to help the team. I would never think of having another crew member doing my part of the job and me being able to get credit for a job well done... and I would never expect another member to pay my share so I can boast about how good my benefits, pay and retirement are.”

Hurdle’s Business Rep, Sam Glero, underscored the value of union representation when he held up the bright yellow SMUD contract, listing the negotiated protections and benefits that workers enjoy.

Local 1245 Business Rep Sheila Lawton summed up the benefits of being a dues-paying union member in one

word.

“Representation!” she said. “And the knowledge that you can dial my number at any hour and know I will have your back.”

The Union Difference

Member after member shared anecdotes about the difference that the union makes in their everyday lives. A voice at work, job security, good wages, the ability to provide for their families, insurance, a secure retirement, free time to spend with family, training, safety, respect, solidarity and stability were among the benefits of unionization that the members identified.

Kristen Schiavone, an IBEW 1245 member at Plumas-Sierra Rural Electric Cooperative, told the story of how the union-negotiated medical insurance plan saved her family from bankruptcy when her husband received a cancer diagnosis.

“We paid \$10 for crutches,” she recalled. “The rest was covered by insurance.”

Another union brother recounted that before he secured a union job, he never saw his young kids due to long and unpredictable working hours. Others recalled working without a union, and the stark difference in wages, benefits and working conditions.

But the union difference isn’t just anecdotal; there’s a wealth of data to back it up. In so-called “Right to Work” states where public sector workers do not have union representation, workers earn, on average, \$5,071 less than workers in free bargaining states. They are 31% more likely to lack decent health insurance, and are 13% more likely to live in poverty. Public sector workers are exempt from most wage-and-hour laws, and public sector unions play a critical role in ensuring that these civil servants have the same sort of protections that

private-sector workers are guaranteed under the law.

A Voice in Politics

If the plaintiffs in the *Friedrichs* case prevail, members would be required to “opt in” rather than “opting out” of making political contributions on an annual basis. At IBEW Local 1245, numbers contribute just \$5 per member per year into the political fund. Any member who does not want to participate in the political fund can request a refund of their \$5 contribution.

A common question that often comes up at the workplace is “Why does the union engage in politics in the first place?” The fact is, unions need to have a voice in politics in order to protect workers’ rights and interests.

Business Representative Randy Osborn, who represents IBEW 1245 workers in the ‘Right to Work’ state of Nevada, explained why unions need to raise their political voice.

“Last year, the Nevada state legislature and governor sought to eliminate the eight-hour work day, remove prevailing wage rules, and further weaken unions,” said Osborn. “IBEW 1245 members, our retirees and our paid lobbyists pushed back.”

“In 2012, the attack on labor was brought to California. We fought Prop 32 tooth and nail, and rallied Labor to preserve our way of life,” IBEW 1245 Organizer Jammi Juarez recalled. “If Prop 32 had passed, we would have been severely crippled. Here we are preparing for the next battle in this war on Labor and the middle class.”

IBEW International organizer Rick Thompson reminded the group that anti-union interests often use culturally-charged wedge issues to divide and distract us from the core issue of workers’ rights.

“Whether we are Republicans or



Tami McCollum, Truckee Donner PUD



IBEW 1245 members Don Hurdle (left) & Kim Camatti of SMUD



Assistant Business Manager Ray Thomas

Democrats, we are all union brothers and sisters,” said Thompson. “Our individual beliefs often differ, but we have common interests: our rights in the workplace and our right to be union. That’s what we are fighting for. We have to bring the conversation back to the brotherhood and the fight for a voice and respect.”

Member by Member

The 60 member-leaders mapped out the steps they will take to conduct one-on-one conversations with each of the 2,400 public sector 1245 members over the next two months. Their first step was to identify on-site volunteers to help them go department by department, member by member, to talk about the union difference and the importance of sticking with the union no matter what the Court decides. They took assignments, including making presentations at unit meetings, posting flyers on union bulletin boards, and brainstorming additional ways to convey the importance of union membership. They set a goal to generate more than 120 photos of their co-workers with statements of why they support the union.

IBEW 1245 Business Manager Tom Dalzell celebrated the effort saying, “This is the strength of our Union – our members leading the charge and organizing. We will continue to educate and defend our members and their right to maintain their strong Union and their hard earned wages, benefits and working conditions.”

For ongoing updates on the campaign, flyers, Q&A, articles and more photos, visit www.ibew1245.com/friedrichs. If you would like to add your picture and message to the campaign, email Rebecca Band at rgb1@ibew1245.com.

Eileen Purcell is staff organizer at IBEW 1245.



Update on the Friedrichs v. CTA Supreme Court Case

Following the unexpected passing of Supreme Court Justice Antonin Scalia in February, an impending crisis for the American labor movement has been temporarily averted. Justice Scalia, who is no friend of organized labor, was expected to be the critical swing vote in *Friedrichs v. California Teachers Association*, which is a case that would determine whether public sector unions can continue to require “fair share” fees from non-members for the rights and benefits provided from collective bargaining. Learn more about the case at ibew1245.com/faqs-friedrichs-v-california-teachers-association/.

Those who were hoping that Scalia would split from the conservative bloc of the Court and vote to uphold nearly 40 years of legal precedent allowing contractual fair share agreements were sorely disappointed by the hostile tone he took toward the union’s position during oral arguments.

Without his vote, the Court issued a 4-4 ruling in late March, which serves to affirm the decision of the lower 9th Circuit Court. Because the 9th Circuit ruled in favor of the California Teachers Association, public sector unions will continue to enjoy the unimpeded right to collect dues from their membership as if the *Friedrichs* case had never reached the Supreme Court’s docket.

However, the case could still be reargued in front of a full bench once a new justice has been appointed by the President and confirmed by Congress, in which case it will likely be a while before we know the final outcome of the case, given the entrenched and bitter partisanship that exists within the halls of Congress. Congressional Republicans have already declared that they will oppose any and all of President Obama’s nominees to the Supreme Court, no matter the political consequences. Presumably, this stalemate could continue until a new president has been elected.

“Although public sector unions dodged a bullet, the anti-union forces are continuing their attacks aimed at destroying the labor movement,” noted the IBEW 1245 Organizing team. “These attacks are happening in state legislatures, the courts and through their well-funded propaganda war to influence public opinion.”

Now is not the time to sit back and breathe easy; we need to be ever-vigilant in reminding friends, family, and colleagues of the benefits of being union strong!

Alex Pacheco is the staff attorney at IBEW 1245.

Keeping Roseville Running



Senior Operator Technician Dave Nipper mans the power plant's control room.



Sewer Maintenance Lead Worker Joe Lightle digs a trench with a backhoe in order to replace a faulty sewer.



Wastewater collections worker Jason Pizzato operates the Vector truck during a sewer replacement job.



Utility workers Brendan Gossic and Kevin Ryan install a cleanout outside a home in Roseville.

The city of Roseville is located about 20 miles northeast of Sacramento, and many of its residents drive into the state capitol on a daily basis. But Roseville is more than just a commuter community. As the largest city in Placer County, Roseville is a mini-metropolis of sorts, with a wealth of local businesses, retail establishments and one of the largest auto malls in the country.

Business tends to run smoothly in the city, and that's thanks in large part to the hard-working City of Roseville employees, members of IBEW Local 1245. These dedicated men and women work day-in and day-out to make sure that the 'guts' of the city—including the power plant, water mains and sewer system—are safe and operational. And whenever something is out of order, Local 1245 members are on call to make the necessary repairs.

Quickly and Correctly

When the water valve that connects up to

the sprinkler system at Cooks Collision on Taylor Rd. needed fixing, a five-man crew from the City of Roseville was dispatched to rectify the problem.

"The City does all its own backflow testing in-house," said Senior Water Distribution Worker Dave Boisa, noting that the City does 5,000 of these tests each year. "This one didn't pass its annual inspection, so it had to be repaired."

The owner of the property had the choice to either call a private contractor to do the repair, or ask the City to handle the job. According to Boisa, choosing to use City workers saved the property owner around \$1,000, since the City gets a better rate on parts and never marks them up. Additionally, since the City workers conduct the inspections, they know precisely what the problem is, they're able to handle the repairs quickly and correctly.

The crew, comprised of members from the meter backflow division as well as the water construction division, went to work



IBEW 1245 members from Roseville Water Distribution, left to right; Casey B. Smith, Brett Coleman, and Todd Braden.



Photos by John Storey

Water distribution workers Matt Kaluza (right) and Joel Cabezuela tighten bolts on a new water valve.

BELOW: Wastewater collections worker Cody Wilbanks checks a trench for pipes during a sewer replacement job.



Senior Water Distribution Worker David Boisa closes the new valve.

on the fire backflow. One of the water valves needed to be replaced, and the other needed to be repaired, but the men made short work of the task. Once the parts were in place, they tested and flushed the system, and promptly brought the valves back online so that the Cooks Collision sprinkler system was once again operational.

“Call Us First. We’re Free.”

Not all of the jobs the City workers do are commercial. They also tend to quite a few residential issues, particularly pertaining to the city’s aging sewer system. In the older neighborhoods, the sewer lines are between 60 and 100 years old, and as time passes, the lines and mains shift and sag, which can cause a number of issues.

“Here outside this residence on Highland Street, they have a giant sagging belly in their sewer line, and it’s causing pooling, which is disrupting the flow,” said Sewer Maintenance Lead Worker Joe Lightle, who has worked for the city for 23 years. “So

we’re coming in and replacing all of it, the whole service. We’re also going to clean out the main so they won’t have any trouble.”

This type of problem is quite common, and Lightle and his wastewater crew do these sorts of repairs every day, repairing and replacing sewer system segments one by one. In this case, the customer had a sewer back-up, and called the City to get it straightened out.

“A while back, the City actually sent out a bulletin in these older neighborhoods that says ‘Call us first. We’re free.’ Otherwise, a plumber is going to gouge them for a few hundred bucks,” Lightle explained.

More Opportunities

On the other side of town, another group of Local 1245 members work diligently to keep the City’s power plant up and running. Each member has a critical job, whether it’s running the control room, making repairs on the maintenance deck

continued on next page



IBEW member Chad Brown replaces a tuft of grass after the cleanout install is complete

Roseville continued from previous page

or keeping the materials stocked in the warehouse.

“It’s a good place to learn, and good people to work with,” said Mechanic Guadalupe Oseguera, who started working at the plant just a few months ago. “They have more opportunities here. You can grow with the company, and they treat everybody fairly.”

A lot of the work at the plant involves testing, checking and re-checking the machinery to make sure it’s in tip-top condition.

“We verify that the equipment is sound, we look for visible abnormalities, and we check the oil levels,” said Power Plant Technician Kurtis Bomgardner, who is responsible for keeping tabs on several parts of the plant, including the air ejectors, battery chargers and meter deck. “We’re required to check it twice a day, and if there’s any sort of issue, then we will check three or four times a day.”

Pride in the Work

Most of these members aren’t just employed by the City, they also live there, and many of them grew up there, which makes their work even more meaningful.

“I’ve lived in the City my whole life—47 years living in the City, 15 years working for the City,” Boisa said with a note of pride in his voice.

They appreciate the fact that the work they do means that their friends and neighbors have access to safe and reli-



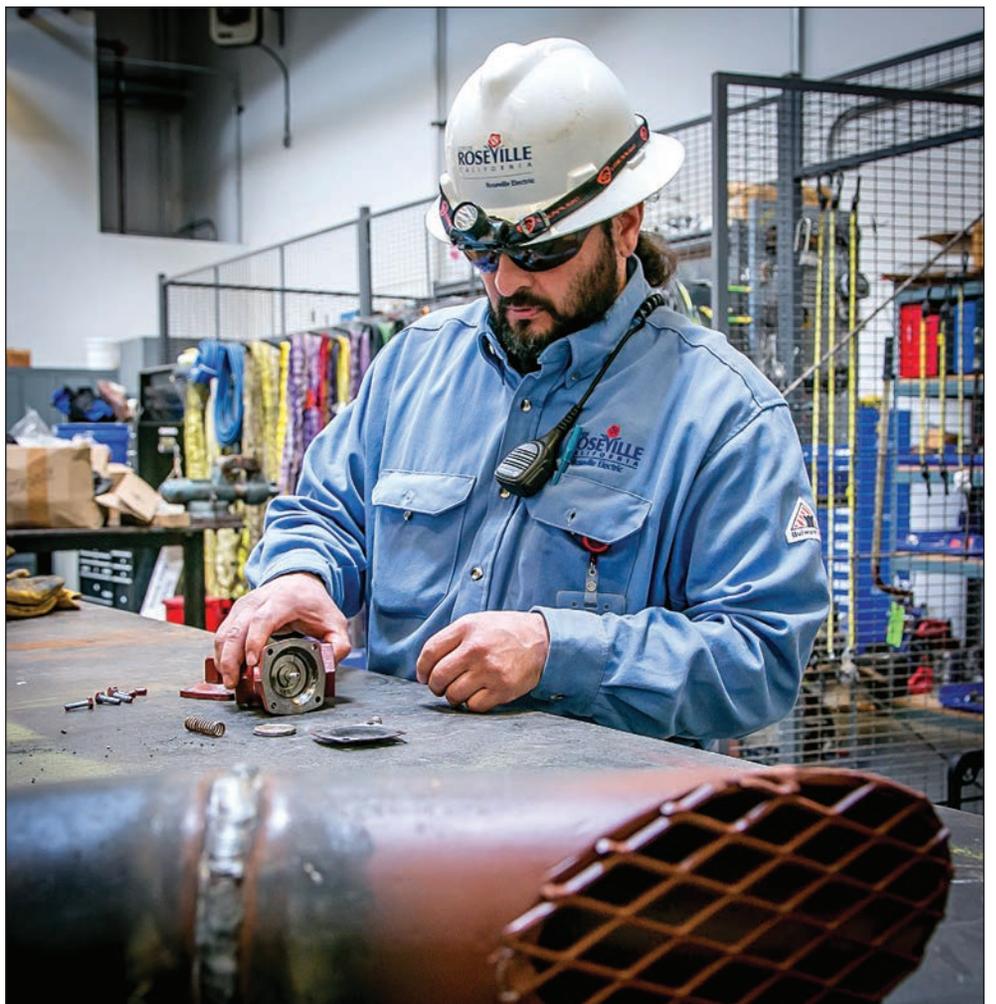
Power Plant Technician Kurtis Bomgardner conducts a visual inspection of the machinery at the Roseville power plant.

able utilities.

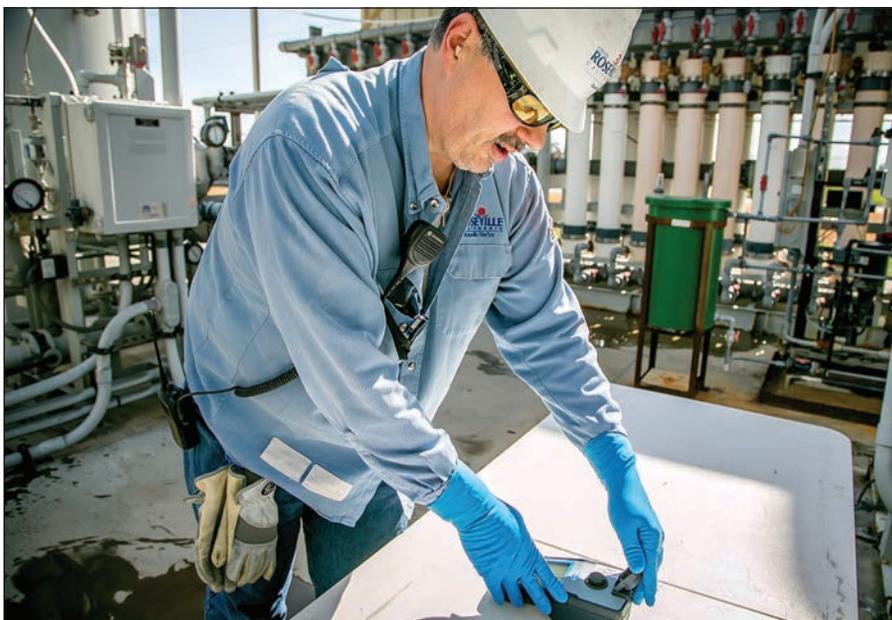
“My favorite part of this job is being able to provide protected, quality domestic drinking water,” said Utility Maintenance Worker Mike Barton.

There’s no doubt that the rest of the City’s residents are grateful for that fact as well.

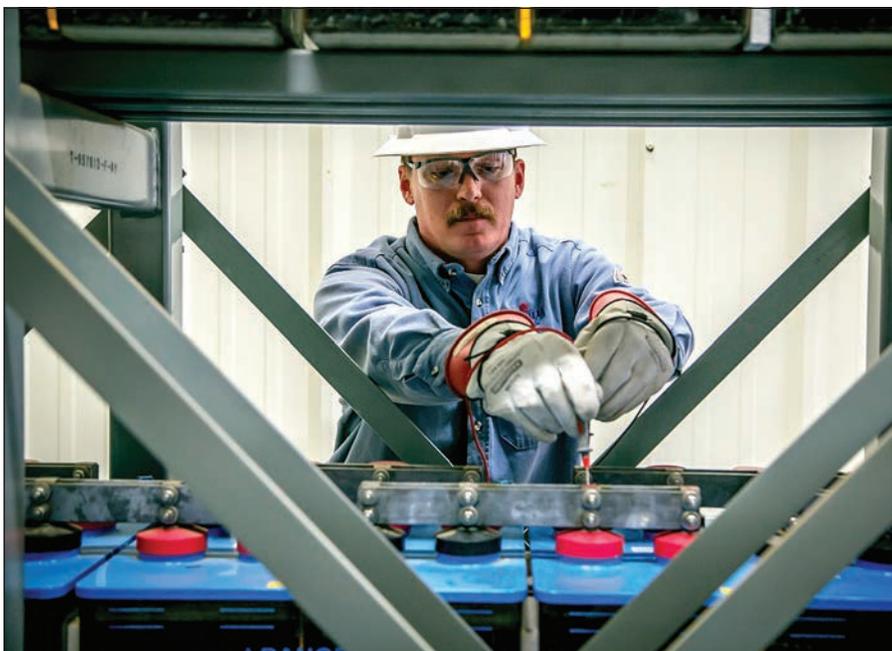
Rebecca Band is communication organizer at IBEW 1245.



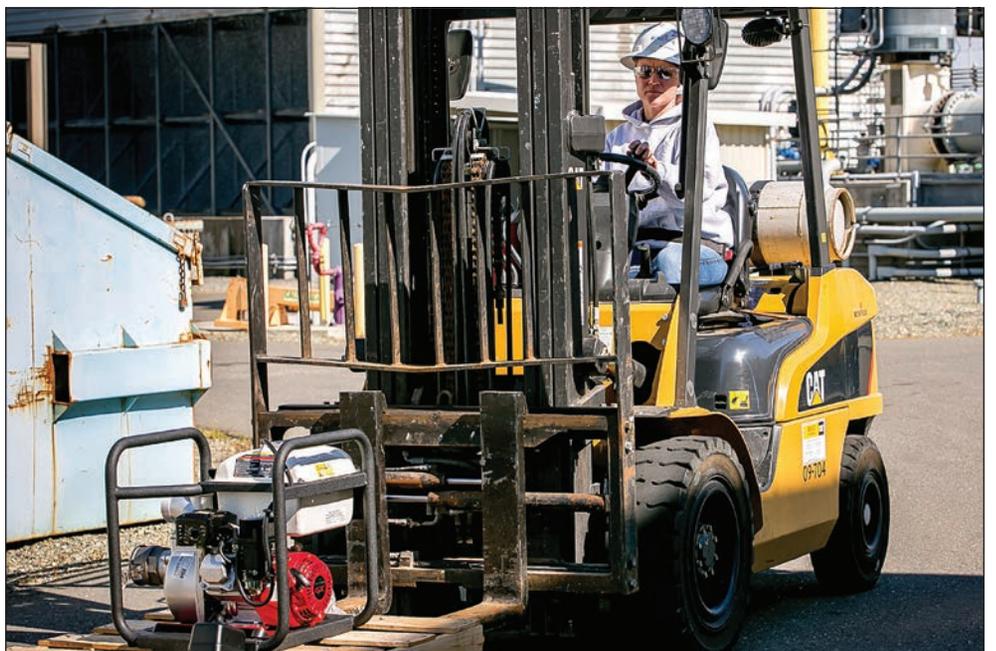
Mechanic Guadalupe Oseguera rebuilds a pump in the power plant maintenance room.



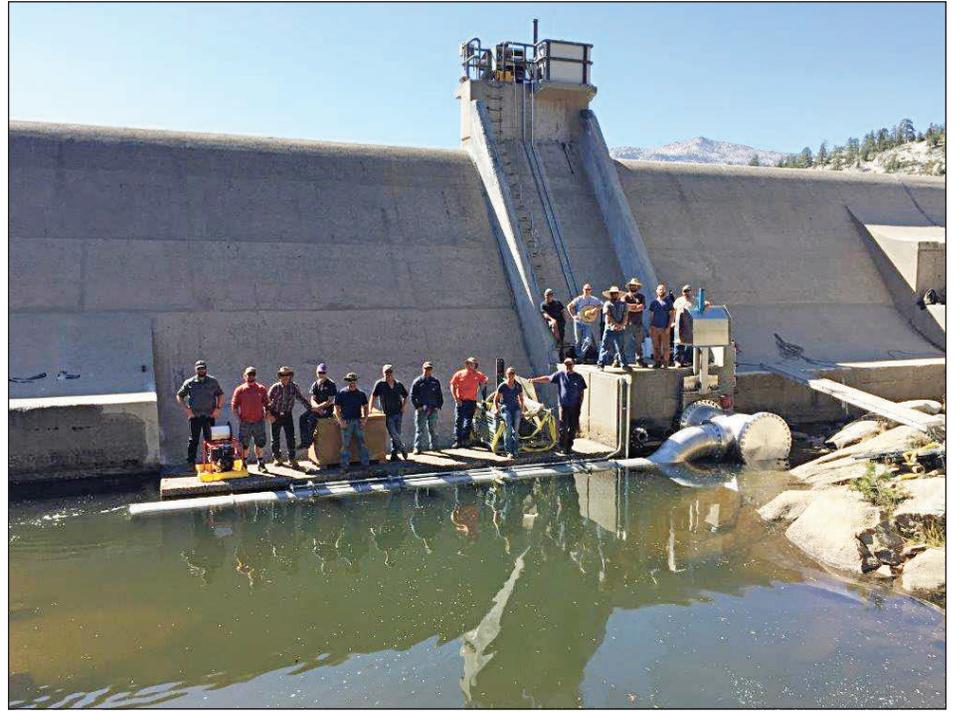
Operator Technician George Bognar tests water samples at the power plant.



Electric Utility Technician Brett Dietz checks the back-up batteries at the power plant.



Materials Technician Kathy Aguilera uses a fork lift to transport equipment at the power plant.



Blast from the Past

SMUD crew relies on mule pack to complete Rubicon Outlet Modification project

In this day and age, it's hard to imagine going to work in a location without any electricity, roads, cars or running water, and the idea of relying on pack mules to get a job done seems pretty antiquated. But for the IBEW 1245 members who took part in the Sacramento Municipal Utility District's Rubicon Outlet Modification last fall, that sort of "blast from the past" was precisely what they experienced for the duration of the project.

The Rubicon Dam is located within the federally-protected Desolation Wilderness area, and the US Forest Service has extremely restrictive rules when it comes to the use of vehicles and mechanical equipment in the wilderness. This made transporting the 14 crew members from SMUD and all of their tools and supplies in to the worksite exceptionally challenging. The team utilized helicopters to reach the wilderness border, but once they were there, they had to rely on a pack mule outfit to move everyone and everything to the worksite location.

"The logistics of getting all of the materials and people and tools in with mule teams and helicopters was a good testament to how much thought went into planning for this job," said SMUD Hydro Electric Crew Foreman Bill Mathews. "It was pretty incredible. Everybody had to remember every little thing that we would need – down to the last nut and bolt – to have a successful end result. It's not like we could just go out to the hardware store; it was a helicopter and a mule ride away if you forget something."

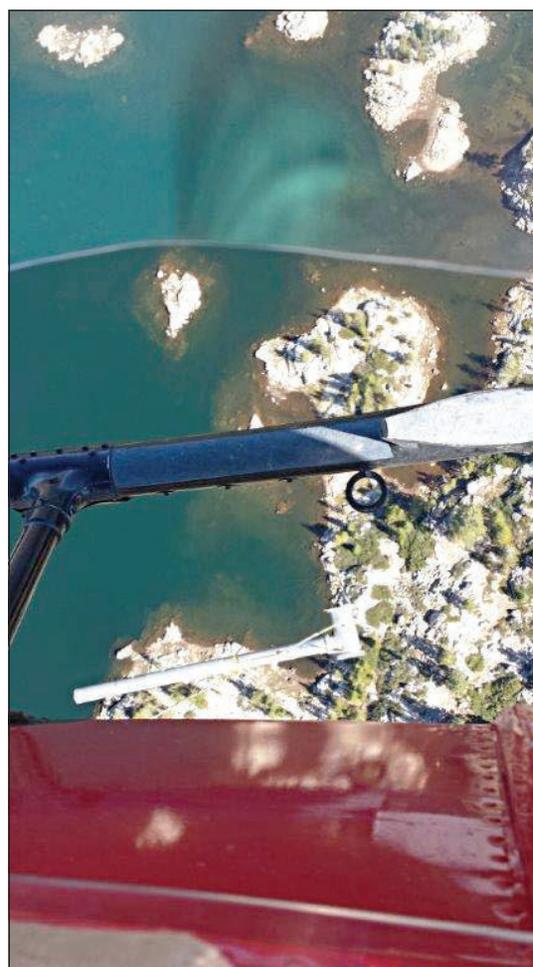
Since getting to and from the worksite was no small feat, the entire crew camped out at the Rubicon Outlet, which is located about eight miles away from Loon Lake, for the entire 10-day project. Pack mules were constantly bringing in fresh supplies and hauling away waste and tools throughout the course of the project. A total of 125 pack mule loads carrying as much as 150 lbs. at a time came and went during the job.

The goal of the project was to increase the minimum flow volume from Rubicon Dam into the Rubicon River in order to comply with a new hydropower license issued by the Federal Energy Regulatory Commission (FERC). The SMUD crew was tasked with installing a larger valve and piping at the outlet in order to provide for the higher minimum flows.

The first four days involved meticulous set-up and preparation, including de-watering the site (with assistance from wildlife experts who were brought in to relocate the fish that live there), constructing a jib crane, removing the old pipe supports, conduit, control cabinets and PV arrays, and grouting new pipe support anchors. On the fifth day, the 2,300 lb. valve and 1,900 lb. tee were set into place with helicopter assistance. The crew was then able to install control equipment, torque the bolts and route the wiring for the flow meter and actuator. Once everything was in place and testing confirmed that all was functioning correctly, the final step involved re-watering the site, and ensuring that the area was left just as it was when the crew arrived.

The Crew:

- Tom Caudell, Hydro Mechanic Foreman
- Dave Thom, Plant Mechanic
- Bradley "Eric" Snyder, Plant Mechanic
- Jeremy Devlin, Plant Mechanic
- William "Bill" Mathews, Hydro Electric Foreman
- Mark Hopson, Electrician
- Mike Cason, Electrician
- Joe Astronomo, Material Specialist II
- Jacob Walker, Hydro Stationary Engineer Foreman
- Scott Rikalo, Hydro Stationary Engineer II
- Aureliano "Will" Perez, Utility Worker
- Steve Fackler, Hydro Field Technician
- Ty Burlison, Electrician Apprentice
- Mike MacDonald, Telecom Technician



Members Approve New Agreement at Frontier Communications Elk Grove

After months of dedicated effort and hard work, the IBEW 1245 Negotiating Committee members of Frontier Communications (under the Elk Grove Agreement) reached a Table Agreement with the company in November of 2015, and the IBEW 1245 members at Frontier voted 25-6 to approve the new agreement in December.

The new, three-year agreement includes:

- General Wage Increases of 2.5% on 11/30/15, 2.5% on 9/29/16 and 2% on 9/28/17
- Medical employee contributions
 - Maintain the 24% employee share of the PPO plan for 2016, 2017 & 2018
 - Maintain 24% employee share of the EPO plan for 2017 with a slight increase in 2017 to 25% and again in 2018 to 26%
 - Maintain 24% employee share of the Kaiser plan for 2017 with a slight increase in 2017 to 25% and again in 2018 to 26%
- Additional language related to re-open medical the negotiations of medical plans in 2017 if necessary to address possible Affordable Care Act excise tax issues
- Dental remains at 25% with no increase for the term
- Improvements to Standby language raising compensation from \$50 to \$60.
- Improvements to Temporary Upgrade language
- Improved Overnight Trip language and compensation at \$50 for all days

involved

- Improved Gloves and Work boots language with provisions for \$125 re-builds in odd years and \$275 towards new boots in even years along with language for new hires to be allowed \$125 towards boot purchase if hired in an odd numbered year
- Improved language and additional certification opportunities under the Certification Differential section
- Increased attendance occurrences from 5 to 6
- Improved Paid Meal Language including a simplified system allowing for an "in lieu" of dollar amount system streamlining administrative costs and avoiding issues with reimbursement amounts being scrutinized.

Special thanks to our negotiating committee, comprised of Frontier members Bill Bryan, Trevor File, Kenny Lawson and Ryan Stewart, and IBEW 1245 Assistant Business Manager Ray Thomas, as well as the ballot committee, which consisted of Frontier members Bryan Coleman and James Medeiros, along with IBEW 1245 staffer Peggy Proschold.

*JV Macor,
IBEW 1245
Business Rep*



New Agreements Ratified at City of Redding

The IBEW 1245 members in the Electric and Maintenance Units at the City of Redding voted to approve new agreements in late January. The final vote tally for the Electric unit ratification was 40-13, and the Maintenance unit voted 67-39 to ratify their agreement.

The Electric agreement will be in effect until September of 2017. Members will see a 5% increase effective Jan 31, 2016, followed by a 4.5% increase in July of 2016, and a 4.5% increase in January of 2017. The union also secured an additional 1% for seven classifications at the Redding Power Plant, as well as improvements to the boot allowance. The union and city agreed to address other ongoing concerns surrounding the meals language and the Working Foreman (line) testing requirement in ad hoc negotiations.

The Maintenance agreement will also be in effect until September of 2017. Members will see a 4% increase effective Jan. 31, 2016, followed by 3.5% in January of 2017. The union also secured

improvements to the mechanics' tool allowance, and agreed to ad hoc negotiations to discuss the qualifications for the Working Supervisor classification. The City wished to remove it from the Pre-Bid process (which is driven by seniority) and simply

fill vacant positions at their discretion, but the union wanted to take it off the table. We compromised by agreeing to address it in ad hoc.

For those Electric and Maintenance members who have the PARS benefit (supplemental retirement benefits) we agreed that upon approval of this agreement by City Council (or such later date as determined by the City), members will receive notice of their option to either continue to maintain the PARS by picking up the normal cost, which is currently set at 3.99% for Electric and 3.86% for Maintenance (pre-tax), or freeze any further accrual of the benefit. Unfortunately, the PARS benefit amounts to a significant unfunded liability for the City — over 14% of base wage for Maintenance and 15% for Electric — and the cost made any discussion around wages almost impossible, so we were put in a position of having to deal with it at the table in order to move forward with negotiations.

Special thanks to the members of the bargaining committees:

Maintenance Bargaining Committee

Dominic McCurtain
Randy Amaral
Chris Fleming
John Moore
Dave Williams
Darryl Hughart

Electric Bargaining Committee

Ben Goehring
Jeff Torres
Paul Snyder
Ken Nachman
Rob Barber

*Sheila Lawton,
IBEW 1245 Business Rep*

New Agreement Ratified at Port of Oakland

On Feb. 10, IBEW 1245 members ratified the Tentative Agreement that was reached with the Port of Oakland on Feb. 3. The final vote tally was 20-4.

The two-year agreement will be in effect from January 1, 2016 to December 31, 2017. It includes General Wage Increases of 4% effective Jan. 1, 2016, 2% effective July 1, 2016, 2% effective July 1, 2017. Additionally, the Port of Oakland has agreed to proceed as judiciously as possible to binding arbitration on the applicability of the "Me Too Clause" toward the 4% wage increase received by other labor organizations from July 1, 2015 to December 31, 2015.

The new agreement also includes the following:

- Language to allow stewards time off without loss of pay to investigate grievance issues
- A professional development fund of \$1100 per year (probationary employ-

ees would be eligible to use the funds after six months)

- Unit members will be able to purchase computers, laptops, mobile phones, tablets through June 30, 2017. After that date, approval required based on need for training course
- 100% reimbursement for cost of annual dues for one professional society or association/organization per member
- Promoted or retiring members shall be paid the balance of their Merit Pay premium in a lump sum
- Free parking for employees at 530 Water Street garage
- In exchange for 5% increase in wages, additional duties were added to job description for Airport Duty Manager

Serving on the Negotiating Committee were bargaining unit members Dion Bailey, Ken Taylor, and Eddie Villasenor.

Al Fortier, IBEW 1245 Business Rep

1245 Members at City of Ukiah Unanimously Ratify New Agreement

The IBEW 1245 members at the City of Ukiah unanimously ratified a Table Agreement with the City on Jan. 14, 2016. The vote tally was 12-0 in support of the agreement with 100% member turnout.

After a few months of forward moving and positive negotiations with the City, our negotiating committee — consisting of Jim Lozano, Ben Keffeler and Rodney Huffman and Business Representative JV Macor — presented the membership with a YES recommendation for a Table Agreement that had very desirable improvements.

First and foremost was the restoration of the 5% takeaway in base wages that occurred in 2013, along with two successive general wage increases as part of a three year agreement.

Key features include the following:

- 5% restoration back to 9/19/2015.
- 5% general wage increase 9/19/2016 and 2.5% general wage increase on

9/19/2019.

- Term date will be 9/19/2015 to 9/18/2018.
- Incumbent employees will have an opportunity to take advantage of City medical contribution or remain on their current FLEX dollar amounts. New hires will fall under the new medical contribution amount.
- New language to explore medical cost savings collectively.
- Improved language related to residency while on-call/stand by.

The full Table Agreement can be seen at ibew1245.com/wp-content/uploads/2016/01/Ukiah-Table-Agreement-1-14-16.pdf.

We want to thank committee members and brothers Lozano, Keffeler and Huffman for all their hard work and effort.

JV Macor, IBEW 1245 Business Rep

New Agreement Ratified at City of Berkeley

On Dec. 9, 2015, the IBEW 1245 members at the City of Berkeley unanimously ratified the Tentative Agreement for a new contract reached between the union and the City of Berkeley. The two-year agreement contains a 2% COLA for each year. There is an additional 1% wage increase in the second year in exchange for a 1.25% contribution to CalPERS on the employer side.

Other enhancements to the existing contract include an additional 3% wage increase for longevity pay after 25 years of service, and increased life insurance from \$50,000 to \$100,000 (exchanged for reduction in annual dental cleanings from 4 to 3). The City and the union also agreed to provide retiree medical coverage in non-City sponsored plans, equal to the monetary value of the cov-



From left: Negotiating Committee members Phil Rayment and Greg Marwick

erage provided in City plans. Previously, employees were only allowed to vest into City sponsored medical plans. The Negotiating Committee also achieved improved promotional language for promotions within the unit, and an increased tool allowance from \$300 to \$500 annually.

The Negotiating Committee for IBEW 1245 consisted of Business Representative and Chief Negotiator Al Fortier, and bargaining unit members Greg Marwick, Phil Rayment and Chris Kaldunski.

Al Fortier, IBEW 1245 Business Rep

Members Approve New Agreement at City of Roseville

After four months of bargaining, IBEW 1245 and the City of Roseville reached a tentative agreement on December 17, 2015. The IBEW 1245 bargaining committee recommended a "Yes" vote for ratification by the membership, and the members at the City of Roseville overwhelmingly approved the new agreement on December 29, 2015. The final vote count was 114-5. The City Council met on Jan. 6, 2016 and unanimously approved the MOU.

The three-year agreement (January 1, 2016 – December 31, 2018) includes General Salary Increases of 2% in January of 2016, 2.6% (35 hour PLT exchange) in January of 2017 and 2% in January 2018. The January 2016 general wage increase thirty three classifications will receive Labor Market Adjustment (LMA) salary increases giving these 33 classifications an 11% increase average LMA.

For new employees hired January 1, 2016 and thereafter, there will be new salary step schedule with approximately 2.5% wage progressions. Nine classifications will have an approximate 10% reduction in the top salary step based on the LMA. All classifications will receive general wage increases, including all step progressions, each year of the

MOU.

The agreement also includes annual Cafeteria Plan increases. On Dec. 1, 2016, the Cafeteria Plan maximum will increase to \$1,296 (+\$24); on Dec. 1, 2017 Cafeteria Plan maximum will go up to \$1,321 (+\$25); and on Dec. 1, 2018 the Cafeteria Plan maximum will increase to \$1347 (+\$26). Other highlights of the agreement include:

- Enhanced Standby Pay
- Increased Class A certifications for Water Distribution & Wastewater (6 to 8)
- Increased meal allowance (from \$16 to \$20)
- Salary alignment to previously Y – rated classifications
- Enhanced vacation use for probationary employees

The IBEW 1245 bargaining committee overwhelmingly recommended a "Yes" vote for ratification by the membership.

Special thanks to the IBEW 1245 Bargaining Committee, which was comprised of City of Roseville members Mike Barton, Jeff Beaubier, Jimmy Bell, Brian Boyd and Gary Kidder, as well as myself and IBEW 1245 Assistant Business Manager Ray Thomas.

Jennifer Gray, IBEW 1245 Business Rep

Members Ratify New Agreement at Bella Vista Water District

The IBEW 1245 members at Bella Vista Water District have ratified a two-year agreement. 18 ballots were cast, and the final vote tally was 11-7. The agreement contains the following terms:

- Two-year term from date of IBEW member ratification
- General wage increases:
 - 2.76%, effective first normal business day following member ratification
 - 2.76% on September 26, 2016
- Article 10.5 CTO: Reducing CTO over 12 months
- Increased boot allowance
- Improved upgrade language

All other MOU terms and conditions will stay in full force and effect through term of the successor agreement.

Sheila Lawton, IBEW 1245 Business Rep

Members Ratify Agreement at Yuba County Water Agency

IBEW 1245 members at the Yuba County Water Agency ratified a new agreement on Friday, Dec. 18. A total of 22 ballots were cast, and the final vote tally was 20-2.

The agreement contains the following terms:

- Three-year term from July 1, 2015 to June 30, 2018
- General wage increases:
 - 3% effective the first day of the first full pay period after Jan. 1, 2016
 - 2.25% effective July 1, 2016
 - 3.25% effective July 1, 2017
- Agency agreed to Agency shop language
- Increase in retiree medical premium cap
- Negotiated 12-hour shift language
- Birthday holiday converted to floating holiday
- Improved remote reporting language

Sheila Lawton, IBEW 1245 Business Rep

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www.facebook.com/IBEWLocal1245

Local 1245 Members and Supporters Rally to Keep Diablo Canyon Open
 A busload of Local 1245 members who work at Diablo Canyon traveled up to Sacramento for the rally, where they were joined by elected officials, union...

30 Orange Tree Cir
 Vacaville, CA
 (707) 452-2700
 Closed Now
 Closed until tomorrow 8:00AM - 5:00PM
<http://www.ibew1245.com/>



IBEW 1245 members at Yuba City Water Agency



East Bay

February 19, 2016



45 Years
Front row, from left: Richard Landa and Gregory Thomas. Back row: Business Manager Tom Dalzell.



40 Years
From left: (Dalzell), Wilson Kung and his wife.



35 Years
Front row, from left: Dennis Finnegan and Al White. Back row, from left: Jerry Debaca and Archimedes Gatan.



35 Years
Front row, from left: Maria Salas and David Palmer. Back row, from left: Carlos Castrillo, Crystal Chaney, and Michele Chin.



30 Years
From left: Mark Tkachenko, Lou Mennel, and Tot Nguyen.

HONOREES

55 Years

Peper, William

50 Years

Baulwin, JL
Sondersen, GK

45 Years

Garrett, Donald
Landa, Richard
Ruiz, Daniel
Sander, John
Thomas, Gregory
Walker, Steve
Williams, Charles
Williams, Eugene

40 Years

Burns, Jacquelin
Fernando, Erlinda
Guerrero, Diane
Jackson, Carl
Krietlich, Matthew
Kung, Wilson
Stella, Nicholas

35 Years

Adams Jr., John
Allen, Gerald
Andreoli Jr., Sam
Breazeale, Stephen
Butler, Pier
Campiotti, Alex
Castrillo, Carlos
Chaney, Crystal
Chin, Michele
Dalzell, Thomas
Debaca, Jerry
Finnegan, Dennis
Gatan, Archimedes
Katich, John
Kiernan, Kevin

Lacombe Jr., Jackson
Larson, Lyle
Lee, Susie
Llacuna, Theresa
MacDula, Joseph
Morgan, Joseph
Olson, Paul
Palmer, David
Pang, Cheuk
Pena, Ernest
Salas, Maria
Sanchez, Mark
Secrest, Robert
Tancioco Jr, Ramon
Valdez, Mark
Vasarhely, Joseph
Wan, Edith
White, Alfred

25 Years

Alvarado, Doriene
Aponte, Carlos
Barajas, Abel
Boyd, Michael
Calibjo, Sean
Cheung, John
Datu, Raymond
Davis, James
Fazio, Philip
Fortier, Alfred
Galvan, Raul
Hamilton, Jim
Heal, Coleen
Hernandez, Virgilio
Isleta, Oscar
Lennear, Anthony
Lorenzo, Hernando
Martin, Randall
McAfee-Evans, Clara
Mellor, Scott
Morgan, Cheryl
Padilla, Jose
Pastor, Steven
Patchen, Gary
Perez, Rene
Pinnell, Barry
Quave Jr., Louis
Rambis, Randall
Rasmussen, Debra
Rice, Timothy
Riedmuller III, Charles
Rigley, Robert
Rodriguez, Agustin
Sailors, Kenneth
Sandoval, Jose
Simon, Rodney
Smith, Darrell
Sprecher, Andrew
Thompson, Andrea

30 Years

Bernardo, Daniel
Clark, Lavera
Dunn, Albert
Finnerty, Martin
Garcia, Dennis
Huntington, Lawrence
Kappadahl, Edward
Kinard, Eltanalía
Kwok, William
Lew, Stanley
Lopez, Roy
McWilliams, Kevin
Mennel, Louis
Mitchell, Barry
Nguyen, Tot V.
O'Shea, Michael
Ridler, Jonathan
Sanchez, Michael
Sweeney, David
Tiscareno, Alan
Tkachenko, Mark
Watkins, Kenneth

20 Years

Altamirano, Ruben
Bassett, Billie
Bradley, Renaldo
Breaux, Samantha
Brown, Teresa
Buenrostro, Jose
Coleman, Robert
Dante, Bobby
Drennon, Alice
Duterte, Blesida
Gaona, Juan
Gutierrez, Simon
Hall, Dean
Isherwood, James
Keawkalaya, Veronica
Kelly, Paula
Kidd, Gary
Kilmer, Stephen
Lewis, Jeffrey
Madison, Clayborn
Manalo, Richard
Martinez, Jose
McCluskey, Michael
Melvin, Mark
Molina, Derek
Moore, Erik
Morales, Danny
Morgan, Darryl
Naton, Ross
Navellier, Guy
Rattanasack, Roney
Rodriguez, Bernardin
Rodriguez, Eric
Sattler, Darcelle
Serrano, Rogelio
Tanti, Steve
Tejada, Jaime
Troga, Ronald
Turner, Gordon
Urbina, Francisco
Valerio, Michael

15 Years

Acosta Jr., Bienvenid
Allen, Debbie
Amo, Ian
Ashworth, Crystal
Austin, Kimberly
Bascara, Reynaldo
Borris Jr., Mike
Brown, Daryl
Calderon, Ernest
Cereca Jr., Robert
Commerford, David
De Leon, Daniel
Doolan, Justin
Eballo, Roderick
Escobedo, Marisela
Flores, Vincent
Gore, Agnes
Hanlon, Leila
Hosford, Brent
Hutchison, Robert
Ibarra, Nicholas
Janca, Mark
Latigue, Le Roy
Madden, Curtis
Magana, Mark
Marino Sr., Ricky
Marsden, Carol
Martin, Glenn
Nava, Maria
Ochoa, Antonio
Oliveira, Susie
Otten, Andrew
Penalba Jr., Marcelino
Reardon, Timothy
Rogers, Michael
Ryker, Dan
Sales, Christopher
Shem, Joseph

10 Years

Vazquez, Jose
Vernon, Thomas
Williams, Dennis
Wilson, Jermaine
Yaughn, Kip
Zamora, Nora

5 Years

Shiner, Robert
Silva, John
Su, Tuan C.
Thomas, Sr., Jeffery
Tobar, Fredy
Ton, Quy
Ulloa, Nick
Vong, Vinh O.
Wade, Sonji
Wendling, Lyle
Wico, Josefino
Yuen, Michael

5 Years

Christine
Huynh, Hoa
Jackson, Holly
Johnson, Jahmar
Killam, Jason
Knight, Elizabeth
Lebby, Damian
Leung, Ching
Linder, Fred
Lopez, Rodrigo
Luis, Mark
Mahoney Sr, Joshua
Mansell, Britton
Martin, Edward
Martinez, Jason
Mendiola, Joseph
Morris, Andre
Murray, Michael
Norris, Ryan
Osti, Anthony
Pederson, Jason
Peeters, Sheldon
Penh, Po
Perez, Nicholas
Peyrucaín, Ben
Phillips, Michael
Ramos Jr, Archimedes
Reed, Ryan
Rickner, Kenneth
Ringbom, Michael
Robinson, Darren
Rocha, Kathleen
Rodriguez, Mitchell
Romero, Renan
Saephan, Liew
Chiam
Saetern, Moug
Sagapolu, David
Schaaf, Cisco
Shim, Haneo
Showaker, Zachary
Smith, Felicia
Smith, Rachelle
Sorrell, Gary
Stephens, Sean
Thomas, Adam
Thomas, Andrew

5 Years

Thomas, Patrick
Thompson, Ryan
Thornton, Russell
Tran, Peter
Wilkerson, Maurice
Wilkins Jr, Curtis
Zabb-Parmley, Valerie

5 Years

Adams, Seth
Agurcia, Fredy
Alvarez, Salvador
Barton, Tom
Batiste, Raymond
Benjamin Jr, James
Bibeau, Nicholas
Blaine, Richard
Brasier, Cameron
Captain, Tammie
Carmody, Thomas
Castor, Joseph
Chavez, Jose
Cloy, Ayanna
Contreras, Michael
Cruz, Joel
Culcasi, Salvatore
Dance, Brandon
Davison, Mark
Detamore, Jeffery
Diaz, Linda
Doss, Darryl
Duran, Jason
Ebbing, Brian
Escamilla, Salvador
Fischer, Mark
Friend, John
Gemzsi, Joseph
Gore, Foster
Green, Robert
Griffin, Tanesha
Harris, Benjamin
Houston, Joshua
Isleta, Karl
Jefferson, Teska
Keawkalaya, Wichai
Keyser, Shane
Kopp, John

5 Years

Kozakiewicz, Jerzy
Lee, Rose
Leonetti, Ariel
Lopez, Arturo
Lopez, Joan
Luttrell, Joeseeph
Magtoto, Kenneth
Martinez Jr, Albert
McMahon, Jesse
Meagher, Ryan
Meza, Andrew
Moore, Roy
Partee, Steve
Ramirez Enriguez, Jose
Reeves, Christopher
Rego, Michael
Riley, Brian
Robertson, Trevor
Rodriguez, Jerame
Rojas, Arturo
Rootring, Ben
Rose, Dylan
Ru, Michael
Rubio, Jared
Schafer, Tyler
Schimpf, Steven
Schneider, Robert
Serna, Richard
Silva, Matt
Stroup, Travis
Stumpf, Eric
Sylvia, Nathaniel
Theide, Michael
Tolley, Jacob
Villasenor, Eduardo
Vincent, Bryan
Walker, Josh
Washington, Brittany
Wepking, Christopher
Yabut, Xehia
Yankee, Lee
Yu, Guo



25 Years Front row, from left: Clara McAfee-Evans, Alfred Fortier, and Dordene Alvarado. Back row, from left: Robert Young, Carlos Vega, Scott Mellor, and Louis Quave.



20 Years Front row, from left: Teresa Brown, Blesida Duterte, and Darcelle Sattler. Back row, from left: Simon Gutierrez, Derek Molina, Erik Moore, and Darryl Morgan.



15 Years Front row, from left: Robet Shiner and Sonji Wade. Back row, from left: Michael Yuen and Vinh Vong.



10 Years Front row, from left: Moung Saetern, Graciela Mejia, and Liew Chiam Saephan. Back row, from left: Daniel Conley, Kevin Forsche, and Fred Linder.



10 Years Front row, from left: Cisco Schaaf, Victoria Dezordo, and Sean Stephens. Back row, from left: Peter Tran, Britton Mansell, and Jeff Barton.

Photos by John Storey



5 Years From left: John Friend and Thomas Carmody.

Congratulations on your service!



5 Years Front row, from left: Rose Lee and Ayanna Cloy. Back row, from left: Jason Duran, Roy Moore, and Richard Serna.

Retirees, from page 15

Bradford Simmons 41 years Hayward, CA	Beatrice Sywassink 2 years Galt, CA	Jinnie Tom 36 years Walnut Creek, CA	Michael Walters 37 years Vacaville, CA	Kenneth Williams 37 years Antioch, CA
Lance Smith 11 years Redding, CA	Mary Tam 11 years Cupertino, CA	Chris Torreano 19 years Vallejo, CA	Lynette Warren 12 years Wellington, NV	Lars Wingereid 33 years Bakersfield, CA
Sharon Stagner 37 years Redding, CA	Issac Taylor 12 years Berkeley, CA	Ronald Troga 20 years Walnut Creek, CA	Jack Weaver 44 years Clovis, CA	Kathy Winterly 20 years Ridgecrest, CA
Kathy Stamatis 33 years Eureka, CA	Gregory Thomas 45 years Dixon, CA	Stephen Tucker 37 years Fresno, CA	Steven Webb 26 years Mokelumne Hill, CA	Steven Wong 36 years Suisun City, CA
Mc Stamps 31 years Pittsburg, CA	Pamela Thomas 32 years Antioch, CA	Jack Tyler 46 years Benicia, CA	Douglas Wheeler 28 years Tracy, CA	Stephanie Woodham 35 years Stockton, CA
Robert Stout 39 years Chico, CA	Regina Thomas 21 years Santa Rosa, CA	Teresita Villegas 26 years Tracy, CA	Ronald White 41 years Oakland, CA	George Wright Jr. 15 years Reed Point Montana
Theodore Strack 42 years Fremont, CA	Anntionette Tims 38 years Antioch, CA	Richard Walls 40 years Magalia, CA	Debra Williams 12 years Auburn, CA	Edward Zickowski 36 years Vacaville, CA



SERVICE AWARDS

Stockton January 22, 2016



45 Years
From left: Vice President Anna Bayless-Martinez, 45-year member Glenda McCluskey and Treasurer Cecelia De La Torre.



35 Years Front row, from left: Cynthia Camille and Jose Astronomo. Back row, from left: James Harrison, Executive Board President Art Freitas, and James Clifton.



30 Years Front row, from left: Thomas Patterson and Michaela McGloiry. Back row, from left: (Freitas) and Bob Melich (guest of Glenda McClosky, 45 year member).



25 years Front row, from left: Joe Hidalgo and Nadine Evans. Back row, from left: Anthony Ginter, Michael Metrovich, and Ruben Soto.



20 years
Front row, from left: Carol Perry and Adriane McBride. Back row, from left: Victor Torres and Esteban Madrid.

Photos by John Storey



15 years Front row, from left: Vanessa Ricci and Catherine Teel. Back row, from left: Pedro Rodriguez and Pamela Richardson.



15 years Front row, from left: Jolean French and Kimberley Lockheart. Back row, from left: Christine Torres, Martha Ortega, and Martha Rodriguez.

HONOREES

45 Years

McClosky, Glenda
Swindell, Raymond

40 Years

Reyes, Chris

35 Years

Astronomo, Jose
Banelos, Pascual
Beck, Peter
Camille, Cynthia
Clifton, James
Denning, Thomas
Frantz, Mike
Harrison, James
Hockaday, Kenneth
Knox, Thomas
Martin, Woodie
Price, Irene
Turney, Martin

30 Years

Allen, David
Allen, Michele
Christenson, Eric
Culcasi, Sal
Cuneo, Rory
Daniels, John
Devalle, Clay
Fletes, Jose
Howerton, Larry
Leonard, Mark
Lisa, Richard
McGloiry, Michaela
Moore, Patricia
Patterson, Thomas
Pires, Manuel
Rhinehart, Jeff

Ruffin, Kenneth
Spaman, Mike
Thomas, Philippe
Vanderberghe,
Allen
Vernier, Richard
Walters, Bradley

25 Years

Agee, Jim
Alvarez, Editha
Bandle, Teddy
Berrios, Robert
Crowhurst, James
Delucchi, Daniel
Dodgion Jr., Roy
Drake, Brett
Estlin, Kim
Evans, Jadine
Ginter, Anthony
Gonzales, Brian
Green-Collins,
Juanita
Hidalgo, Joe
Jauregui, John
Lehnertz, James
Lyle, Jon
Metrovich, Michael
Meyer, Edward
Morris, James
Nobrega, Wayne
Pedersen, Peter
Reyes, Winfred
Ritzema, Martinus
Soto, Ruben
Spence, Staci
Stevens, Regina
Terra, Randy
Tiemeyer, John
Waldron, Richard

20 Years

Alcala, Petra
Anderson, Robert
Brasuell, Michelle
Braswell, David
Brown, Timothy
Burns, Donald
Carter, Mark
Cooper, Ronondo
Cross, Diane
Debock, Jeffery
Fillmore, Christoph
Freeman, Jason
Fuentes, Jennifer
Haggerty-
Machado, Terry
Henderson, Willie
Hightower III,
William
Ivy, Martin
Johnson, Christine
Jones, Ralph
Joseph, Sara
Larsen, David
Madriz, Esteban
Mangabay,
Rebecca
Maydahl, Veronica
Mcbride, Adriane
McGtigan,
Matthew
Molina, Derek
Munoz, Jacquelyn
Ochoa, Alfonso
Ochoa, Hector
Olsen, Robert
Perry, Carol

15 Years

Adams, Rachael
Amezcu, Juan
Araujo, Salvador
Avelar-Nelson,
Sylvia
Bradley, Adam
Cisneros, Jorge
Clark, Linda
Coley, Steve
Crane, Glenn
Diebner, Bill
Eggert, Robert
Embrey, David
Ferreira, Jason
Franco, Ricardo
French, Jolean
Goncalves,
Matthew
Goncalves,
Stephanie
Gonzales, Kristyl
Gray, Sherrie
Guerra-Orona,
Alicia
Guerrero, Andrea
Gutierrez,
Stephanie
Hardin, Donald
Harris, Bianca
Harris, Suzette
Jordan, Anthony

10 Years

Aguilar, Francisco
Albertoni, Frederic
Alcantor, Robert
Anderson, Teresa
Austin, Steve
Avina, Juan
Barlow, Dejeunne
Battig, Raphael
Beckham, Brian
Behler, Richard
Berrios, Wilbur
Bledsoe, Paul
Brooks, Debra
Brum, Michael
Calcagno, Nolan
Cannon Jr, William
Cantrell, Benjiman
Canty, Constance
Castaneda, Angel
Castellanos, Byron
Chavez, Antonio
Christensen,
Jeremy
Cottonham, Jesse
Davis, Donnie
Davis, Jeffrey
De Velbiss, Mark
Ditta, Shakil
Domecq, Allen
Dorado, Phillip
Early, Alan
Edwards, Darryl
Eichman, Mark
Escoto-Cruz,
Enrique
Esquivel, Jose
Faus, Bryan
Flores, Jennifer

10 Years

Wallace, Lisa
Wanner, Howard
Williams, Lonnie
Wood, Jennifer

10 Years

Foronda, Alanrey
Gormley, Timothy
Haas, Anthony
Hampton, Timothy
Haran, Shane
Hernandez, Jesse
Higginbotham Sr,
Donald
Hogue, Daniel
Houser, Brian
Jamison, Mark
Jason, Frank
Jenkins, Frank
Johnson, Bryon
Jones, Kristoffer
Keener, John
Kelly, David
King, Richard
Kissoon, Gerald
Knackstedt, Alvin
Krause, Harry
La Torre, Vincent
Lee, James
Lee, Jeffrey
Lee, Terry
Lofing, Randy
Lomeli, Adrian
Lopez, Cynthia
Lucas, David
Mason, Erik
McDaniel, Anthony
McEwen, Timothy
McGrew, Scott
Medlin II,
Raymond
Moore, Tony
Munoz, David
Nawabi, Wais
Ornelas, Joseph
Ott, Nathanael
Padilla, Felicia
Patten, Tyler
Quiroz, Ruben
Ramos, Thomas
Reidt, Eric

10 Years

Rivas, Guillermo
Robirds, Gerald
Romero, Karen
Ross, Michael
Ruiz, Miguel
Salazar, Jason
Schmid, Jeff
Sherwood, Max
Showaker, Jacob
Siegfried, John
Simpson, Kim
Singh, Akiesh
Soria, Raul
Soto, Raul
Stapleton, Travis
Stevenson,
Tamecia
Tablit III, Matthew
Teague, Tracey
Terry, Marcellus
Tolbert, Tracy
Tullar, William
Valiquette, Ruth
Vaughan, Joseph
Velasquez, Tom
Willett, Gabriel
Williams, Anthony
Williams, Lawdell

5 Years

Arrington, Jill
Atchoukeu,
Flaubert
Austin, Mitchell
Bagley, Thomas
Barnes, Harold
Baxter, Steven
Bell, Matthew
Blevins, Mark
Bracy, Monica
Branstetter, Phillip
Cadena Jr, Mario
Cardona, Harold
Carroll, Ryan

Cavan, Joel
Chapman, Martin
Chavez, Anthony
Christman, Nathan
Cottrell, Matt
Dempsey, Mark
Desilveira, Manuel
Diaz, Javier
Dobales, Patricia
Edlund, Terence
Ellis, Alexander
Evans, William
Friend, John
Garcia Verdin,
Cesar
Garcia, Corey
Garcia, Robert
Garnica, Luis
Gillio, Delilah
Goehring, Chester
Goforth, Rebecca
Gonzales, Kevin
Gross, Brandon
Gust, Scott
Guzman, Gerardo
Harris, Joel
Hensley, Lauren I
Hernandez, Tiffany
Hoag, Jett
Keoveunxay,
Phouthai
Knaggs, Nicholas
Lang, Nicholas
Lindsey, Thomas
Lo, Lisa
Machado, Daniel
Marez-Samaniego,
Esther
Martinez, Sergio
Martinez, Zachary
McCurdy, Matt
McDannald,
Matthew
McDonald, David
McMahon,

Brandon
Miller, Erik
Milton, Simeon
Moore, Jeff
Murphy, Eric
Oliver, Noel
O'Neill, Nicholas
Oswald Jr, Jamie
Pacheco, Jeffrey
Pimental, Richard
Podesto, Anthony
Quackenbush,
Kevin
Reavis, Rex
Reese, Rome
Rin, Sophia
Risen, Mark
Root Sr, Robert
Samuel, John
Sattler, Steven
Schneringer, Mark
Segura Jr., Nicolas
Shahan, Travis
Silva, Steven
Sparrey, Kyle
Steele, Rodney
Sweeney, Marceda
Sybesma, Derek
Tyson, Wendell
Vann Jr, Mark
Verma, Nawal
Wallace, Greg
Ward, Stephen
Washington,
Brittany
Wertz, James
White, Gloria
Wig, John
Woods, Jackie
Worley, Steven
Wright, Peter
Ybiernas, Rolando
Yepez, Ismael
Zambrano,
Francisco



10 years
From left: Karen Romero, Anthony Williams, Ruth Valiquette, and Recording Secretary Rachel Ramirez-Hill.



5 years
From left: (Bayless-Martinez), Terence Edlund, (De La Torre), and (Ramirez-Hill).



5 years
Front row, from left: Sophia Rin, Marceda Sweeney, and Patricia Dobales. Back row, from left: Phouthai Keoveunxay, Esther Marex-Samaniego, Anthony Chavez, and Tiffany Hernandez.



5 years
Front row, from left: Matthew Bell, Phouthai Keoveunxay, and Brandon McMahon. Back row, from left: Kevin Quackenbush, Derek Sybesma, Steven Worley, Steven Silva, and William Evans.

Congratulations on your service!



Merced
January 29, 2016



30 years
From left: Business Manager Tom Dalzell with 30 year members Patricia Moore and Nathan Johnson.

Photos by John Storey



25 years
Front row, from left: Josephine Bagnasco, Sheryl Phillips, and Jane Riddiough (Silva). Back row, from left: Tanya Marquez, Craig Tatum, and Debbie Gilliam.



15 years From left: William Van Vliet, Vera Haena, and Keith Lyle.



20 years From left: Glenn Conley, Brenda Lee, and Eric Scott.

HONOREES

40 Years

Knox, Gerald
Maire, Mark

30 Years

Johnson, Nathan
Lema, Greg
Malone, John
Moore, Patricia
Whatley Jr., Carl
Wichas, Patricia

25 Years

Bagnasco,
Josephine
Frates, Robert
Gilliam, Debbie
Haskett, Tom
Hernandez, Martin
Marquez, Tanya
Martin, Blair

Phillips, Sheryl
Silva, Jane
Tatum, Craig

20 Years

Beck, Barton
Blakey, Aaron
Cheatwood Jr.,
John
Conley, Glenn
Ellett, John
Haley, Israel
Henson, Aaron
Lee, Brenda
Olguin, Carl
Sandoval, Ruperto
Scott, Eric

15 Years

Arredondo, Joel
Escobedo, Robert

Fields, Ryan
Gilliam, Shelly
Gonzalez, Gustavo
Haena, Vera
Lopes, Doug
Lyle, Keith
Stone, Peter
Tanachion, John
Van Vliet, William
Wells, Michelle
White, John

10 Years

Acree, Matthew
Birdsong, Charles
Bledsoe, Rory
Bockowski, Joshua
Brazil, Nicholas
Carpenter, Kevin
Chavez, Sergio
Clark, Graciela
Curnow, Jared

Davenport,
Derrick
Davis, John
Duval, Travis
Fitzgerald, Drew
Garcia, Billy
Garcia, Sonya
Green, Jerry
Henderson, Joshua
Inman, Jess
Kaiser, Brant
Klikna, Josh
Lenz, Michael
McKain, Richard
McNeill, Derek
Mize, Laura
Moreno Sr.,
Antonio
Moules, Steve
Murillo, Luis
Navarro, Jose
Nickles, Nathan
Olesen, Bryon
Orlando, Lawrence
Peirce, Clint
Plaa, Benjamin

Richards, Brian
Rigby, Steven
Rojas, Gabriel
Saldivar, Adrian
Sanders, Cody
Schuppert, Justin
Serpa, Michael
Singh, Anilesh
Slade, Jeremy
Sobotta, Dustin
Souders, Charley
Souza, Matthew
Sturtevant Jr,
Wynter
Turner, Richard
Winchester, Mark
Wortham, Cory
Zamarripa, Miguel

5 Years

Arreguin, Johel
Boere, James
Bowman, James
Coelho, Ryan
Del Dotto, Jeffrey

Diaz, Roberto
Dioszegi, Stephen
Dutra, Jayson
Dutra, Nathan
Fitzhenry,
Christopher
Ford, Jamie
Galvan, Juan
Gonsalves,
Nicholas
Grimes, Curtis
Hines, James
Hopkins, Brandon
Hulsey,
Christopher
Lupian, Reynaldo
McCulloch, Jason
Pearson, David
Sandlin, Jason
Sargenti V, William
Swilley, Greg
Tannehill, Kyle
Thornsberry,
Kasey
Walls, Matthew
Wells, Jonathon

Congratulations on your service!



10 and 5 years Front row, from left: Sonya Garcia and Rory Bledsoe. Back row, from left: Curtis Grimes, Dustin Sobotta, and John Davis.



SERVICE AWARDS

Redding February 5, 2016



40 Years
From left: Business Manager Tom Dalzell, Thomas Perez, and Senior Assistant Business Manager Bob Dean.



35 Years
Front row, from left: Kristina McGie and Gregory Lynch. Back row, from left: Michael Anderson, Paul Schargus, and Mark Bailey.



30 Years
Front row, from left: Richard Hansen and Assistant Business Manager Ray Thomas. Back row, from left: Dave Vandermeer and Robert Ingram.

Photos by John Storey



25 Years
Front row, from left: Jefferey Torres and Mike Chadwick. Back row, from left: Ahren Aitchison and Mark Chumley.

Congratulations on your service!



20 Years From left: Kellem Kirk and Alan Keeney.



10 Years
From left: David Hoertling, Virginia Farr, and John Townsend.



15 Years
From left: Erick Ruste, Michael Collver, and Greg Gordon.



5 Years
From left: Jonathan Kenyon, Michael Criss, and Dale Galli.



5 Years
Front row, from left: Patrick Severin, Austin Statz, and Tod Waite. Back row, from left: Kyle Ballard, Patricia Breedlove, and Justin Watkins.

HONOREES

40 Years

Perez, Thomas

35 Years

Anderson, Michael
Bailey, Mark
Lynch, Gregory
McGie, Kristina
Netzloff, Matthew
Perales, Tim
Schargus, Paul
Tuomala II, Edward

30 Years

Cummins, Rodney
Hansen, Richard
Hiser, Mark
Ingram, Robert
McDonald, Tom
Moffett, Michael
Ross, William
Rutledge, Frank
Thomas, Raymond
Vandermeer, Dave
Wimer, Greg

25 Years

Benda, Tod
Bostick, Earnest
Chadwick, Mike
Cox, Scott
Packard, Robert
Torres, Jeffrey

20 Years

Aitchison, Ahren
Andrade, Shawn
Begley, Clint
Capfer, Steven

Dennis, Russ
Ellis, Craig
Elwood, Brandon
Gilbert, Scott
Horton, David
Jetton, Ben
Johnson, Jeffrey
Keeney, Alan
Kirk, Kellem
Lopez, Keith
Mason, Laine
Overman, Kenneth

15 Years

Bagwell, Todd
Bloom, Karen
Collver, Michael
Foster, Troy
Gerrard, Randy

Gordon, Greg
Hamilton, Dustin
Jereb, Peter
Johnson, Jeff
Lommen, Anthony
Reginato, Aaron
Ruste, Erick
Schinstock, Randy
Smith, Joe
Trimble, Jason
Warner, Jacob
Weber, Walter

10 Years

Angulo, Julio
Baldrige, Christopher
Binger, Donald
Bishop, Casey

Carlton, Michael
Chapman, Corey
Daisley, Antonio
Dolz, Kevin
Farr, Virginia
Fisher, Benjamin
Hoertling, David
Hubbard, Steve
Jones, Russ
Landingham, Maura
Larsen, Mark
Lee Jr, Stephen
MacMillan, Daniel
Marundee, Kevin
Maty, Mark
Moore, Dan
Myers, Donald
Owen, David

Phillips, Alan
Seguin, Michael
Sexton, Joshua
Stacy, Sean
Townsend, John
Turner, Joel
Wallace, Vernon
Wierzbicki, Joseph
Yingling, David

5 Years

Alton, Robert
Ballard, Kyle
Borjon, Atalie
Breedlove, Patricia
Brooks, James
Brouillette, Aron
Brown, Gregory
Carlson, Skyler

Criss, Michael
Cummins, Tyler
Davidson, Brian
Doers, Scott
Fritz, Jacob
Galli, Dale
German, Dale
Goulart, Robert
Haggard, Gregory
Henry, William
Hubbell, Ben
Kauffman, Kevin
Kenyon, Jonathan
Lamanuzzi, Kyle
Lohman, Grant
Lonsinger, Christopher
Mansfield, Rahman
McCartin, Ryan

McCausland, David
McGregor, David
Miller, Kely
Monath, Jared
Nelson, Cabeb
Pearson, Luke
Pruitt Jr, McArthur
Salkeld, David
Severin, Patrick
Silveria, Michael
Smith, Jeffrey
Smith, Luke
Statz, Austin
Stewart, Michael
Waite, Tod
Watkins, Justin
White, Josh
Young, Kevin

Árboles, de la página 16

Ayudamos en el ascenso de dos empleados que tenían el tiempo y la experiencia para pasar al siguiente nivel, a pesar de que ninguno de los empleados poseía una licencia clase "B". La alta gerencia nos ha estado diciendo en las reuniones entre el sindicato y la gerencia que los ascensos pueden estar basados en las licencias clase "B".

El contrato no dice nada en cuanto a la transferencia de cuadrillas dentro de un área de 60 millas (sede principal), y se necesita una reunión para discutir este problema.

Área Norte Centro

Asplundh Tree

NV Energy solicitó reducir dos cuadrillas el mes pasado. La mayoría de las cuadrillas habían sido enviadas a Carson City, y dos cuadrillas fueron enviadas al este de Nevada. Acaban de comenzar unos trabajos en el límite sur de Lake Tahoe. Actualmente solo hay algunos problemas menores. Ahora que

tenemos un delegado sindical y un delegado de seguridad que cubren el sistema, todo funciona mejor.

Davey Tree

Esperamos tener la última reunión del Comité de Revisión de Quejas en mayo de 2016. Estamos a la espera de la ejecución de la capacitación especializada de Davey en la división Central Coast. Esta capacitación estará enfocada en trabajos de proyectos pesados, tales como el FPT y trabajos de confiabilidad. Hemos iniciado un proceso de queja en la división Pole Test & Treat en representación de dos miembros que consideran que fueron despedidos sin causa, y estamos en las primeras etapas de este proceso. En el este de la Bahía, las cuadrillas han sido enviadas a otras áreas para realizar trabajos en Oakland y Napa.

Mario's Tree

La compañía también está contratando nuevos empleados, y están trabajando 10 horas al día. Actualmente

están trabajando en Fresno ayudando a Trees Inc., así como en el área de Sonora ayudando a Utility Tree. La mayor parte de su trabajo es trabajo de confiabilidad.

Mountain Enterprise

Las cuadrillas de Liberty Energy y PG&E han estado muy ocupadas con todo el trabajo que se ha programado. La mayoría de las cuadrillas están dispersas por todo el sistema. Liberty Energy tuvo un par de días de nieve por lo que el trabajo estuvo un poco ajetreado.

Mowbray – SMUD/PG&E

Todavía tenemos algunos problemas pendientes que discutir con la compañía. La compañía contrató nuevo personal en SMUD; hay un montón de caras nuevas en el patio. Hemos ido perdiendo trabajadores que se están mudando para trabajar en otros estados. Este es un reto para todos los contratistas y mantener una fuerza laboral calificada en California es un problema

que debe ser abordado.

Área Sur Centro

Pacific Coast Tree Expert

La compañía ha regresado y está ayudando a Utility Tree en el área de Mariposa y en la División de Yosemite. La próxima semana nos reuniremos con el propietario, y entregaremos más paquetes del sindicato.

Trees Inc.

La compañía está contratando nuevos empleados en todo el área de San Joaquin, desde Fresno hasta Stockton. Todos los empleados de la compañía están trabajando en horario 5/10, y sábados voluntarios. Estamos planificando llevar a cabo la próxima reunión del Comité de Revisión de Quejas a principios de mayo para discutir todos los asuntos pendientes a lo largo del sistema.

Utility Tree Service

La compañía también está contratando nuevos empleados para mantenerse al día con el trabajo programado, la mayoría de las áreas votaron para no trabajar días de 10 horas, por lo que están pidiendo a los empleados trabajar 9 horas diarias. Todas las cuadrillas de la zona de Sonora están trabajando en la División San Jose, ya que presentan retrasos en el programa previsto.

Windy Tree

La empresa trajo a Loggers Unlimited para ayudarles en Jamestown y Pinedale.

Wright Tree

La compañía está pidiendo al sindicato ayuda para contratar nuevos empleados y para que le envíen candidatos. Están haciendo grandes esfuerzos y se están retrasando en el programa.

La compañía comenzó a concentrarse en las metas de producción en SMUD. Los miembros están empezando a sentir la presión, y no les agrada esta táctica. Algunos miembros han decidido cambiarse de compañía. En el sur de la Bahía, la compañía todavía está contratando empleados. Cualquier persona en busca de trabajo debe ponerse en contacto con Chuck Ritter en Wright Tree Service.

Trees, from page 16

steward appointed covering the system, things are starting to run more smoothly.

Davey Tree

We expect to secure the final GRC in May 2016. We are waiting for Davey's specialized training implementation in Central Coast Division. This training is to be for heavy project type work, such as FPT and reliability type work. We have initiated a grievance in Pole Test & Treat Division for two members who feel they were wrongfully terminated and we are in the early stages of this process. In the East Bay, crews have been sent to other areas to perform work in Oakland and Napa.

Mario's Tree

The company is also hiring new employees, and they are working 10-hour days. They are currently working in Fresno helping Trees Inc as well as in the Sonora area helping Utility Tree. Most of their work is reliability work.

Mountain Enterprise

Liberty Energy and PG&E crews have been very busy with all the work that

has been scheduled. Most crews are scattered all over the system. Liberty Energy had a few snow days so work was a little hectic to say the least.

Mowbray – SMUD/PG&E

We still have a few outstanding issues with the Company to discuss. The Company hired new personnel at SMUD; lots of new faces in the yard. We have been losing workers who are leaving to work in other states. This is challenging for all the Contractors and maintaining a skilled work force in California is an issue that needs to be addressed.

South Central Area

Pacific Coast Tree Expert

The Company is back helping Utility Tree in the Mariposa area and Yosemite Division. We are meeting with the owner next week, and will be handing out more Union packets.

Trees Inc.

The Company is hiring new employees throughout the San Joaquin area, from Fresno to Stockton. The Company has all employees working 5/10's, and voluntary Saturdays. We are planning on

holding the next GRC in early May to discuss all open matters system-wide.

Utility Tree Service

The Company is also hiring new employees, to keep up with scheduled work, most areas voted no on 10-hour days, so they are asking employees to work 9 hour days. All crews from the Sonora area are working in San Jose Division because they are behind schedule.

Windy Tree

The Company brought in Loggers Unlimited to help them in Jamestown and Pinedale.

Wright Tree

The Company is asking the Union for help to hire new employees and to send them people. They are struggling and are falling behind schedule.

The Company started focusing on production goals at SMUD. Members are starting to feel the pressure, and are not caring for this tactic. Some members have decided to change to another Company. In the South Bay, the Company is still in hiring mode. Anyone looking for work should contact Chuck Ritter at Wright Tree Service.



Line clearance tree trimmers with Business Manager Tom Dalzell at the 'Keep the Clearance' Peer Safety Summit on March 11.

Photo by John Storey



IBEW 1245 2016 Union Election Information

Candidates for Local Union Office

Candidates for Executive Board

President and Delegate to the International Convention of the IBEW

Travis Carlson

Initiated into IBEW August 2002. Classification: Gas Service Representative. Shop Steward: 2011 to Present. Local Union Offices Held: Unit Chairman #3811, Advisory Council — Sacramento Division of PG&E and Calibration and Testing. Committees Served at the Union: Veterans Committee 2016. Other Activities on Behalf of the Union: No on 32 Campaign (door to door canvassing).



Arthur "Art" Freitas

Initiated into IBEW September 1984. Classification: Retired Electric Foreman's Clerk. Shop Steward: 1985–2005; Local Union Offices Held: Vice President Local 1245 Executive Board 2004–2015; President Local 1245 Executive Board 2015–present. Committees Served at the Union: Petty Cash Ad Hoc; GRC Communication Team; Election Board 1998; Election Board Judge 2001; Area 3 CMO Labor Management Co-Chairman 1998–2005 and 2013–Present; General Negotiations Committee 2003; Exhibit 16 Contracting Committee; Unit #1513 Chairman 1994–2005. Other Activities on Behalf of the Union: Santa Cruz Monterey Labor Council Delegate; IBEW International Convention Delegate 2006, 2011.



Dane "Big Dawg" Moore

Initiated into IBEW January 1979. Classification: Electric Crew Foreman. Local Union Offices Held: Unit Chairman Unit 2318 2011–present. Committees Served at the Union: Hold The Pull 2010–present; IBEW 1245 Health and Safety 2011–present.

Vice President

Anna Bayless-Martinez

Initiated into IBEW August 1980. Classification: Retired PG&E Sr. Service Rep. Shop Steward: 1987–2015. Local Union Offices

Held: Executive Board Vice President 2015–to present; Central Area Executive Board, 1997 to 2015; Unit Recorder #2510, 2012 to present; Unit Vice Chairperson #2511, 2009 to 2012; Unit Chairperson #2511, 1996 to 2003; Unit Recorder #2511, 1986–1996. Committees Served at the Union: Clerical Title 18 Committee—1995, Wage Bargaining Committee—1996, IBEW/PG&E Employee Involvement Committee, Prop 226 and Prop 9 Committee, Safety Walk Around Committee, GRC Committee, Stockton Division + CRC Labor Management 1991–2000, Systemwide IBEW/PG&E Safety Walk Around 2004, Area 4/5 Clerical Labor Management, Clerical Negotiations 2010, Benefit Negotiations 2011–12, Prop 32 Committee, CSO Labor Management Committee, Sr Service Rep Training Committee. Activities On Behalf Of Union: Shop Steward Conferences; Women's Leadership Conferences; IBEW Women's Conferences; IBEW 9th District Progress Meeting; IBEW Utility Conferences; IBEW Gas Conferences; National CLUW Member CLUW Conventions/National Executive Board Meetings; Stockton Central Labor Council; IBEW International Convention 2001, 2006, 2011; EWMC Member and Conference 2012–2016; New Employee Orientations; Western LAMPAC 2015/2016; National LAMPAC 2016.



Served at the Union: Scholarship Committee. Other Activities on Behalf of the Union: Electrical Workers Minority Caucus 2014, 2015, 2016; Delegate to Coalition of Black Trade Unionists Convention, 2014, 2015.



Rachel Ramirez-Hill

Initiated into IBEW November 2008. Classification: Customer Service Representative. Shop Steward: 2011 to present. Local Union Offices Held: Executive Board Recording Secretary 2015 to present; Executive Board Central Area 07/2015 to 07/2015; Unit Recorder Unit 2511 2011 to present; Clerical at Large for the Central Area Advisory Council 2013–2015. Committees Served at the Union: Attendance Management Initiative for CCO 2012; CCO Labor Management Committee 2011–2013; CSO Labor Management Committee 2013 to present; Organizing Steward 2012 to present; Prop 32/30 Campaign; Worked as IBEW organizer in following campaigns: California AD16, Louisiana Senate, CA District 7 Campaign Coalition of Labor Union Women (CLUW) Central California Chapter Vice President and Alternate for National Executive Board 2013 to present. Other Activities on Behalf of the Union: Women's Leadership Conferences; IBEW Gas Conference; IBEW Women's Conference; IBEW Utility Conference; Shop Steward and Organizing Steward Conferences; National CLUW Member; CLUW Conventions and National Executive Board Meetings; San Joaquin Calaveras County Central Labor Council Delegate; North Valley Labor Federation Delegate; California Labor Federation Delegate; EWMC Member and Conference 2016; IBEW 9th District Progress Meeting 2015, 2016; Union New Member Experience Co-facilitator 2015.



Justin "J Dooley" Doolan

Initiated into IBEW August 2001. Classification: Lineman. Committees Served at the Union: Counting Committee for Tentative Agreement 15/30, September, 2015.



Robert "Rob" Thomas

Initiated into IBEW: August 2003. Classification: Electric Crew Foreman. Shop Steward: 2007–Present. Local Union Offices Held: Napa-Vallejo Unit Chair 2009–2012. Committees Served at the Union: Hold The Pull Committee 2014–Present. Other Activities on Behalf of the Union: Delegate to Solano County Central labor Council 2009. Salt for IBEW LU 340.

Recording Secretary

Cloudell Douglas Jr.

Initiated into IBEW May 2006. Classification: Lineman. Shop Steward: Yes. Local Union Offices Held: East Bay Division of PG&E Advisory Council. Committees

Served at the Union: Lead/spokesperson for the following PG&E negotiating committees: 2007 Post-Retirement Medical Negotiations (RPOA), 2005 Wage Reopener; 2002 General Negotiations; 1999, 2002, 2005, 2008, 2011, 2014, 2015. Subcommittee on Total Compensation; and Meter Reader Negotiations 1982–2001, Lead/spokesperson for the following PG&E 94-53 Committees (1994–2001): PG&E 94-53 Committees: ISTS Committee; Electric Meter Committee; SAP Accounting Committee. Lead spokesperson for Ad Hoc Negotiations on High Cost of Living Areas (2002), System Operators (2005), and Electric Control Center Consolidation (2006), Lead/spokesperson for the following negotiations: AC Transit 1982, 1985; Alameda Bureau of Electricity 1982; Charter Communications 1997, 2000; Citizens Utilities of California 1999; City of Berkeley 1999; City of Chico 1983; City of Gridley 2001; City of Healdsburg 1981–2006; City of Oakland 1999; City of Santa Clara 1999, 2005; City of Ukiah 2002; Glenn-Colusa Irrigation District 1983; GoodCents 2007; Merced Irrigation District 1983, 2006; NECA Outside Line Construction 2003, 2006; Nevada Irrigation District 1984, 1987; Oroville Wyandote Irrigation District 1983; Pacific Gas Transmission 1999, 2002; Sacramento Regional Transit 1983, 1986; Sonic Cable 1985, 1988; TransCanada 2004; Turlock Irrigation District 2001–2014; Wellington Power 2006. Other Activities on Behalf of the Union: Delegate to IBEW International Convention 2006, 2011; Delegate to Ninth District Progress Meeting 2004, 2006–2016; Delegate to IBEW Utility Conference 1982, 2006–2016; Delegate to IBEW Construction Conference, 2002–2015; Delegate to IBEW Organizing Conference, 2002–2016; Delegate to National Safety Council Annual Conference 1986 (Drug Testing), Vice President, California State Federation of Labor 2007–present; Vice President, State Association of Electrical Workers 2006–present. Union Chair, Western LAMPAC 2013–present, Represented Local 1245 in PG&E Arbitrations Case Numbers 94 through 267 (1983–2007). Represented Local 1245 before the Council for Industrial Relations of the Electrical Contracting Industry in May 1992, November 1993, November 1995, May 1998, November 1999, August 2000, May 2003, and November 2006, Represented Local 1245 in arbitrations with employers other than PG&E including AC Transit (1982, 1982, 1983, 1996, 1997); Arbor Tree (1994, 1994); Asplundh Tree (1987, 1996); Citizens Utilities of California (1982, 1983, 1983, 1984, 1998, 2001), Alameda Bureau of Electricity (1994), City of Berkeley (1989, 1991, 1998); City of Fallon (1994); City of Healds-



Tom Dalzell

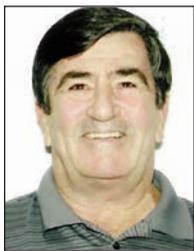
Initiated into IBEW April 1981. Classification: Business Manager/Financial Secretary. Local Union Offices Held: Business Representative/Staff Attorney (1981–1983), Assistant Business Manager/Staff Attorney (1983–2001); Senior Assistant Business Manager (2001–2006); Business Manager/Financial Secretary (2006–present). Com-

Candidates for Local Union Office

burg (1989); City of Oakland (1986); City of Redding (1984, 1985, 1985, 1993, 1993, 1995, 1996), Group W Santa Maria (1988); Concord Cable TV (1993); Monterey Peninsula TV Cable (1987, 1989, 1995); CP National Needles (1986, 1991); Davey Tree (1982, 1985, 1987, 1988, 1993, 1993, 1996, 1996); Lynch Communications (1983); Merced Irrigation District (1986, 1991, 1992, 1997, 2006); Mt. Wheeler Power (1997); Pacific Gas Transmission (1991, 2000); Pacific Tree (1986); Sacramento Municipal Utility District (1981, 1985, 1986, 1988, 1988, 1988, 1989, 1990, 1990, 1991, 1995, 2001, 2003); Sacramento Regional Transit (1983, 1986, 1987, 1990, 1991, 1993, 1998, 2000); Shasta Dam Area PUD (1986, 1988), Sierra Pacific (1982, 1984, 1986, 1997, 1997, 2000, 2001, 2004), Sonic Cable (1990), South San Joaquin Irrigation District (2001), State Cable (1985); Truckee-Donner PUD (1983, 1995, 2004); United States Bureau of Reclamation (1987, 1989); Western Area Power Agency (1984, 1987, 1998, 2000, 2001), Represented Local 1245 before the Public Utilities Commission of the State of California in Utility Employee Discount Investigation (1984), PG&E General Rate Cases (1983, 1986, 1989, 1992, 1995, and 1998), and Utility Diversity Investigation (2001), Represented Local 1245 in the California Supreme Court in IBEW Local 1245 vs. City of Gridley (1983) and in the Ninth Circuit Court of Appeal in IBEW Local 1245 vs. Skinner (1990) and IBEW vs. Nuclear Regulatory Commission (1992). Represented Local 1245 in approximately 150 proceedings before the National Labor Relations Board, Electrical Workers Minority Caucus Leadership Award 2012; California Labor Federation Solidarity in Labor's Campaigns Award 2014; Organizing Award Sacramento Central Labor Council 2015; Contra Costa County Central Labor Council Movement Builders Award 2015; IBEW 9th District Henry Miller Award 2014, 2015, 2016.

Darryl Norris

Initiated into IBEW August 1970. Classification: Retired Service Mechanic. Former Business Representative Local 1245. Shop Steward: 1978-1999. Local Union Offices Held: Chairman of



Unit 3811, 1985-1999; Advisory Council Sacramento Division 1985-1987. Committees Served at the Union: Member Gas Serviceman Interim Committee 1986; Member Sacramento Division Labor-Management 1983-1995; Member Sacramento Division 4-10 Committee 1988; IBEW Local 1245 Ballot Committee 1989, 1992; IBEW Local 1245 Election Committee 1987; Sacramento Division Safety Committee 1982, 1985, 1988, 1989, 1990; Inter-Union Gas Conference Steering Committee Member 2010-2011; Delegate Sacramento Central Labor Council 2002-2011. Other Activities on Behalf of the Union: IBEW Local 1245 Business Representative for Vacaville, Sacramento, Woodland, Rio Vista, Davis, Placerville, Sacramento Regional Transit and TransCanada Pipelines; Attended California AFL-CIO Summer School 1985; Shop Steward Conferences 1981, 1982, 1984, 1986-1990, 1994; 2010 IBEW 9th District Progress Meeting; Delegate to the Inter-Union Gas Conference 2007-2011; IBEW Local 1245 Member for Transit Cooperative Research Program, Washington D.C. 2006-2009; Delegate to the IBEW International Convention, Vancouver B.C.

Utility Reporter

Treasurer

Ruben Altamirano

Initiated into IBEW June 1996.

Cecelia De La Torre

Initiated into IBEW September 1987. Classification: Operating Clerk. Shop Steward: 1987 to present. Local Union Offices Held: Executive Board Treasurer 2004 to present; Unit Chairperson #2511 2002 to present; Unit Recording Secretary #2511 2000 to 2002. Committees Served on behalf of the Union: Benefits Committee 2003 to present; Corporate Clerical Committee 2015 to present; Negotiations Committee Clerical 2010; Negotiations Committee Benefits 2008-2009 & 2011-2012; Negotiations Committee Wages & Benefits 2005; Contact Center of the Future Committee 2007 to 2008; Labor Management Committee Credit & Records Center 1997 to 2008; Position Evaluation Committee 2001; Overtime Committee CRC 2001; Safety Walk Around Committee. Other Activities on Behalf of the Union: San Joaquin/Calaveras County Central Labor Council 2007 to present; SJC CLC Executive Board Member & Trustee 2011 to present; Coalition of Labor Union Women (CLUW) Delegate 2004 to present; CLUW National Executive Board Union Delegate 2009 to present; CLUW Rules Committee Co-Chairperson 2013; Women of Labor Conference 2011; Electrical Workers Minority Caucus (EWMC) Delegate & Member; Labor Council for Latin American Advancement Member 2004-2005; IBEW International Convention Delegate 2006 & 2011; IBEW 9th District Progress Meetings; IBEW Utility Conferences Delegate; IBEW International Gas Conference 2009; IBEW National Women's Conferences; California Labor Federation Bi-Annual Convention 2012' North Valley Labor Federation Convention & Conferences Delegate; Labor's Joint Legislative Conferences; Lobby Day Washington DC & Sacramento CA; Grievance Resolution Workshop 2008; FCMS Health Care Seminar 2010; Precinct Walking, Rally's & Phone Banking; Leadership Conferences, Shop Steward training.



Southern Area Executive Board

Jesus Lorenzo Arciniega

Initiated into IBEW November 2001. Classification: Operating Clerk. Shop Steward: 2011 to present. Committees Served at the Union: 02/2016 Union membership development in Columbus, Indiana; 01/2016 Appointed to Organizing Steward; 11/2013 Appointed to the PG&E New Customer Service Training Redesign Committee; 05/2013 IBEW Local 1245 Community Fund Program Development Committee; 03/2013 Appointed to the PG&E Contact Center Operations (CCO) Rewards and Recognition Committee; 09/2012 Appointed to the PG&E Contact Center Operations (CCO) Wide Labor Management Committee; 09/2012 Appointed



to the PG&E Contact Center Operations (CCO) Attendance Management Committee (Phase 2); 02/2011 Young Workers Bay Area Leadership & Development Training Planning Committee; 02/2011-present IBEW Local 1245 Social Media Committee; 01/2011 PG&E Contact Center Operations (CCO) Attendance Management Committee; 09/2010 PG&E Wellness Program Committee; 08/2010 Planning Committee for initial IBEW Local 1245 Youth Conference; 06/2010-06/2013 IBEW 1245 Youth Engaged for Solidarity (Y.E.S.) Committee; 11/2009-01/2011 PG&E Clerical Bargaining Committee; 09/2008 Contact Center Operations (CCO) Shift Swap Committee; 02/2004-2005 PG&E Business Transformation Committee Contact Center Operations (CCO). Other Activities on Behalf of the Union: 04/2016 Participated in the 2016 Comprehensive Negotiating Union Contracts Seminar (Vacaville, CA); 03/2016 Participated in the 2016 IBEW Local 1245 Utility Procurement Conference (Vacaville, CA); 02/2016 Initiated the formation of the San Ramon Bishop Ranch Clerical Local Labor Management meeting. (San Ramon, CA); 02/2016 Supported IBEW Local 1424's Union membership development blitz in Columbus, Indiana; 02/2016 Participated in the 2016 in-depth Organizing Steward training titled: "Telling your story" (Vacaville, CA); 01/2016 Sworn in as a 2016 Organizing Steward for IBEW Local 1245 (Vacaville, CA); 01/2016 Participated in the 2016 Organizing Steward Training Session (Vacaville, CA); 01/2016 Panelist/Speaker/Delegate at the IBEW Electrical Workers Minority Caucus (New York NY); Monthly Participated in the Tele-Town Hall meetings for IBEW 1245 Shop Stewards at PG&E; 10/2015 Represented IBEW 1245 at the 2015 IBEW 77 CSR Conference (Wenatchee, WA); 09/2015 Took part in the Member to Member outreach Blitz (Reno, NV); 07/2015 Participated in the GOTV for PG&E Ratification vote (Southern Region of IBEW 1245); 06/2015 Took part in the Special Election through San Jose CLC (San Jose, CA); 05/2015 Delegate to the 2015 Seminar with former Secretary of Labor under President Bill Clinton, Robert Reich (Berkeley, CA); 04/2015 Participated in the George Miller & D Taylor training session (Vacaville, CA); 01/2015 Panelist/Speaker/Delegate at the IBEW Electrical Workers Minority Caucus (Atlanta, GA); 02/2014 Organized IBEW 1245 Unit 1511 participation in the 11th Annual National "Go Red" Day for Women event (San Jose, CA); 10/2013 Organized and lead a team of 25 IBEW 1245 members in the local Diabetes Walk-A-Thon that raised more than \$2500 (San Jose, CA); 08/2013 Participated in the Net Roots Nation Youth Caucus (San Jose, CA); 08/2013 Delegate to the 2013 Net Roots Nation Conference (San Jose, CA); 07/2013 Took part in the Nora Campos Re-Election campaign at the South Bay Labor Council (San Jose, CA); 05/2013 Assisted in the creation of the IBEW Local 1245 Community Fund Program (Vacaville, CA); 04/2013 Panelist/Speaker/Delegate to the California State Federation Legislation Conference (Sacramento, CA); 04/2013 Attended the IBEW 1245 Leadership Development meeting with the State of California Attorney General, Kamala Devi Harris. (San Francisco, CA); 04/2013 Attended the IBEW 1245 Leadership Development Luncheon with former U.S. presidential advisor to Bill Clinton and White House Deputy Chief of Staff during the second Clinton administration, Maria Echaveste. (San Francisco, CA); 03/2013 Facilitated Educational Sessions at the United States Western Region State Federation and Cen-

tral Labor Council Conference (Seattle, Washington); 03/2013 Attended the 2013 IBEW 1245 Leadership Development Conference (Vacaville, CA); 01/2013 Panelist/Speaker/Delegate to the IBEW Electrical Workers Minority Caucus (Houston, Texas); 09/2012 Organizer/ Recruiter for the No on Prop 32 campaign at the South Bay Labor Council (San Jose, CA); 09/2012 Appointed as Chair of the Education and Development committee for the AFL-CIO National Young Workers Advisory Council (YWAC) (Washington, D.C.); 09/2012 Co-Author of the "Young Workers Resolution" that was endorsed unanimously at the Alaska State Federation (Anchorage, AK); 08/2012 Co-Organized the AFL-CIO Young Worker Leadership Institute training session (Washington, D.C.); 07/2012 Co-Author of the "Young Workers Resolution" that was endorsed unanimously at the Biannual California State Federation Conference (San Francisco, CA); 07/2012 Delegate to the Biannual California State Federation Biannual (San Francisco, CA); 07/2012 Delegate to the 9th District IBEW Progress meeting (San Francisco, CA); 06/2012 Attended IBEW International Member to Member training Session (Vacaville, CA); 03/2012 Co-Hosted a Intergenerational assembly at the California State Legislation Conference (Sacramento, CA); 09/2011 Met with and introduced the 25th United States Secretary of Labor, Hilda Lucia Solis at the AFL-CIO Next Up Young Workers Summit. (Minneapolis, Minnesota); 03/2012 Delegate to the California State Federation Legislation Conference (Sacramento, CA); 03/2012 Coordinator of the 2012 IBEW 1245 Unit Chair & Unit Recorder Conference (Vacaville, CA); 01/2012 Panelist/Speaker/Delegate at the IBEW Electrical Workers Minority Caucus (Oakland, CA); 12/2011 Attended the IBEW 1245 Calpine Workers Filing and Rally (San Francisco, CA); 09/2011 Attended the 38th IBEW International Convention (Vancouver, British Columbia, Canada); 09/2011 Co-Author of the "Engaging Young Workers Resolution" that was endorsed unanimously at the 38th IBEW International Convention (Vancouver, Canada); 09/2011 Appointed as Shop Steward for IBEW Local 1245; 09/2011 Met with and introduced the

Please note:

- If you have moved, please update your address with the Union or you may not receive a ballot.
- Ballots will be mailed to members on Wednesday, June 1, 2016.
- Ballots will be counted on Tuesday, June 28, 2016. To be counted, ballots must be received at the ballot post office box by 10:00 am on Tuesday, June 28, 2016.
- If you have not received your ballots by Friday, June 10, 2016 please call the Election phone at 707-452-2779 or send an e-mail to the Election e-mail address - elections@IBEW1245.com

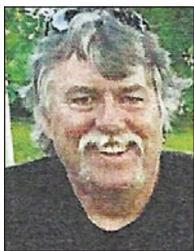
Your message should include your full name, phone number, mailing address and either your member ID number or the last 4 digits of your Social Security number.

Candidates for Local Union Office

25th United States Secretary of Labor, Hilda Lucia Solis at the AFL-CIO Next Up Young Workers Summit. (Minneapolis, Minnesota); 09/2011 Speaker/Facilitator/Delegate at the AFL-CIO Next Up Young Workers Summit (Minneapolis, Minnesota); 07/2011 Participant at the Next Generation Bay Area 1st Leadership and Organizing Training (San Jose, CA); 06/2011 Participant at the Leadership Development workshop at Stanford University with Professor Clay Carson, the Executive Director of Martin Luther King Jr. Institute for Research and Education. (Stanford, CA); 05/2011 Delegate to the IBEW Local 77 Seattle Washington Call Center Summit (Seattle, Washington); 04/2011 Team Leader/Organizer against the State of Florida Legislative attempt to privatize and eliminate automatic payroll deductions for Union dues (SB830) (Jacksonville, FL.) Met with Mayor John Peyton regarding proposed fiscal cuts and implication on city residents. Testified on behalf of Florida Residents at hearings with the Florida State Council on the Status of Women. Co-Organized a city wide protest against the closure of the only Low Income Hospital facility in Jacksonville, FL; 04/2011 IBEW 1245 Point Organizer for WE ARE ONE/Day of Action Rally in San Jose, Santa Cruz and Salinas, CA; 01/2011-08/2014 Appointed by IBEW International President Ed Hill as IBEW Young Worker representative for the American Federation of Labor- Congress of Industrial Organization (AFL-CIO) National Young Workers Advisory Council (Washington, DC); 01/2011 Attended the IBEW 1245 Leadership Development meeting with United States Secretary of Labor, Robert Reich. (Berkeley, CA); 01/2011 Delegate to the Electrical Workers Minority Caucus (Washington, D.C.); 11/2010 Elected to attend IBEW Local 1245 Young Workers Leadership & Development Training; 10/2010-10/2013 Elected to the Union Plus National Future Leaders Mentorship Program, Partnered with IBEW 9th District International Representative Keith Edwards; 08/2010 Attended PG&E Quarterly Benefits Meeting on behalf of IBEW Local 1245; 06/2010 Delegate to the AFL-CIO Next Up Young Workers Summit (Washington, D.C.); 02/2010 Attended Shame on NV Energy Home Office Picket (Las Vegas, Nevada); 11/2009 Attended Shame on NV Energy Picket (Reno, Nevada). Member of the following: Electrical Workers Minority Caucus (International), Electrical Workers Minority Caucus's RENEW collective (International), Labor Council for Latin American Advancement (LCLAA) (National), Pride@Work (National), Delegate to the South Bay Labor Council (SBLC), NAACP (National), Alumni of the AFL-CIO National Young Workers Advisory Council (YWAC).

James (Jim) "Hammer" Hayes

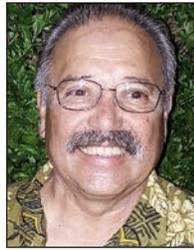
Initiated into IBEW: October 1984. Classification: Mechanic-Rigger. Shop Steward: 1998-present. Local Union Offices Held: Unit Chair. Committees Served at the Union: 2013-2016 Advisory Council. PG&E General Bargaining Committee 2002-2003. Diablo Canyon Outage Bargaining Committee 1996-2002.



Pedro "Pete" Sandoval Jr.

Initiated into IBEW: June 1976. Classification: Electrical Crew Foreman. Shop Steward: 2003-present. Local Union Offices

Held: Southern Area Executive Board. Unit Chair for Fresno & Selma & Co-Chair for Selma. Committees Served at the Union: Hold the Pull Committee member, Organizing Steward, 2 Ballot Committees. Other Activities on Behalf of the Union: Delegate to the IBEW International Convention. Leadership Development Conferences 2013. EWMC member. Delegate to EWMC Caucus Conferences 2012-2014 and 2016. Delegate to the 9th District Progress Conferences. Delegate to the California State Federation Legislation Conference (Sacramento, CA) 2015 and 2016. IBEW International Gas Conference 2016. Attended IBEW 1245 Leadership Training Facilitated by Former Secretary of Labor Robert Reich 2014 and 2015. Attended Panetta Leadership Seminar 2015. Safety presentations on behalf of Hold the Pull. Worked on the "No on 32", 15 for 15 campaigns.



Central Area Executive Board

Oni Brown

Initiated into IBEW January 2010.

Gary Maschio

Initiated into IBEW November 1980. Classification: Critical Facility Technician. Shop Steward: 1986 to present. Local Union Offices Held: San Francisco Division of PG&E and General Office of PG&E Advisory Council. Committees Served at the Union: PG&E General Negotiating Committee (Physical) 2011-2012, 2014, 2015-2016. Labor Management 1996 to present. Ad Hoc Committees: Building Department-Work Normally Performed, Automatic Progression & Lines of Progression, Technician Training Program, CFT Training Program. Other Activities on Behalf of the Union: PG&E Business Transformation Representing IBEW 1245 Members Best Interests, 2005-2006, Worked on "No on 32" Campaign Precinct Walking and Phone Banking.



Carl "CO" Olguin

Initiated into IBEW April 1996. Classification: Distribution Gas System Operator. Shop Steward: 2010 to present. Local Union Offices Held: Central Area Executive Board-Current. Other Activities on Behalf of the Union: Organizing Steward; Executive Board Member of Electrical Workers Minorities Caucus (EWMC) Solano Chapter; Shop Steward Conference; New Employee Orientations; Delegate to Central Valley Labor Council (CLC); EWMC Member and Conference 2013-present; IBEW Utility Conference; California Distribution Energy Future Conference; Negotiation Training; Political and Organizing campaigns representing IBEW Local 1245, including assisting Teamsters with Taylor Farms and Olam; IBEW Local 1245 Endorsed Candidate Precinct Walk, Redding, CA.



Northern Area Executive Board

Marcos Luna

Initiated into IBEW May 1997.

Ivan Pereda

Initiated into IBEW January 2010.

Steven "The Enforcer" Segale

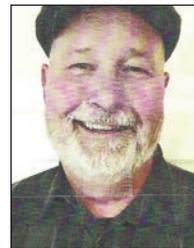
Initiated into IBEW June 1984. Classification: as Crew Leader-Arc. Shop Steward: 1999-present. Committees Served at the Union: Gas Line of Progression 2013-2014; Gas Line of Progression Oversight 2014-present. Other Activities on Behalf of the Union: Delegate to North Bay Labor Council 2009-2013; Delegate to Inter-Union Gas Conference 2014, 2015.



Northeastern Area Executive Board

Thomas "Tom" Cornell

Initiated into IBEW July 1990. Classification: Senior Relay Technician; System Protection at NV Energy Reno, NV. Shop Steward: 1998-present; Local Union Offices Held: Member of Advisory Council June 2004-June 2006, Executive Board Member June 2006-present. Committees Served at the Union: Negotiating Committee, Sierra Pacific Power Company/NV Energy and Local 1245 collective bargaining in 1997, 2002, 2005-2007, 2009-2010, 2013-present. Joint Benefits Committee 1998-2012; Labor Management Committee 2012 to present. Other Activities on Behalf of the Union: Delegate of the Northern Nevada Central Labor Council, Delegate of the AFL-CIO COPE convention, Delegate IBEW Utility Conference, Delegate IBEW 9th District Progress Meetings. Appointed to investigate two (2) post termination grievances. Attended Rocky Mountain Labor School 1998, 2000. Attended Contract Pricing Seminar, Vacaville.



General Construction of PG&E At-Large Executive Board

Harold Blackshire Jr.

Initiated into IBEW June 2006.

Stan Zamora

Initiated into IBEW: October 1985. Classification: Miscellaneous Equipment Operator. Shop Steward 2014-present. Local Union Offices Held: Executive Board, PG&E. General Construction at Large. Committees Served at the Union: Scholarship Committee 2015. Other Activities on Behalf of the



Union: Electrical Workers Minority Caucus. IBEW 9th District Progress Meeting.

Outside Construction and Tree Trimming Companies Executive Board

Mike Cottrell

Initiated into IBEW December 1985.

Candidates for Advisory Council

San Joaquin Division of PG&E

Daniel Mayo

Initiated into IBEW June 1975.

Coast Valleys Division of PG&E

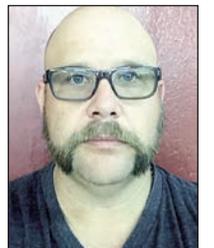
Bryan "Goob" Anderson

Initiated into IBEW January 1997. Classification: Journeyman Lineman. Shop Steward: 2008-present. Committees Served at the Union: Keep Diablo Open 2016. Other Activities on Behalf of the Union: Benefits Trainer.



Richard "Dick" Danieli

Initiated into IBEW: March 2003. Classification: Transmission Troublemaker. Shop Steward 2007-present. Other Activities on Behalf of the Union: Safety Steward, Steward Recruitment, HTP speaking engagements with PG&E Apprentices.



Diablo Canyon Nuclear Generating Station

Ronald Greenlee

Initiated into IBEW March 1991.

California Gas Transmission

Janelle Bucci

Initiated into IBEW March 2013. Classification: Senior Maintenance Assistant. Shop Steward: May 2015 to present. Local Union Offices Held: Unit 1311 Chairman. Committees Served at the Union: Maintenance Assistant Training Committee: From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee Training 03/16; Steward Training 08/15; Quarterly Labor Management Meetings 05/15 to current.



Candidates for Local Union Office

City of Santa Clara and San Jose Division of PG&E

Tyler Jones

Initiated into IBEW November 2010.

Tony Varni

Initiated into IBEW January 2002.

Alameda/Contra Costa Transit District and East Bay Municipalities

No Valid Nominations

East Bay Division of PG&E

Matt Ortolano

Initiated into IBEW March 2005.

San Francisco Division of PG&E and General Office of PG&E

Logan Jonas

Initiated into IBEW February 2006.

Stockton Division of PG&E

Kristofer Hardman

Initiated into IBEW August 2004.

Robert Harty

Initiated into IBEW December 1985.

Sacramento Regional Transit District

Lauren Bartlett

Initiated into IBEW July 1992.

TransCanada

No Valid Nominations

Humboldt Division of PG&E And Resort Improvement District #1

William Goodman

Initiated into IBEW November 1990.

Ward "Sonny" Hollesen

Initiated into IBEW May 1984. Classification: Distribution Line Technician (DLT). Shop Steward: 1996 to present. Local Union Offices Held: Unit Chair Unit 3111-Eureka. Other Activities on Behalf of the Union: Attended the Dec 1994 Rally for "Stop the Layoffs" at CPUC Headquarters in San Francisco, attended the 2004 9th District Progress meeting in Seattle, Wa., volunteered for the 2012 "No on 32" precinct walks in Sacramento, Business Rep for North Coast PG&E district and Public Properties for City of Utility Reporter



Willits, City of Ukiah and RID district #1, Shelter Cove from Feb 2012 to May of 2015.

Jim Walpole

Initiated into IBEW February 1984.

Shasta Division of PG&E, City of Redding, City of Shasta Lake, and Bella Vista Water District

Calem Colgate

Initiated into IBEW August 1997.

Paul Snyder

Initiated into IBEW November 2002.

NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt Wheeler Power, Inc., Lassen Municipal Utility District and Wells Rec

Michelle Benuzzi

Initiated into IBEW June 2001.

Casey Kelley

Initiated into IBEW May 1999.

Jonathan McCue

Initiated into IBEW October 2005.

Charles Sala

Initiated into IBEW March 2001.

Samson Lee Wilson

Initiated into IBEW: January 2004. Classification: Journeyman Lineman. Shop Steward June 2014-present. Local Union Offices Held: Advisory Council (Interim-current). Committees Served at the Union: NV Energy Negotiating Committee last 4 negotiations. Joint Labor-Management Committee NV Energy 2013-present. Other Activities on Behalf of the Union: Nevada AFL-CIO Delegate. Organizing Steward (Inaugural Class).



De Sabla Division of PG&E

Sandi Busse

Initiated into IBEW March 2011.

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

No Valid Nominations

Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley

Mark Anderson

Initiated into IBEW December 1979.

Keith Hopp

Initiated into IBEW December 1983.

North Bay Division of PG&E, City of Healdsburg, City of Ukiah, and City of Willits

Daniel Novella

Initiated into IBEW May 2006.

Joseph "Joe" Stockel

Initiated into IBEW August 1986. Classification: Equipment Operator. Shop Steward: April 2004 to 2012. Local Union Offices Held: Chairman and Recorder Vacaville Unit 3812: 2010-2012; Napa Unit 3716: 2013 to present. Activities on Behalf of the Union: Area 6 IBEW Safety Walk-around 2004-2010.

Sacramento Division of PG&E

No Valid Nominations

Sacramento Municipal Utility District and City of Lodi

Marcus T. Crumble

Initiated into IBEW May 2003. Classification: High Voltage Substation Electrician. Committees Served at the Union: SMUD Advisory Council.



USBR, Western Area Power Administration

Lawrence "Larry" Torres

Initiated into IBEW January 1985.

Frontier Communications

Trevor File

Initiated into IBEW July 2008.

Ken Lawson

Initiated into IBEW June 2006.

General Construction of PG&E-At-Large

Freddy Alvarez

Initiated into IBEW August 2012.

Luke Bogart

Initiated into IBEW November 2005. Classification: Lineman. Shop Steward: August 2015-Present. Local Union Offices Held: Unit Chairman, General Construction of PG&E At Large Advisory Council. Other Activities on Behalf of



the Union: California Distributed Energy Future Conference; Future Negotiators Class.

James Noonkester

Initiated into IBEW October 2003.

Tree Trimmers Companies

Brian Battilocchi

Initiated into IBEW July 2005.

Manuel Cortez

Initiated into IBEW March 2003.

Rosario "RO" Garcia

Initiated into IBEW November 2009. Classification: Top Climber. Local Union Offices Held: Unit Recorder 2011-present. Committees Served at the Union: KTC Peer-to-Peer Committee 2015-present. Other Activities on Behalf of the Union: Organizing Steward 2012-present; Delegate to Western Chapter I.S.A Tree Climbing Competition 2016; Delegate to E.W.M.C in Texas 2013.

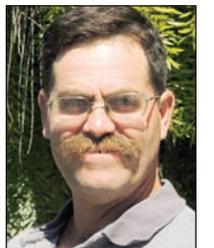


Michael Garner

Initiated into IBEW May 2014.

James Hanlon

Initiated into IBEW April 2002. Classification: Foreman. Shop Steward: 2003-present. Local Union Offices Held: Unit 4726 Recording Secretary. Other Activities on Behalf of the Union: Safety Shop Steward November 2015-Present; Safety Shop Steward Training.



Luis Mendez

Initiated into IBEW July 2009.

Ricardo Montes

Initiated into IBEW June 2011.

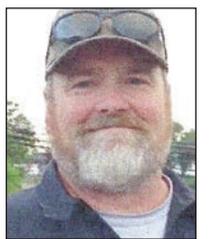
Jose "JP" Paredes

Initiated into IBEW August 2012. Classification: Foreman. Local Union Offices Held: Unit Chairman Unit 4726. Committees Served at the Union: Secretary for the Keep the Clearance Peer to Peer Committee 4/30/2013-present.



Steve Speak

Initiated into IBEW May 1997. Local Union Offices Held: Unit Recorder Unit 4714; Unit Chairman Unit 4714. Committees Served at the Union: Safety Steward; Keep The Clearance Safety Committee 2015 to present. Other Activities on Behalf of the Union: 2001 Leadership Conference.



Candidates for Local Union Office

Clerical-At-Large of PG&E-Northern Area

Donchele "Desiree" Soper

Initiated into IBEW January 2006. Classification: Senior Service Representative (SSR) at the Sacramento Contact Center. Shop Steward: 2009-Present. Local Union Offices Held: Local unit Chair. Committees Served at the Union: Recording Secretary for the Electrical Workers Minority Caucus (EWMC) in Solano County. Other Activities on Behalf of the Union: Delegate to the Sacramento Central Labor Council, New Employee Orientation meetings. SSR representative on the SSR Role & Responsibilities Committee. Labor Management Meetings for #2740 Sacramento Call Center. Guest speaker at the coalition of Labor Union Women Conference (CLUW) 2014-2015. Electrical Workers Minority Caucus Convention. IBEW Utility Conference. IBEW Women's Conference; Organizing Steward 2013-present; IBEW 1245 Sacramento Charity Bowl; Worked on IBEW 1245 Campaigns in Wisconsin, Ohio, California.



Clerical-At-Large of PG&E-Central Area

Kelly Gibbs

Initiated into the IBEW: December 2003.



Clerical-At-Large of PG&E-Southern Area

Renelle Hayes

Initiated into IBEW December 1990.

Irrigation Districts (Merced ID, Turlock ID, Lindmore ID, Paradise ID, South Feather Power and Water Agency, Modesto Id and South Joaquin ID)

Craig Keith (Tater) Tatum

Initiated into IBEW: April 30, 1991. Classification: Heavy Equipment Operator II. Shop Steward 2007-present. Local Union Offices Held: Irrigation District Advisory Council 2014-present. Organizing Steward. Cochairman Lead Steward. Committees Served at the Union: Negotiating Committee 2005-present. Other Activities on Behalf of the Union: Delegate and Board Member for the Merced and Mariposa Central Labor Council. Organizing Steward. Union Yes dinner. IBEW Utilities convention in Chicago, IL.



Outside Construction

Robert "Bubba" Avery

Initiated into IBEW August 1974. Classification: Journeyman Lineman. Shop Steward: 2000-2006; Local Union Offices Held: Outside Construction Advisory Council; Committees Served at the Union: Injured Workers Fund 2006 to present. Other Activities on behalf of the Union; Judge, Lineman's Rodeo 6 years.

Gary Hughes

Initiated into IBEW August 1967. Classification: M&C Mechanic/Utility Inspector. Shop Steward: 1974-1989. Local Union Offices Held: Unit Chair, Unit Vice-Chair, Unit Secretary. Committees Served at the Union: Various Committees as Local 1245 Business Rep 1989-2005. Other Activities on Behalf of the Union: IBEW Local 1245 Business Representative 1989-2005; Various Conventions, Committees, Labor Councils and Training.



City of Lompoc

Gary Silbaugh

Initiated into IBEW: January 2013. Shop Steward: January 2013-Present. Local Union Offices Held: Recorder. Committees Served at the Union: Negotiating Committee 2013 & 2015. Other Activities on Behalf of the Union: Attended Ad Council meetings.



Manufacturing

Jim Baker

Initiated into IBEW January 2014.

Todd Shiels

Initiated into IBEW January 2014.

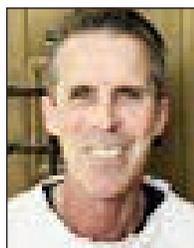
Generation including Dynergy, Foster-Wheeler, GenOn, NCPA, NRG and Tri-Dam Project

No Valid Nominations

Materials Distribution Department of PG&E

Michael Hunt

Initiated into IBEW January 1986. Classification: Lead Driver. Shop Steward: 1986 to present. Local Union Offices Held: Material Distribution Department of PG&E Advisory Council. Committees Served at the Union: Raingear Procurement Approval.



Steven Mayfield

Initiated into IBEW April 1993.

City of Vallejo and Greater Vallejo Recreation District Advisory Council

Marcus Adams

Initiated into IBEW April 2003.

Kenneth McKay

Initiated into IBEW August 2010.

Delegate: Western Area Power Association, Government Coordinating Council 1(GCC-1)

Sam Glero

Initiated into IBEW December 1978.

Candidates for Delegate to the International Convention of the IBEW

Bryan "Goob" Anderson

Initiated into IBEW February 1997. Classification: Journeyman Lineman. Shop Steward: 2008-present. Committees Served at the Union: Keep Diablo Open 2016. Other Activities on Behalf of the Union: Benefits Trainer.



Jesus Lorenzo Arciniega

Initiated into IBEW November 2001. Classification: Operating Clerk. Shop Steward: 2011 to present. Committees Served at the Union: 02/2016 Union membership development in Columbus, Indiana; 01/2016 Appointed to Organizing Steward; 11/2013 Appointed to the PG&E New Customer Service Training Redesign Committee; 05/2013 IBEW Local 1245 Community Fund Program Development Committee; 03/2013 Appointed to the PG&E Contact Center Operations (CCO) Rewards and Recognition Committee; 09/2012 Appointed to the PG&E Contact Center Operations (CCO) Wide Labor Management Committee; 09/2012 Appointed to the PG&E Contact Center Operations (CCO) Attendance Management Committee (Phase 2); 02/2011 Young Workers Bay Area Leadership & Development Training Planning Committee; 02/2011-present IBEW Local 1245 Social Media Committee; 01/2011 PG&E Contact Center Operations (CCO) Attendance Management Committee; 09/2010 PG&E Wellness Program Committee; 08/2010 Planning Committee for initial IBEW Local 1245 Youth Conference; 06/2010-06/2013 IBEW 1245 Youth Engaged for Solidarity (Y.E.S.) Committee; 11/2009-01/2011 PG&E Clerical Bargaining Committee; 09/2008 Contact Center Operations (CCO) Shift Swap Committee;



02/2004-2005 PG&E Business Transformation Committee Contact Center Operations (CCO). Other Activities on Behalf of the Union: 04/2016 Participated in the 2016 Comprehensive Negotiating Union Contracts Seminar (Vacaville, CA); 03/2016 Participated in the 2016 IBEW Local 1245 Utility Procurement Conference (Vacaville, CA); 02/2016 Initiated the formation of the San Ramon Bishop Ranch Clerical Local Labor Management meeting. (San Ramon, CA); 02/2016 Supported IBEW Local 1424's Union membership development blitz in Columbus, Indiana; 02/2016 Participated in the 2016 in-depth Organizing Steward training titled: "Telling your story" (Vacaville, CA); 01/2016 Sworn in as a 2016 Organizing Steward for IBEW Local 1245 (Vacaville, CA); 01/2016 Participated in the 2016 Organizing Steward Training Session (Vacaville, CA); 01/2016 Panelist/Speaker/ Delegate at the IBEW Electrical Workers Minority Caucus (New York NY); Monthly Participated in the Tele-Town Hall meetings for IBEW 1245 Shop Stewards at PG&E; 10/2015 Represented IBEW 1245 at the 2015 IBEW 77 CSR Conference (Wenatchee, WA); 09/2015 Took part in the Member to Member outreach Blitz (Reno, NV); 07/2015 Participated in the GOTV for PG&E Ratification vote (Southern Region of IBEW 1245); 06/2015 Took part in the Special Election through San Jose CLC (San Jose, CA); 05/2015 Delegate to the 2015 Seminar with former Secretary of Labor under President Bill Clinton, Robert Reich (Berkeley, CA); 04/2015 Participated in the George Miller & D Taylor training session (Vacaville, CA); 01/2015 Panelist/Speaker/ Delegate at the IBEW Electrical Workers Minority Caucus (Atlanta, GA); 02/2014 Organized IBEW 1245 Unit 1511 participation in the 11th Annual National "Go Red" Day for Women event (San Jose, CA); 10/2013 Organized and lead a team of 25 IBEW 1245 members in the local Diabetes Walk-A-Thon that raised more than \$2500 (San Jose, CA); 08/2013 Participated in the Net Roots Nation Youth Caucus (San Jose, CA); 08/2013 Delegate to the 2013 Net Roots Nation Conference (San Jose, CA); 07/2013 Took part in the Nora Campos Re-Election campaign at the South Bay Labor Council (San Jose, CA); 05/2013 Assisted in the creation of the IBEW Local 1245 Community Fund Program (Vacaville, CA); 04/2013 Panelist/Speaker/Delegate to the California State Federation Legislation Conference (Sacramento, CA); 04/2013 Attended the IBEW 1245 Leadership Development meeting with the State of California Attorney General, Kamala Devi Harris. (San Francisco, CA); 04/2013 Attended the IBEW 1245 Leadership Development Luncheon with former U.S. presidential advisor to Bill Clinton and White House Deputy Chief of Staff during the second Clinton administration, Maria Echaveste. (San Francisco, CA); 03/2013 Facilitated Educational Sessions at the United States Western Region State Federation and Central Labor Council Conference (Seattle, Washington); 03/2013 Attended the 2013 IBEW 1245 Leadership Development Conference (Vacaville, CA); 01/2013 Panelist/Speaker/Delegate to the IBEW Electrical Workers Minority Caucus (Houston, Texas); 09/2012 Organizer/ Recruiter for the No on Prop 32 campaign at the South Bay Labor Council (San Jose, CA); 09/2012 Appointed as Chair of the Education and Development committee for the AFL-CIO National Young Workers Advisory Council (YWAC) (Washington, D.C.); 09/2012 Co-Author of the "Young Workers Resolution" that was endorsed unanimously at the Alaska State Federation (Anchorage, AK); 08/2012 Co-Organized the AFL-CIO Young Worker Leadership Institute training session (Washington, D.C.); 07/2012 Co-

Candidates for Local Union Office

Author of the "Young Workers Resolution" that was endorsed unanimously at the Biannual California State Federation Conference (San Francisco, CA); 07/2012 Delegate to the Biannual California State Federation Biannual (San Francisco, CA); 07/2012 Delegate to the 9th District IBEW Progress meeting (San Francisco, CA); 06/2012 Attended IBEW International Member to Member training Session (Vacaville, CA); 03/2012 Co-Hosted a Intergenerational assembly at the California State Legislation Conference (Sacramento, CA); 09/2011 Met with and introduced the 25th United States Secretary of Labor, Hilda Lucia Solis at the AFL-CIO Next Up Young Workers Summit. (Minneapolis, Minnesota); 03/2012 Delegate to the California State Federation Legislation Conference (Sacramento, CA); 03/2012 Coordinator of the 2012 IBEW 1245 Unit Chair & Unit Recorder Conference (Vacaville, CA); 01/2012 Panelist/Speaker/Delegate at the IBEW Electrical Workers Minority Caucus (Oakland, CA); 12/2011 Attended the IBEW 1245 Calpine Workers Filing and Rally (San Francisco, CA); 09/2011 Attended the 38th IBEW International Convention (Vancouver, British Columbia, Canada); 09/2011 Co-Author of the "Engaging Young Workers Resolution" that was endorsed unanimously at the 38th IBEW International Convention (Vancouver, Canada); 09/2011 Appointed as Shop Steward for IBEW Local 1245; 09/2011 Met with and introduced the 25th United States Secretary of Labor, Hilda Lucia Solis at the AFL-CIO Next Up Young Workers Summit. (Minneapolis, Minnesota); 09/2011 Speaker/Facilitator/Delegate at the AFL-CIO Next Up Young Workers Summit (Minneapolis, Minnesota); 07/2011 Participant at the Next Generation Bay Area 1st Leadership and Organizing Training (San Jose, CA); 06/2011 Participant at the Leadership Development workshop at Stanford University with Professor Clay Carson, the Executive Director of Martin Luther King Jr. Institute for Research and Education. (Stanford, CA); 05/2011 Delegate to the IBEW Local 77 Seattle Washington Call Center Summit (Seattle, Washington); 04/2011 Team Leader/Organizer against the State of Florida Legislative attempt to privatize and eliminate automatic payroll deductions for Union dues (SB830) (Jacksonville, FL.) Met with Mayor John Peyton regarding proposed fiscals cuts and implication on city residents. Testified on behalf of Florida Residents at hearings with the Florida State Council on the Status of Women. Co-Organized a city wide protest against the closure of the only Low Income Hospital facility in Jacksonville, FL; 04/2011 IBEW 1245 Point Organizer for WE ARE ONE/Day of Action Rally in San Jose, Santa Cruz and Salinas, CA; 01/2011-08/2014 Appointed by IBEW International President Ed Hill as IBEW Young Worker representative for the American Federation of Labor - Congress of Industrial Organization (AFL-CIO) National Young Workers Advisory Council (Washington, DC); 01/2011 Attended the IBEW 1245 Leadership Development meeting with United States Secretary of Labor, Robert Reich. (Berkeley, CA); 01/2011 Delegate to the Electrical Workers Minority Caucus (Washington, D.C.); 11/2010 Elected to attend IBEW Local 1245 Young Workers Leadership & Development Training; 10/2010-10/2013 Elected to the Union Plus National Future Leaders Mentorship Program, Partnered with IBEW 9th District International Representative Keith Edwards; 08/2010 Attended PG&E Quarterly Benefits Meeting on behalf of IBEW Local 1245; 06/2010 Delegate to the AFL-CIO Next Up Young Workers Summit (Washington, D.C.); 02/2010 Attended Utility Reporter

Shame on NV Energy Home Office Picket (Las Vegas, Nevada); 11/2009 Attended Shame on NV Energy Picket (Reno, Nevada). Member of the following: Electrical Workers Minority Caucus (International), Electrical Workers Minority Caucus's RENEW collective (International), Labor Council for Latin American Advancement (LCLAA) (National), Pride@Work (National), Delegate to the South Bay Labor Council (SBLC), NAACP (National), Alumni of the AFL-CIO National Young Workers Advisory Council (YWAC).

David Barnard

Initiated into IBEW December 2004.

Glen Barnard

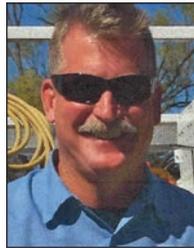
Initiated into IBEW November 2009.

Lauren Bartlett

Initiated into IBEW July 1992.

Michael L. Barton

Initiated into IBEW April 1999. Shop Steward 2013-present. Local Union Offices Held: Unit Chair, Unit Vice Chair; Unit Sergeant-at-Arms. Committees Served at the Union: Bargaining Committee City of Roseville 2013, 2015. Friedrichs Shop Steward 2016.



Anna Bayless-Martinez

Initiated into IBEW August 1980. Classification: Retired PG&E Sr. Service Rep. Shop Steward: 1987-2015. Local Union Offices Held: Executive Board Vice President 2015-present; Central Area Executive Board, 1997 to 2015; Unit Recorder #2510, 2012 to present; Unit Vice Chairperson #2511, 2009 to 2012; Unit Chairperson #2511, 1996 to 2003; Unit Recorder #2511, 1986-1996. Committees Served at the Union: Clerical Title 18 Committee-1995, Wage Bargaining Committee-1996, IBEW/PG&E Employee Involvement Committee, Prop 226 and Prop 9 Committee, Safety Walk Around Committee, GRC Committee, Stockton Division + CRC Labor Management 1991-2000, System-wide IBEW/PG&E Safety Walk Around 2004, Area 4/5 Clerical Labor Management, Clerical Negotiations 2010, Benefit Negotiations 2011-12, Prop 32 Committee, CSO Labor Management Committee, Sr Service Rep Training Committee. Activities On Behalf Of Union: Shop Steward Conferences; Women's Leadership Conferences; IBEW Women's Conferences; IBEW 9th District Progress Meeting; IBEW Utility Conferences; IBEW Gas Conferences; National CLUW Member CLUW Conventions/National Executive Board Meetings; Stockton Central Labor Council; IBEW International Convention 2001, 2006, 2011; EWMC Member And Conference 2012- 2016; New Employee Orientations; Western LAMPAC 2015/2016; National LAMPAC 2016.



Elvira Bernal

Initiated into IBEW August 2007.

Luke Bogart

Initiated into IBEW November 2005. Clas-

sification: Lineman. Shop Steward: August 2015-Present. Local Union Offices Held: Unit Chairman, General Construction of PG&E At Large Advisory Council. Other Activities on Behalf of the Union: California Distributed Energy Future Conference; Future Negotiators Class.



Stanley Boone

Initiated into IBEW September 1985.

Eleanor Brown

Initiated into IBEW March 1993. Classification: Retired. Shop Steward: 2005-2007. Local Union Offices: Executive Board Member at large; E-Board Vice President; President B/M. Committees Served at the Union: Bankruptcy Committee/Negotiations 2007-2010. Other Activities on Behalf of the Union: Delegate to Napa Solano Labor Council; Calif. Labor Federation; Coalition of Labor Union Women; IBEW Convention Delegate 2011.



Janelle Bucci

Initiated into IBEW March 2013. Classification: Senior Maintenance Assistant. Shop Steward: May 2015 to present. Local Union Offices Held: Unit 1311 Chairman. Committees Served at the Union: Maintenance Assistant Training Committee: From 11/15 to Current; Benefits Committee from 08/15 to Current. Other Activities on Behalf of the Union: Negotiating Committee Training 03/16; Steward Training 08/15; Quarterly Labor Management Meetings 05/15 to current.



Sandi Busse

Initiated into IBEW March 2011.

Manuel Cordeiro

Initiated into IBEW May 2004.

Mike Cottrell

Initiated into IBEW December 1985.

Richard "Dick" Danieli

Initiated into IBEW: March 2003. Classification: Transmission Troublemaker. Shop Steward 2007 to present. Other Activities on Behalf of the Union: Safety Steward, Steward Recruitment, HTP speaking engagements with PG&E Apprentices.



Cecelia De La Torre

Initiated into IBEW September 1987. Classification: Operating Clerk. Shop Steward: 1987 to present. Local Union Offices Held: Executive Board Treasurer 2004 to present; Unit Chairperson #2511 2002 to present; Unit Recording Secretary #2511 2000 to 2002. Committees Served at the Union: Committees Served on in Union: Benefits

Committee 2003 to present; Corporate Clerical Committee 2015 to present; Negotiations Committee Clerical 2010; Negotiations Committee Benefits 2008-2009 & 2011-2012; Negotiations Committee Wages & Benefits 2005; Contact Center of the Future Committee 2007 to 2008; Labor Management Committee Credit & Records Center 1997 to 2008; Position Evaluation Committee 2001; Overtime Committee CRC 2001; Safety Walk Around Committee. Other Activities on Behalf of the Union: San Joaquin/Calaveras County Central Labor Council 2007 to present; SJC CLC Executive Board Member & Trustee 2011 to present; Coalition of Labor Union Women (CLUW) Delegate 2004 to present; CLUW National Executive Board Union Delegate 2009 to present; CLUW Rules Committee Co-Chairperson 2013; Women of Labor Conference 2011; Electrical Workers Minority Caucus (EWMC) Delegate & Member; Labor Council for Latin American Advancement Member 2004-2005; IBEW International Convention Delegate 2006 & 2011; IBEW 9th District Progress Meetings; IBEW Utility Conferences Delegate; IBEW International Gas Conference 2009; IBEW National Women's Conferences; California Labor Federation Bi-Annual Convention 2012' North Valley Labor Federation Convention & Conferences Delegate; Labor's Joint Legislative Conferences; Lobby Day Washington DC & Sacramento CA; Grievance Resolution Workshop 2008; FCMS Health Care Seminar 2010; Precinct Walking, Rally's & Phone Banking.



Cloudell Douglas Jr.

Initiated into IBEW May 2006. Classification: Lineman. Shop Steward: Yes. Local Union Offices Held: East Bay Division of PG&E Advisory Council. Committees Served at the Union: Scholarship Committee. Other Activities on Behalf of the Union: Electrical Workers Minority Caucus 2014, 2015, 2016; Delegate to Coalition of Black Trade Unionists Convention, 2014, 2015.



Rodrigo Flores

Initiated into IBEW September 1999.

Dorothy Fortier

Initiated into IBEW May 1975. Classifications Held: Sr. Assistant Business Manager, 2010-2013, Assistant Business Manager, 1987-2010, Business Representative, 1979-1987, Administrative Assistant 1977-1979, Secretary, 1975-1977. Committees Served on behalf of the Union: PG&E Benefits and Quarterly Benefits Committee, 1998-2012; PG&E Workforce Health & Productivity Committee, 2010-2011; PG&E Benefit Education Committee, 2002, 2008, 2011; PG&E Local 1245 Return to Work Representative, 2011; PG&E Retiree Benefit Negotiations, 2005; PG&E Medical Benefit Vendor Selection Committee, 2005; PG&E Benefit Appeals Process Committee, 2002; PG&E Medicare Supplemental Plan (MSP) and Retiree



Candidates for Local Union Office

Optional Plan (ROP), 2002–2003; PG&E 401K Savings Plan, 2000, PG&E Pension Education, 2002; PG&E P/T Employee Benefits, 1996, 1998; PG&E Clerical Bargaining Committees: General Negotiations, 2009–2010; Wage Subcommittee, 2010, Workforce Issues Subcommittee, 2010; Non-Productive Time Subcommittee, 2010; Training Subcommittee, 2010; Call Center Attendance Management 2010, 2011; Call Center of the Future (CCOTF) Steering, 2008, 2009; Lines of Progression, 2000–2006; Position Evaluation, 1989–2013; Consolidation, 2000; Call Center Labor/Management, 1995–2001; Call Center Scheduling, 1996–2005; Customer Service Records Backlog and Records, 1995–1999; Customer Service Cash Handling, 1999; Call Quality Monitoring, 1997–2000 and 2002; New Customer Connection, 2001–2003; Operating Clerical Joint Pole, 1996–1998; Omaha Call Center Study, 1998; Sr. Service Representative Training, 2003–2005; Customer Service Representative Training, 2002–2005; Sr. Service Representative Technical Training, 1997; Silent (Remote) Call Monitoring, 1995–1997; P/T Employee Issues 1995–1997; Call Center Employee Development, 1997; West Sacramento Customer Billing Center, 1996–1997; Call Center Overtime, 1996; Job Bidding, 1996; Call Center Performance Standards, 1996; SF/GO Engineering and Planning Negotiations, 1999; Help Desk Study Review, 1996; Fortier Page 2 of 3; Business System Replacement Project (BSRP) Payroll Issues, 1995–1996; San Francisco/GO Design Drafting and Reprographics, 1995–1996; Call Center Telephone Initiatives (Call Answering), 1995–1996; Measure, Bill, Collect, Print, Mail and Payment, 1995–1996; Customer Service Correspondence Management, 1995–1996; Call and Credit Center Labor Management, 1994–1995; Video Display Terminal, 1991–1997; CES Coordinating, 1997; Other Committees: PG&E Physical/Clerical Job Bidding Subcommittee, 2008; PG&E Labor and Communications, 2007, 2008; PG&E Alternate Dispute Resolution (ADR) Committee, 2007–2008; PG&E Alternate Work Schedules (AWS), 2007; PG&E AMI Impact Negotiations, 2005; PG&E Meter Reader Title 8, 2002–2005; PG&E Wage-Opener Negotiations, 2005; PG&E General Negotiations, 1990, 1993, 2003; General Office Building Department, 1995–1996; City of Healdsburg 1978–1980; City of Oakland 1995–1996; Contra Costa County Video Display Task Force 1990–1993; PG&E Video Display Terminal Safety Committee 1994; Pacific Service Employee Association (PSEA) Organizing and Negotiations, 2007. Other activities on behalf of the Union: Local 1245 Al Sandoval Scholarship Judge, 2014, 2015; Local 1245 Employee Retirement Plan Trustee 2009–2013; Local 1245 Unit Officer Conference Co-Coordinator 2012; Local 1245 Retirement Seminar Coordinator 2005–2013; Local 1245 Registrar 2008–2009; Local 1245 Leadership Conference (Unit Officer) Coordinator 1996, 1999, 2002, 2004; IBEW International Convention Delegate 1978, 1982, 1986, 1991, 1996, 2001, 2006 and 2011; IBEW International Convention Sergeant at Arms (1996); IBEW 3rd District Progress Meeting Speaker in Pittsburg, PA 2012; IBEW 4th District Progress Meeting Speaker in Oregon, OH 2012; IBEW 9th District Progress Meeting Speaker in San Francisco, CA 2012; IBEW 9th District Progress Meeting delegate 2002, 2005, 2010, 2011, 2012, 2013, 2014, 2016; IBEW National Women's Conference Workshop Leader and Panelist, 1997, 2000, 2004, 2012; IBEW Women's IBEW Conference Delegate 2008, 2010, 2011, 2014, 2016;

IBEW Utility Conference Delegate 1998, 1999, 2001, 2012; IBEW AMPS Training in Buffalo, NY 2011; IBEW Local 77's 5th Annual CSR/Call Center Summit Speaker in Seattle 2011; IBEW 9th District Women's Conference and Progress Meeting delegate 1998; IBEW 9th District Women's Conference Workshop Leader 1996; Electrical Workers Minority Caucus (EWMC) Conference delegate 1991–2016; EWMC At-Large Executive Committee Member 1992–1993; EWMC Secretary-Treasurer 1993–2012; EWMC Vice President 2012–2013; Single Payer (Medicare for All) Committee, 2011, 2012, 2013; Benefit Conference in San Antonio, TX 2011; Benefit Conference in Las Vegas, NV 2011; Coalition of Labor Union Women (CLUW) Convention delegate, 2015; CLUW California State VP 2006–2009; CLUW National Executive Board Member 1996–2006; CLUW Women in Leadership Co-Chair 2001–2008; CLUW Constitution Committee Co-Chair 2007, 2009; AFL-CIO State Legislative Conference Credentials Committee Chair 2008; AFL-CIO Women's Leadership Conference 1997, 2000; AFL-CIO Western Region CLC Conference 1999; AFL-CIO Full Participation Conference 1998; CA State Democratic Congressional Campaign Committee Workshop in San Francisco, 2015; CA Works Health Care Coalition 2005; CA State Federation of Labor Health Care Steering Committee 2003; CA State Federation of Labor Women's Conference 1999; CA State Federation of Labor and CLC Conference 1997, 1999; Legislative Conference 2011; Work and Family Labor Project Committee 1998; Summer Institute for Union Women Conference Planning Committee 1998; A Philip Randolph Institute (APRI) Conference delegate 1996–2001, 2005; APRI California Chapter Conference delegate 2005; APRI State Executive Board 1997; Coalition of Black Trade Unionists (CBTU) Convention delegate 1996–2002, 2005, 2011; CBTU Seattle Chapter Conference Panelist–2002; Congressional Black Caucus Political Education and Leadership Institute Boot Camp 2003; Alameda Central Labor Council (ACLC) Campaign School 2012; ACLC President 1999–2009; ACLC Executive Committee Member 1984–2009; ACLC delegate 1979–2009; ACLC Bylaw Review Committee 2007; ACLC Unionist of the Year 2003; ACLC Port of Oakland Organizing Committee 2001; Working Group Board of Directors (CA Working/We Do The Work) 1997–2000; Working Group Personnel Committee (CA Working/We Do The Work) 1999–2000 Education: Successful completion of numerous specialized labor relations courses and certified training programs..

Kelly Gibbs

Initiated into IBEW: December 2003.



Samuel Glero

Initiated into IBEW December 1978.

Donald Green

Initiated into IBEW September 2000.

Ronald Greenlee

Initiated into IBEW March 1991.

Kent Griffiths

Initiated into IBEW September 1985.

Michael "Mike" Grill

Initiated into IBEW: February 11, 1981. Classification: Retired L.U. 1245 Business Representative. Shop Steward: 1993–1998. Committees Served at the Union: Review Committee 1996–1998; PG&E General Bargaining Committee 1996. PG&E Hiring Hall Committee 1995. Oversaw Gas Service Hiring Hall training and Dispatch in San Ramon. Other Activities on Behalf of the Union: Delegate to Fresno and Merced Central Labor Councils 2003–2016. Attended several Utility conferences and the Minority Caucus conference in Houston, TX.



Brian Hall

Initiated into IBEW April 2002.

Robert Harty

Initiated into IBEW December 1985.

James (Jim) "Hammer" Hayes

Initiated into IBEW: October 1984. Classification: Mechanic-Rigger. Shop Steward: 1998–present. Local Union Offices Held: Unit Chair. Committees Served at the Union: Advisory Council 2013–2016; PG&E General Bargaining Committee 2002–2003. Diablo Canyon Outage Bargaining Committee 1996–2002.



Renelle Hayes

Initiated into IBEW December 1990.

Joe Herries

Initiated into IBEW July 1984.

Daniel Howard

Initiated into IBEW July 2008.

Dale Ingram

Initiated into IBEW March 2003. Classification: Journeyman Lineman.



Logan Jonas

Initiated into IBEW February 2006.

Angelica Jones

Initiated into IBEW: June 1980. Classification: Accounting Clerk. Shop Steward: April 2015 to present. Local Union Offices Held: Committees Served at the Union: Other Activities on Behalf of the Union: L.U. 1245 EWMC Leadership Conference 2016 in New York.



Jammi (Angeles) Juarez

Initiated into IBEW: May 2006. Classification: Organizer/Business Representative. Shop Steward: 2010. Local Union Offices Held: Unit Vice Chair, Unit Recording Secretary. Committees



Served at the Union: Contact Center Attendance Improvement Committee, Letter Agreement 13-01-PG&E 2012, Contact Center Rewards and Recognition Committee 2013. Other Activities on Behalf of the Union: Organizing Steward 2013, Delegate to the IBEW Electrical Minority Worker 2016, IBEW RENEW Conference 2015, AFL-CIO NextUp Conference 2015, Delegate to the IBEW Electrical Minority Worker 2015, IBEW 1245 Sacramento Regional Organizing Committee Member 2012–2014, Delegate to the IBEW Electrical Minority Worker 2014, IBEW Utility Conference San Diego CA. 2013, IBEW 1245 Leadership Development Conference Vacaville, CA. 2013, Delegate to the IBEW Electrical Minority Worker Caucus Houston, TX. 2013, Delegate to IBEW 9th District Progress Meeting San Francisco, CA. 2012, Delegate to the IBEW Electrical Worker Minority Caucus Oakland, CA. 2012, IBEW 1245 Delegate to the Sacramento Central Labor Council 2010, IBEW 1245 Young Workers Conference (Y.E.S.) Youth Engaged for Solidarity 2010. Other Activities on Behalf of the Union: Received the IBEW 9th District Organizer's Award: "Above and Beyond" 2016, Lead the Organizing Drive at PG&E CCA Unit 2015, Lead the Organizing Drive at PG&E Gas Distribution Operators 2015, Assisted the Organizing Drive at PG&E System Operators 2015, Assisted the Organizing Drive at Assisted the Organizing Drive at the Sunoptics Plant 2014–2015, Assisted the Organizing Drive at the Greenlee Manufacturing Plant 2014, IBEW 1245 Leadership Training facilitated by former White House Chief of Staff, Maria Echaveste and California Attorney General Kamala Harris 2013, Co-Organizer for 2nd Annual IBEW 1245 Sacramento Regional Charity Bowl Benefitting the Boys and Girls Club of Sacramento 2013, Sacramento Lead Recruiter for Earth Day 2013, Attended the AFL-CIO Worker's Bill of Rights-Stand for America Rally Philadelphia, PA. 2012, IBEW 1245 Organizer, Wisconsin Governor Recall Scott Walker–2012, Co-Organized 1st Annual IBEW 1245 Sacramento Regional Charity Bowl Benefitting Shriners' Hospital 2012, Attended IBEW Appreciation Dinner with Governor Jerry Brown 2012, IBEW 1245 Organizer, Ohio SB5 Issue 2 (Bill Restricting Collective Bargaining Rights for Workers), Member to Future Member Support for Calpine Organizing 2011, IBEW 1245 Organizer, Wisconsin Senate District 10 Recall 2011, Attended IBEW 1245 Leadership Training Facilitated by Stanford History Professor Clay Carson the director of the Martin Luther King Jr. Institute for Research and Education 2011, IBEW 1245 Organizer, Florida Legislative Attempt to Privatize and Eliminate Automatic Payroll Deductions for Union Dues (SB 830) 2011, Organizer for AFL-CIO We Are One Rally Sacramento 2011, Attended IBEW 1245 Leadership Training Facilitated by Former Secretary of Labor Robert Reich 2011, Organizer for California Gubernatorial Election Assigned to Sacramento Central Labor Council 2010, IBEW 1245 Organizer for National Union of Healthcare Workers Campaign (Kaiser Campaign) 2010.

Candidates for Local Union Office

Gary Kidder

Initiated into IBEW November 2009.

James "Jim" Kliewer

Initiated into IBEW April 1984. Classification: Lead Gas Service Representative. Shop Steward: 2008 to present. Offices held on behalf of the Union; Unit Chair for 2316.



Keith Lyle

Initiated into IBEW November 2001. Classification: Operation Clerk. Shop Steward: 2013 to present. Local Union Offices Held: Unit Chairman.

Gary Maschio

Initiated into IBEW November 1980. Classification: Critical Facility Technician. Shop Steward: 1986 to present. Local Union Offices Held: San Francisco Division of PG&E and General Office of PG&E Advisory Council. Committees Served at the Union: PG&E General Negotiating Committee (Physical) 2011-2012, 2014, 2015-2016. Labor Management 1996 to present. Ad Hoc Committees: Building Department-Work Normally Performed, Automatic Progression & Lines of Progression, Technician Training Program, CFT Training Program. Other Activities on Behalf of the Union: PG&E Business Transformation Representing IBEW 1245 Members Best Interests, 2005-2006, Worked on "No on 32" Campaign Precinct Walking and Phone Banking.



Carson McAtee

Initiated into IBEW September 2011.

Jose "Rey" Mendoza

Initiated into IBEW: October 2007. Classification: IBEW Business Representative. Shop Steward: March 2011-June 2014. Committees Served at the Union: Clerical Bargaining Committee 2014 PG&E Contact Center Operations Rewards & Recognition Committee 2013. Other Activities on Behalf of the Union: Fresno Central Labor Council Executive Board Member and Delegate, Attended the California Labor Federation Joint Legislative Conference 2015 & 2016, Delegate to the IBEW Electric Workers Minority Caucus Conference 2015, Participated in Get out the Vote efforts for the Primary and General Elections of 2014, Delegate to the California Labor Federation COPE Convention 4/2014, Delegate to the IBEW RENEW Conference 9/2013, Fresno Regional Organizing Committee 2013/2014, Organizer for 1st Annual IBEW 1245 Fresno Regional Charity Bowl 2014, Worked on Our Walmart Campaign 2013, Worked on Fresno No on Measure G Campaign 2013, Recruiter for Fresno Area Earth Day 2013, Worked on NO on Proposition 32 Campaign 2012, Participated in organizing effort with NUHW and Kaiser Employees 2010, Youth Engaged for Solidarity 2010.



Utility Reporter

Anthony Montalvo

Initiated into IBEW July 1984.

Carl "CO" Olguin

Initiated into IBEW April 1996. Classification: Distribution Gas System Operator. Shop Steward: 2010 to present. Local Union Offices Held: Central Area Executive Board-Current. Other Activities on Behalf of the Union: Organizing Steward; Executive Board Member of Electrical Workers Minorities Caucus (EWMC) Solano Chapter; Shop Steward Conference; New Employee Orientations; Delegate to Central Valley Labor Council (CLC); EWMC Member and Conference 2013-present; IBEW Utility Conference; California Distribution Energy Future Conference; Negotiation Training; Political and Organizing campaigns representing IBEW Local 1245, including assisting Teamsters with Taylor Farms and Olam; IBEW Local 1245 Endorsed Candidate Precinct Walk, Redding, CA.



Ricardo Orozco

Initiated into IBEW September 2012.

Michael Patterson

Initiated into IBEW March 2002.

Rachel Ramirez-Hill

Initiated into IBEW November 2008. Classification: Customer Service Representative. Shop Steward: 2011 to present. Local Union Offices Held: Executive Board Recording Secretary 2015 to present; Executive Board Central Area 07/2015 to 07/2015; Unit Recorder Unit 2511 2011 to present; Clerical at Large for the Central Area Advisory Council 2013-2015. Committees Served at the Union: Attendance Management Initiative for CCO 2012; CCO Labor Management Committee 2011-2013; CSO Labor Management Committee 2013 to present; Organizing Steward 2012 to present; Prop 32/30 Campaign; Worked as IBEW organizer in following campaigns: California AD16, Louisiana Senate, CA District 7. Campaign Coalition of Labor Union Women (CLUW) Central California Chapter Vice President and Alternate for National Executive Board 2013 to present. Other Activities on Behalf of the Union: Women's Leadership Conferences; IBEW Gas Conference; IBEW Women's Conference; IBEW Utility Conference; Shop Steward and Organizing Steward Conferences; National CLUW Member; CLUW Conventions and National Executive Board Meetings; San Joaquin Calaveras County Central Labor Council Delegate; North Valley Labor Federation Delegate; California Labor Federation Delegate; EWMC Member and Conference 2016; IBEW 9th District Progress Meeting 2015,2016; Union New Member Experience Co-facilitator 2015.



Wrenn Rittenhouse

Initiated into IBEW February 1989.

Elane Robbins

Initiated into IBEW: February 1980. Classification: Electric Crew Foreman. Shop Steward: No. Local Union Offices Held: Committees Served at the Union: 2014: Alternate to Reno meeting Executive Board. Other Activities on Behalf of the Union: Women Building America Conference 2012, 2014, 2015. IBEW 1245 Women's Conference 2014.

Mark Rodin

Initiated into IBEW March 2005.

Michael Ruiz

Initiated into IBEW September 2008.

John Samuel

Initiated into IBEW August 2011.

Pedro "Pete" Sandoval Jr.

Initiated into IBEW: June 1976. Classification: Electrical Crew Foreman. Shop Steward: 2003-present. Local Union Offices Held: Southern Area Executive Board. Unit Chair for Fresno & Selma & Co-Chair for Selma. Committees Served at the Union: Hold the Pull Committee member, Organizing Steward, 2 Ballot Committees. Other Activities on Behalf of the Union: Delegate to the IBEW International Convention. Leadership Development Conferences 2013. EWMC member. Delegate to EWMC Caucus Conferences 2012-2014 and 2016. Delegate to the 9th District Progress Conferences. Delegate to the California State Federation Legislation Conference (Sacramento, CA) 2015 and 2016. IBEW International Gas Conference 2016. Attended IBEW 1245 Leadership Training Facilitated by Former Secretary of Labor Robert Reich 2014 and 2015. Attended Panetta Leadership Seminar 2015. Safety presentations on behalf of Hold the Pull. Worked on the "No on 32", 15 for 15 campaigns.



Brad Schuback

Initiated into IBEW March 1986.

Bonnie Sivisend

Initiated into IBEW March 1977.

Ronald Smith

Initiated into IBEW June 2005.

Donchele "Desiree" Soper

Initiated into IBEW January 2006. Classification: Senior Service Representative (SSR) at the Sacramento Contact Center. Shop Steward: 2009-Present. Local Union Offices Held: Local unit Chair. Committees Served at the Union: Recording Secretary for the Electrical Workers Minority Caucus (EWMC) in Solano County. Other Activities on Behalf of the Union: Delegate to the Sacramento Central Labor Council, New Employee Orientation meetings. SSR representative on the SSR Role & Responsibilities Committee. Labor Management Meetings for #2740 Sacramento Call Center. Guest speaker at



the coalition of Labor Union Women Conference (CLUW) 2014-2015. Electrical Workers Minority Caucus Convention. IBEW Utility Conference. IBEW Women's Conference; Organizing Steward 2013-present; IBEW 1245 Sacramento Charity Bowl; Worked on IBEW 1245 Campaigns in Wisconsin, Ohio, California.

Luis Sotomayor

Initiated into IBEW October 2003.

Vickie St. Martin

Initiated into IBEW May 1992.

Julia Steffen

Initiated into IBEW September 1983.

Hunter Stern

Initiated into IBEW: September 1994. Classification: Business Representative. Local Union Offices Held: Committees Served at the Union: City of Santa Clara General Bargaining Committee 2014. Foster-Wheeler General Bargaining Committee 2003, 2007, 2011, 2014. IBEW-PG&E 2002 General Bargaining General Construction Subcommittee; IBEW North American Energy Services General Bargaining Committee 2005. IBEW-PG&E Joint Apprenticeship and Training Committee 1996-2004. IBEW-PG&E. Steam Plant Divestiture Committee 1997-2002. Other Activities on Behalf of the Union: LU 1245 Response to Community Choice Aggregation; Diablo Canyon Power Plant outreach; Multiple presentations to City Councils, County Boards of Supervisors, State Legislative Committees, California Public Utilities Committee, other public agencies. Served as IBEW Registrar responsible for the review and endorsement of candidates, promoting those who pledge to support LU 1245 friendly legislation and policies. Represented LU 1245 at numerous IBEW, California Labor Federation conventions and Work Force Development conferences. I currently serve as the Secretary-Treasurer of the North Valley Labor Federation (San Joaquin, Stanislaus and Merced counties) and as a member of the Executive Committee of the Alameda Labor Council. I also serve as a delegate to the Contra Costa, Monterey Bay, San Francisco, San Mateo, and South Bay Labor Councils. Currently serve as a member of the Marin County Workforce Development Board.



Ryan Stewart

Initiated into IBEW May 1999.

Joseph "Joe" Stockel

Initiated into IBEW August 1986. Classification: Equipment Operator. Shop Steward: April 2004 to 2012. Local Union Offices Held: Chairman and Recorder Vacaville Unit 3812: 2010-2012; Napa Unit 3716: 2013 to present. Activities on Behalf of the Union: Area 6 IBEW Safety Walk-around 2004-2010.

Jennifer Threlfall

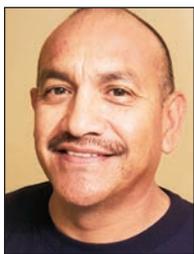
Initiated into IBEW December 2011.

Jaime I. Tinoco

Initiated into IBEW February 2014. Classifi-

Candidates for Local Union Office

ation: Retired Lineman City of Lompoc, Current: Business Representative. Shop Steward: 1988–2005, IBEW Steward 2014–2015. Local Union Offices Held: Advisory Council Member 2014–2016. Safety Steward 2014–2016. Organizing Steward 2014–2016. Unit Chair 2014–2015. Committees Served at the Union: City of Lompoc Chief Steward 2014–2015. Led Organizing Campaign for City of Lompoc 2014–present. Vets-to-Vets Member 2014–2016. Central Tri-Counties Labor Council Delegate 2013–2015. City of Lompoc Negotiations Committee Member 2014–2015: Ad Hoc Committee Member. Other Activities on Behalf of the Union: City of Lompoc Safety Committee Member 1990–2005/2014–2016. City of Lompoc Apprentice JAP Committee Review Mem-



ber 2015–2016. Shop Steward 1988–2005 and 2013–2016. City of Lompoc Leadership Training, Boise Idaho 2012. LU 1245 Leadership Conference 2013. EWMC Delegate 2014,2015, EWMC Central Coast President; City of Lompoc Labor-Management Team 1990–2005 and 2013–2016; UFW Training in La Paz, CA 1979. Migrant Education Leadership Summer Camp 1978. Marched with Cesar Chavez for Flower Growers Organizing Drive 1974–1975. NO on 32; NO on G.

Terrus Washington

Initiated into IBEW January 2004.

Andrew West

Initiated into IBEW January 2004.

Kyle Whitman

Initiated into IBEW April 2002.

Samson Lee Wilson

Initiated into IBEW: January 2004. Classification: Journeyman Lineman. Shop Steward 2004-Present. Local Union Offices Held: Advisory Council - current). Committees Served at the Union: NV Energy Negotiating Committee-last 4 negotiations. Joint Labor-Management Committee NV Energy 2013-Present. Other Activities on Behalf of the Union: Nevada AFL-CIO Delegate. National IBEW Utility Conference Delegate; Organizing Steward-Inaugural class.



Philip Wiltens

Initiated into IBEW April 2009.

Stan Zamora

Initiated into IBEW: October 1985. Classification: Miscellaneous Equipment Operator. Shop Steward-2014-Present. Local Union Offices Held: Executive Board, PG&E. General Construction at Large. Committees Served at the Union: Scholarship Committee 2015. Other Activities on Behalf of the Union: Electrical Workers Minority Caucus. IBEW 9th District Progress Meeting.



Please learn about the candidates, and VOTE!

IN MEMORIAM: Jeff Johnstone

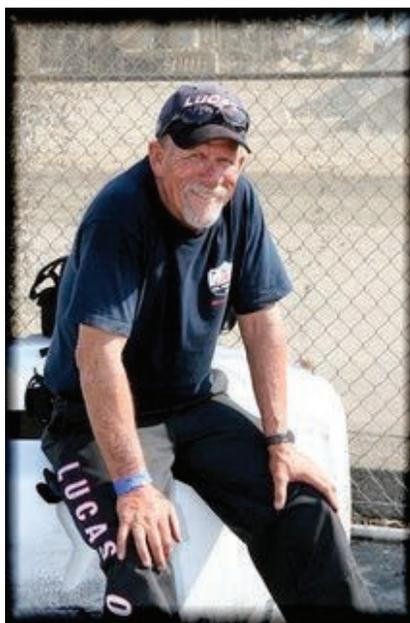
We regret to announce that longtime IBEW Local 1245 member and former Business Rep Jeff Johnstone passed away at the age of 68.

Brother Johnstone was initiated into the IBEW in 1968. He worked for several Local 1245-represented Outside Line contractors during the 90s before joining the Local 1245 union staff as an Outside Line Rep in the Riverside office (prior to Local 47 assuming the representation of the southern part of the state).

“He was a great worker, intelligent, and a good union man,” recalled Local 1245 Rep Mark Rolow.

“He worked long and hard, and fought for every one of the members he represented. He was always upbeat, and always had my back,” said Local 1245 Dispatcher Gina Britt. “He was a good guy, and a great role model of what a union brother should be. He was such a good boss and friend, and I was very sad to hear [of his passing].”

“When I was a brand new rep, Jeff took me under his wing as though I was son. He taught me the ropes,” said former Business Rep. Roy Duncan. “He was a great guy, and if he had any enemies,



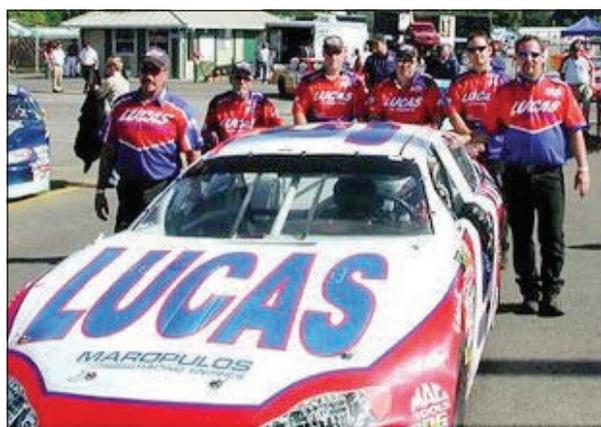
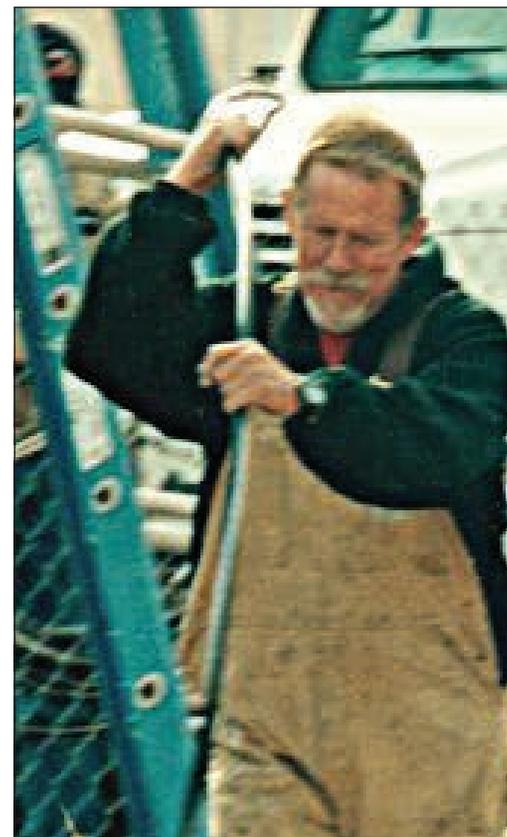
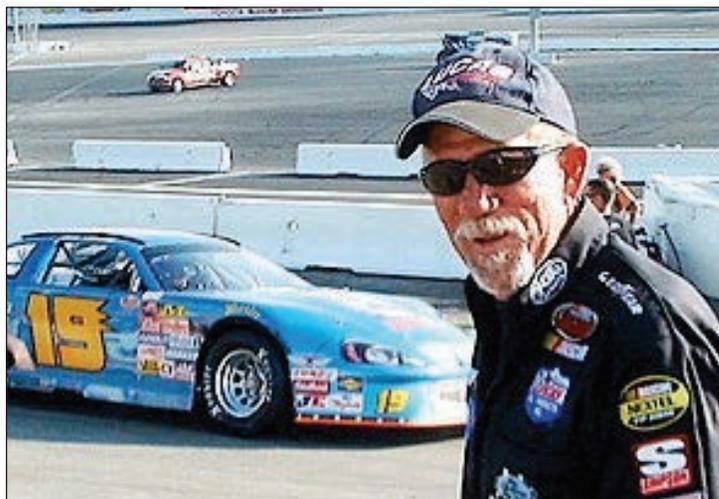
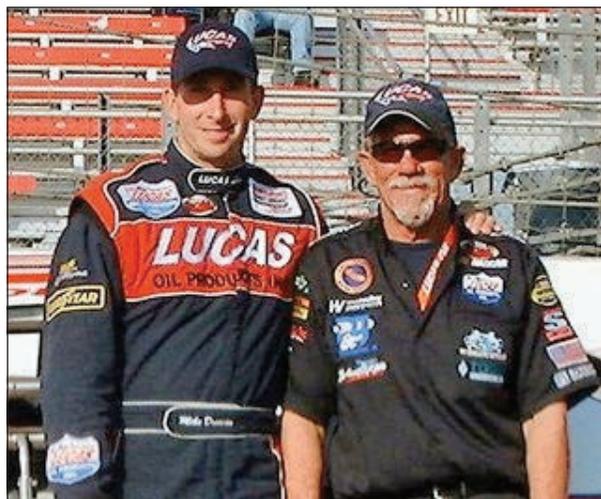
I don’t know who they were. He was always welcome in every yard we went to visit, and he always did the best he could for the members.”

Johnstone became sick with throat cancer in 2012, but all who knew him during that time were amazed at his commitment and desire to keep fighting.

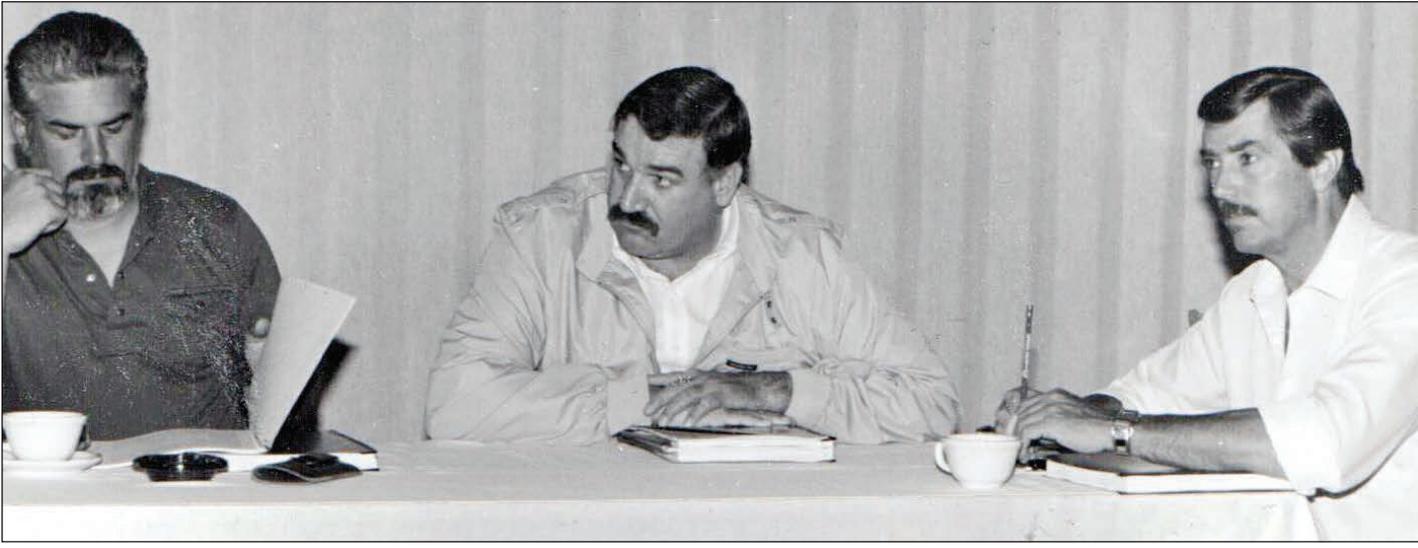
“His spirit was incredible,” said former Local 1245 staffer Corrine Jo Mascarenas. “Instead of being bitter and angry about the things that he could not do anymore, he joyfully embraced what he still could do.”

“Everyone thought the world of him,” said former 1245 staffer Rich Duncan, who had met Johnstone on a project in Lancaster in 1986 and served as his supervisor for several years. “He ran a pretty good job, and everyone wanted him as a foreman.”

“Jeff was a true blue unionist. He had a sharp sense of humor and knew the line construction industry and world as well as anyone,” said IBEW 1245 Business Manager Tom Dalzell. “He made me laugh and made me proud.”



For more obituaries, visit our website: www.ibew1245.com/obituaries. To submit a death notice, email info@ibew1245.com.



Bob Choate, middle, on a PG&E bargaining committee in the early 1980s. At right is committee member Larry Pierce, who was hired onto the Local 1245 staff about the same time as Choate.

Bob Choate

LOVED THE WORK, LOVED THE UNION

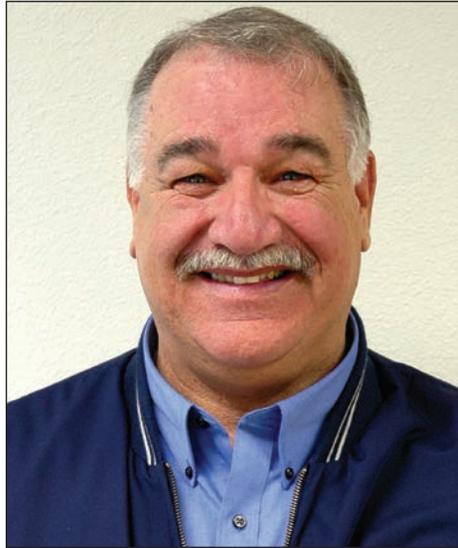
Bob Choate loved line work. Even when he was just starting out as a PG&E groundman in the mid-1960s, he avoided taking sick leave because he was afraid he might miss something new.

Choate, who died suddenly on March 1 at the age of 70, gave the next 40 years of his life to the trade, first as a lineman for PG&E and later as a union representative. He earned widespread respect for his knowledge of line work, but even more so for his commitment to his peers.

“There is nothing he wouldn’t do for a union brother or sister,” said IBEW 1245 Business Manager Tom Dalzell. “He gave his all to Local 1245, and we are better for it.”

Choate worked for nearly three years in General Construction at PG&E, then moved over to Division, working in Richmond, Walnut Creek and then Concord, where he was a foreman. He served on two bargaining committees in the early 1980s, and his grasp of union principles and his commitment to the cause impressed then-Business Manager Jack McNally, who hired him as a business representative in 1984.

Choate’s early mentors included Busi-



ness Representatives Sam Tamimi and Joe Valentino, who schooled him on union mechanics. But Choate didn’t need a lot of coaching on the principles of unionism and solidarity. When Valentino died suddenly in 1993, Choate sat with him all night.

People looked up to Choate, and it wasn’t just because of his expertise. Choate was a big man who towered over the crowd in any room. When Choate was hired onto the union staff, the late

Roger Stalcup called him “that T-man from Concord who’s big enough to burn diesel.” Choate was mostly a gentle giant, but his size could be a factor when it came to keeping order at meetings. Disagreements over contract proposals could get heated. The presence of Choate, along with “Big Ed” Caruso, helped keep the discussion focused, according to Tamimi.

But you don’t get far on size alone, and Choate quickly established himself as an expert on PG&E’s line department, and a strong advocate for the union members who worked in it. Having come “out of the tools” Choate understood the system, knew the contract and spared no effort when it came to enforcing it.

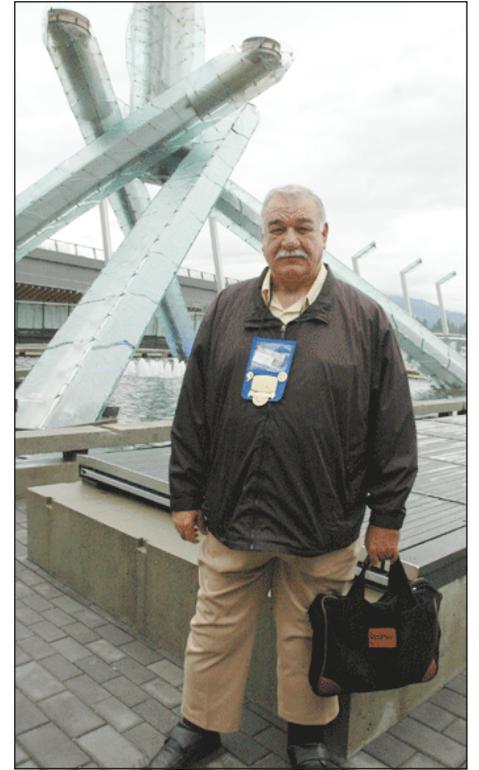
“He had a strong work ethic. He had a strong desire to represent members,” McNally said at the time of Choate’s retirement from the union staff, in 2011. “He was a very energetic guy and did a lot of work. You’d ask him to do something and he’d get with it.”

As a business representative Choate established himself as the union’s resident expert on call-out procedures, and in the late 1990s McNally promoted Choate to assistant business manager, a

position he continued to hold under Business Managers Perry Zimmerman and Tom Dalzell.

Being an assistant business manager posed a new set of challenges. He had more responsibility for bargaining, including negotiations at Diablo Canyon Power Plant, and became involved in arbitrations. He also took on responsibility for the Joint Apprenticeship Training Program and served two stints as the union’s top official in the PG&E grievance procedure.

In Choate’s last



Choate at the 2011 IBEW Convention in Vancouver, British Columbia.

years on the union staff, Dalzell promoted him to Senior Assistant Business Manager. When Choate decided to retire in 2011, Dalzell persuaded him to stay on long enough to assist with negotiating one more Physical Agreement with PG&E.

One measure of the respect that Choate commanded among his peers was the election for delegate to the IBEW International Convention. Out of more than 60 candidates in 2011, Choate finished third. In 2006 he finished second. He was also elected as a delegate in 1991.

Choate wasn’t just a serious student of the line craft; he was a serious student of the union craft. He held 14 Labor Studies Certificates from the University of California Berkeley, from 1977 to 1992, and eight AFL-CIO certificates in industrial relations and contract negotiations from 1980 to 1992.

Choate was initiated into IBEW in June of 1965, a member of Unit 2316 in Concord/Walnut Creek. Choate served as a shop steward from 1976 until he became a member of the union’s staff in 1984. He represented members in Ukiah, Ft. Bragg, Eureka and Geysers Power Plant from 1984 to 1998, and during the same period represented members at Davey Tree in the North Bay.

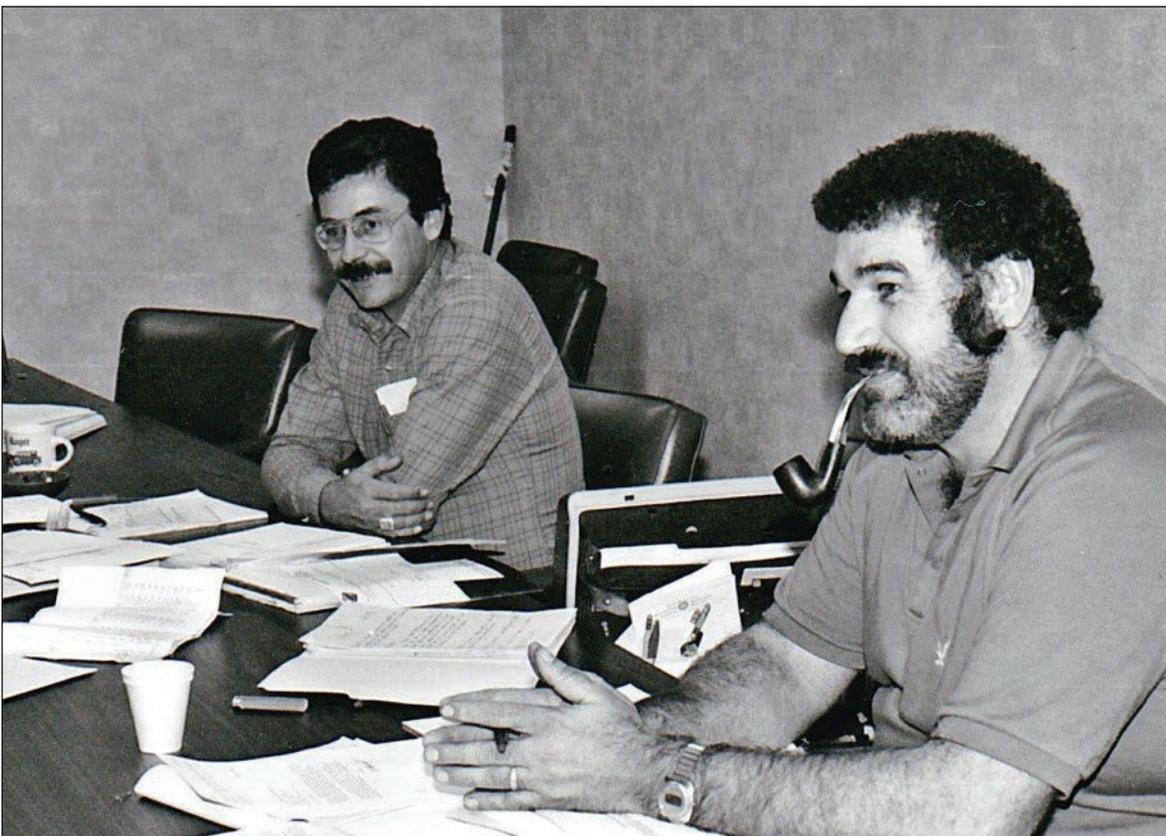
He served on the union’s general bargaining committee at PG&E in 1979, 1981, 1983, 2003, 2006 and 2011.

Choate once said his knowledge of the job came from the job itself and the crews he worked with. He never went to apprentice school; he just practiced climbing on his lunch break. “The more I practiced, the more lunches I didn’t eat,” he said in 2011.

“GC, when you hired on in those days, if you were accepted by the crew they took care of you. We had boomer linemen on the crew who did the teaching, then you had the other linemen who’d take care of you—if they liked you. Of course if you weren’t worth a s**t they’d run you off,” Choate said.

Nobody ever ran Choate off. He was a lineman, and a union brother, to the end.

Choate is survived by his wife, Jane.



Choate with Roger Stalcup in the 1970’s



THE UNION SUCKS.

YEAH? GOT A REASON FOR SAYING THAT?

ONE REASON? I GOT A BUNCH

**CAUTION
BELLYACHER
AHEAD**



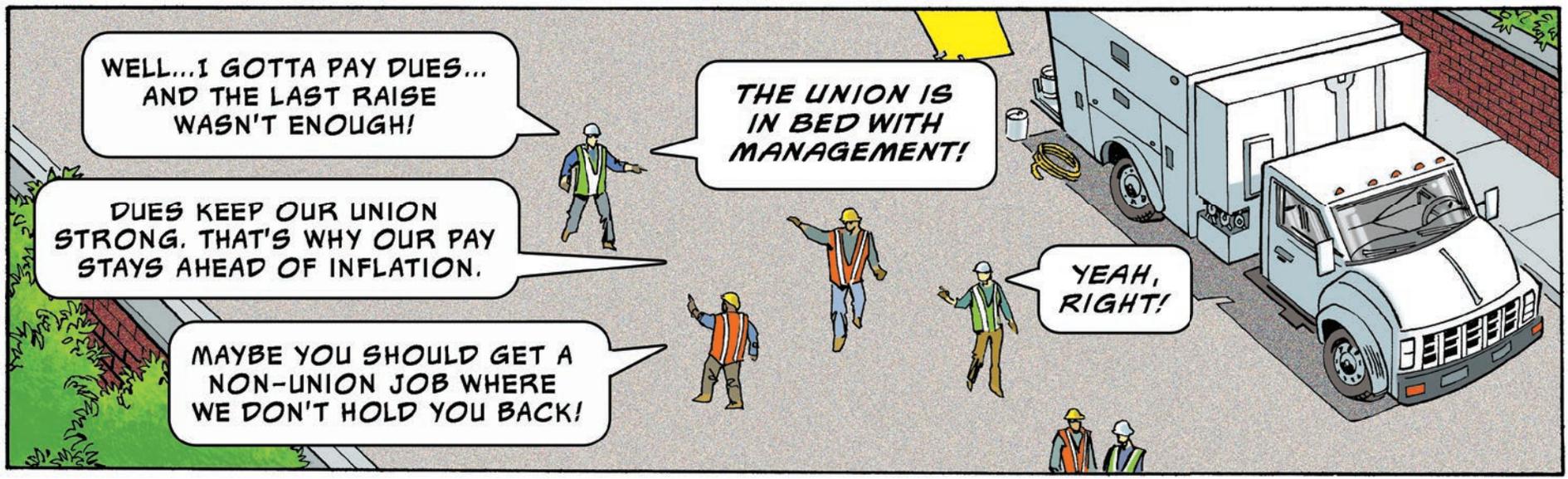
THE UNION DOES EVERYTHING IN SECRET.

OUR UNION MEETING IS OPEN TO EVERYONE--

--WHY NOT GET SOME OF YOUR QUESTIONS ANSWERED THERE?

AND THE SHOP STEWARD'S NEVER AROUND.

WE CAN'T GET A VOLUNTEER FOR STEWARD IN YOUR DEPARTMENT BECAUSE YOU BAD-MOUTH THE UNION ALL THE TIME.



WELL...I GOTTA PAY DUES... AND THE LAST RAISE WASN'T ENOUGH!

THE UNION IS IN BED WITH MANAGEMENT!

DUES KEEP OUR UNION STRONG. THAT'S WHY OUR PAY STAYS AHEAD OF INFLATION.

YEAH, RIGHT!

MAYBE YOU SHOULD GET A NON-UNION JOB WHERE WE DON'T HOLD YOU BACK!



IF ANYBODY'S IN BED WITH MANAGEMENT, IT'S THE BELLYACHERS WHO ARE ALWAYS TEARING OUR UNION DOWN, RATHER THAN STANDING WITH US.

THAT GUY GRIPES ABOUT EVERYTHING.

YEAH, LET'S GET SOME WORK DONE!

SOME WORKERS ALWAYS FIND FAULT IN OTHERS, BUT MANAGE TO DISAPPEAR WHEN IT'S TIME TO COME UP WITH A SOLUTION. NEXT TIME YOU SEE SOMEONE BLOWING HOT AIR, USE SOME FACTS TO COOL THEM DOWN. UNIONS MEAN BETTER BENEFITS AND A BIGGER VOICE ON THE JOB.