

Inside:



Utility Reporter

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UNITY IS STRENGTH

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

Keeping You Cool in Nevada 24

Dalzell: Working Together 2

Union Election Results 3

Rodeo Results 4

Outside Construction 6

Organizing Stewards 8

Gas Rodeo 12

Diablo Canyon 14

Tree Trimmers 16

Soccer 18

Fist Full of Lightning 21

SMUD Climbing School 23

Redding at Work 28

Safety Matters 32

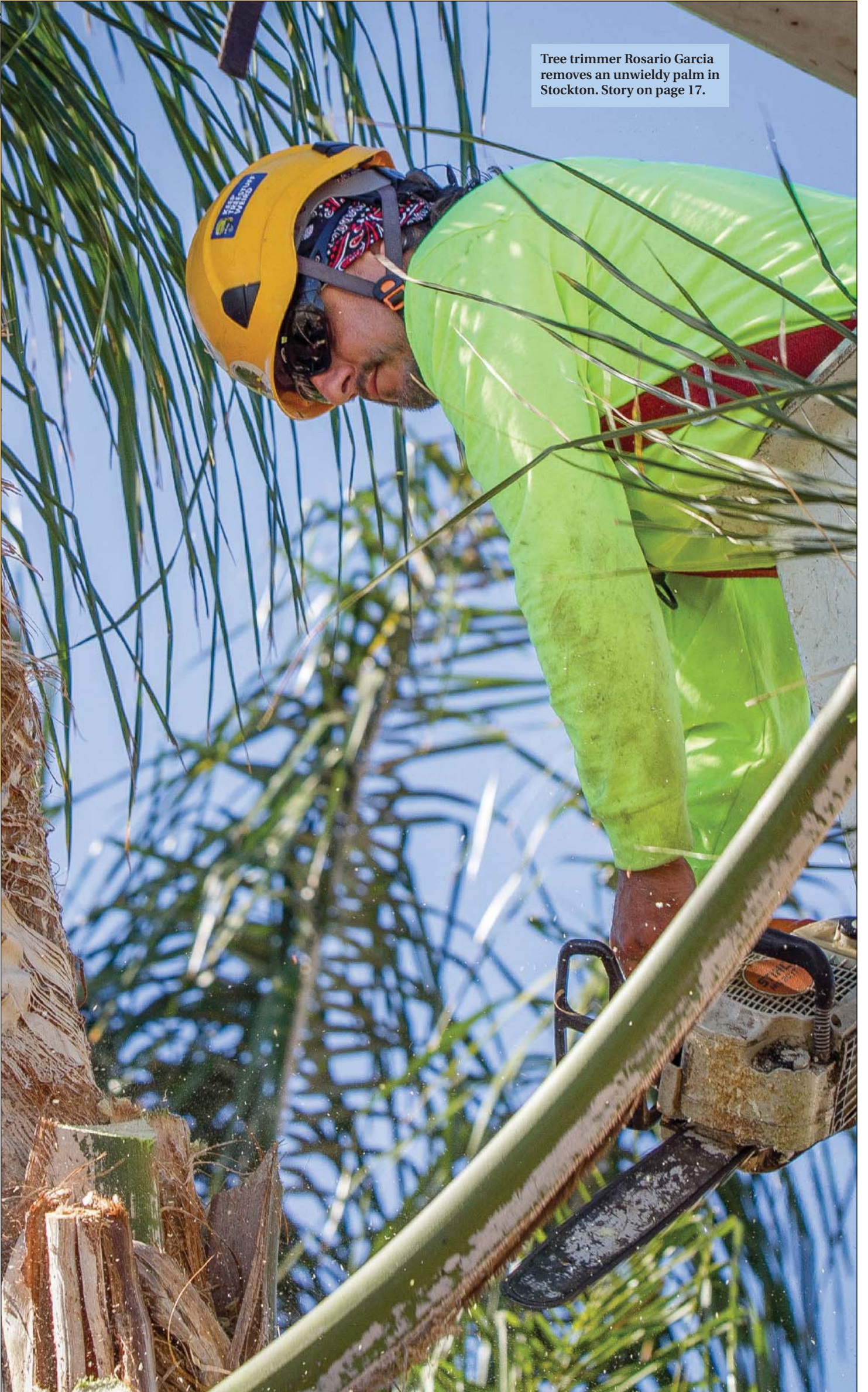
Women's Conference 35

Token Bearers 36

Retirees 40

Pin Dinners 34 42-47

Tree trimmer Rosario Garcia removes an unwieldy palm in Stockton. Story on page 17.





Arcing and Sparking

Tom Dalzell
BUSINESS MANAGER

Working Together

First off, I'd like to thank the more than 3,000 members of our union who voted in our last election. It is an honor to serve you as Business Manager, and I look forward to continuing to make progress together. Campaigns can be long and hard, but one of the best things about the past several months has been meeting with so many of you face-to-face. Our union is strong because our people are strong. And I appreciated every encouragement, suggestion and criticism that was offered.

We've all read quite a bit about the growing populist movement in our country. Millions of Americans are dealing with real economic pain that has been ignored for too long by our leaders. That pain has been exacerbated by elites who govern from the top down, along with bad trade deals that completely ignore the plight of American workers. Families are struggling, and leaders who don't listen are being given their walking

papers. That's not just true in our political system; IBEW Business Managers at many other locals were voted out of office during this past election cycle.

I understand that growing dissatisfaction with the status quo is part of the reason why some of you voted against me. I want to confront this head on: I hear you, and I understand that we can make even more progress for you and give you an even stronger voice at work. I hear both your encouragement and your anger. But the economic trajectory that our members are on is far different than that of most Americans. We continue to secure wage increases that far exceed the national average, we continue to expand our benefits, and I view every upcoming contract as a means to improving the economic security of our members.

That being said, there is more that can be done. Over the next three years, I will take every opportunity I see to increase wages, improve benefits and strengthen your voice at work. And where opportunities do not currently exist, we will create them.

The recent events at Diablo Canyon are a good example. While the state government and environmental groups planned to simply shutter the plant in 2018 and kick all its employees to the curb, we stood up. We forced them to take the thousand-plus workers there into consideration. We worked in public and behind the scenes to bring our members and their families to the forefront. We took issue with every attempt

to sideline employees and their needs. And in the end, we forced the plant to stay open for another eight to nine years, and negotiated a generous retention and bonus program to take care of our members (see "Diablo Canyon to Remain in Operation" on page 14).

Jim Hayes, a worker at Diablo Canyon, had this to say about the deal: "After working at Diablo for 32 years, I was apprehensive about how they would close the plant – it was clear to me that they wanted to do it as quickly as possible and that workers were not figuring in their plans. IBEW 1245 was the best advocate we could have had. The deal that was negotiated will keep us on the job for years and includes retention and bonus pay. The new arrangement will give us time and extra money to make a smooth transition."

These are still scary times: too many people are making too little to get by. The American Dream is slipping away for millions of us. Corporate power is growing fast, and the power of organized working people is not keeping up. But I'm hopeful that we've reached an inflection point. Over the next two years of my term, I will fight like hell to improve your working conditions and paychecks. And we can use our collective political power

to force politicians and companies to listen, and to be an effective counterweight to growing corporate power.

We won't be left out in the cold if we stand together and fight. I'm dedicating the next two years of my term to doing everything I can to improve the economic security of our members. I am open to every suggestion and every idea. And I look forward to working with all of you to secure a bright future for our members and their families.

CALENDAR

August 20: Third Annual Charity Softball Tournament, Ceres, CA

August 26-27: National Gas Rodeo, Colorado Springs, CO

Sept 10-Oct 15: Retirement Planning Seminars

Sept 19-23: 39th IBEW International Convention, St. Louis, MO

Oct 8: Local 1245 Golf Tournament, Vacaville, CA

Oct 15: International Lineman's Rodeo, Bonner Springs, KS

Unit meeting changes

Unit #2376, City of Vallejo, has announced a change to its meeting schedule. The unit will now meet the second Wednesday of every month at 5:30pm. Location will remain the same (IBEW 2376 Hall, 1115 Amador St., Vallejo, CA).

Jennifer Gray, IBEW 1245 Business Rep

Unit #1125, Oakhurst, has changed its unit meeting date. The unit will now meet on the second Thursday of the month at 4pm. The meeting location will remain the same (Round Table Pizza, 40034 Highway 49, Oakhurst, CA).

Jim Brager, IBEW 1245 Business Rep

Unit #2518, Modesto ID, has changed its unit meeting to the second Tuesday of the month at 5:00pm. The location will remain the same.

Charley Souders, IBEW 1245 Business Rep

Unit #1220, San Luis Obispo/DCPP, has changed its meeting date and location. Beginning in August, the unit will meet on the first Thursday of each month at 5:30pm at McKlintocks, 750 Mattie Rd. in Pismo Beach.

James "Hammer" Hayes, Unit Chair

Unit #2551, South San Joaquin ID, has changed its unit meeting date to the second Wednesday of the month, and the meetings will begin at 3pm. The location will remain the same.

Charley Souders, IBEW 1245 Business Rep

Unit #1111, Fresno Physical, has voted to change their unit meeting location to Round Table Pizza, 5763 N. First St, Fresno, CA. The meeting dates and time will remain the same.

Jim Brager, IBEW 1245 Business Rep

IBEW LOCAL 1245 PERRY ZIMMERMAN'S 29th Annual Golf Tournament



**SATURDAY
OCTOBER 8, 2016**
Entry Deadline 9/30/2016

New Location and Start Time

CYPRESS LAKES Golf Course
5601 Meridian Rd., Vacaville, CA
Registration begins 7:00am
SHOT GUN START 8:30am

Name (Print):	REGISTRATION FEES: \$100 per golfer. Includes: Cart, Green Fee & BBQ Make check payable to "IBEW Local 1245" Mail to: Local1245 Golf Tournament, P.O. Box 2547, Vacaville, CA 95696 Attn: Gail Varner CYPRESS LAKES Golf Course 5601 Meridian Rd., Vacaville CA Registration begins promptly at 7 a.m. SHOT GUN START 8:30a.m. BBQ & AWARDS after tournament will be at Weakley Hall (behind Home Depot) 30 Orange Tree Circle Vacaville, CA John Mendoza, Chairman: (209) 329-3449 Gail Varner, Bookkeeper: (707) 452-2732
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	

***If you don't have a 4-some, we will assign you or your group to a 4-some.



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– Line Clearance Tree
Trimmers and Outside
Construction
Mike Cottrell

– At-Large PG&E
General Construction
Stan Zamora

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IBEWLocal1245**

Our phone number is
(707) 452-2700.



2016 Union Election Results

Executive Board and Officers

President and Delegate to the International Convention of the IBEW

- Arthur “Art” Freitas 1396
- Travis Carlson 731
- Dane “Big Dawg” Moore 662

Vice President

- Anna Bayless-Martinez 1329
- Robert “Rob” Thomas 736
- Justin “J Dooley” Doolan 713

Recording Secretary

- Rachel Ramirez-Hill 1753
- Cloudell Douglas 963

Business Manager/Financial Secretary And Delegate To The International Convention Of The IBEW

- Tom Dalzell 1825
- Darryl Norris 1459

Treasurer

- Cecelia De La Torre 1934
- Ruben Altamirano 814

Executive Board — Southern Area

- James “Jim Hammer” Hayes 296
- Pedro “Pete” Sandoval Jr 266
- Jesus “Lorenzo” Arciniega 139

Executive Board — Central Area

- Gary Maschio 259
- Carl “CO” Olguin 212
- Oni Brown 99

Executive Board — Northern Area

- Steven “The Enforcer” Segale 363
- Marcos Luna 201
- Ivan Pereda 153

Executive Board — Northeastern Area

- Thomas “Tom” Cornell (unopposed)

Executive Board — General Construction of PG&E – At Large

- Stan Zamora 138
- Harold Blackshire Jr 135

Executive Board — Outside Construction and Tree Trimming Companies

- Mike Cottrell (unopposed)

Advisory Council

San Joaquin Division of PG&E

- Daniel Mayo (unopposed)

Coast Valleys Division of PG&E

- Bryan “Goob” Anderson 53
- Richard Danieli 26

Diablo Canyon Nuclear Generating Station

- Ronald Greenlee (unopposed)

Utility Reporter

California Gas Transmission

- Janelle Bucci (unopposed)

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

- Tyler Jones 37
- Tony Varni 31

East Bay Division of PG&E

- Matt Ortolano (unopposed)

San Francisco Division and General Office of PG&E

- Logan Jonas (unopposed)

Stockton Division of PG&E

- Robert Harty 74
- Kristopher Hardman 24

Sacramento Regional Transit District

- Lauren Bartlett (unopposed)

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

- Jim Walpole 11
- Ward “Sonny” Hollesen 8
- William Goodman 6

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

- Paul Snyder 19
- Calem Colgate 12

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

- Samson “Lee” Wilson 55
- Michelle Benuzzi 49
- Jonathan McCue 31

De Sabla Division of PG&E

- Brad Burgess (unopposed)

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

- Mark Anderson 19
- Keith Hopp 17

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

- Joseph Stockel 76
- Daniel Novella 50

Sacramento Municipal Utility District and City of Lodi

- Marcus T. Crumble (unopposed)

USBR, Western Area Power Administration

- Lawrence “Larry” Torres (unopposed)

Frontier Communications

- Ken Lawson 14
- Trevor File 9

General Construction of PG&E – At Large (3 Seats)

- Freddy Alvarez
- Luke Bogart
- James Noonkester

Tree Trimmer Companies

- Rosario “Ro” Garcia 35
- Steve Speak 32
- Michael Garner 28
- Ricardo Montes 14
- Manuel Cortez 8
- Jose “JP” Paredes 8
- Brian Battilocchi 6
- James Hanlon 6
- Luis Mendez 3

Clerical At Large of PG&E Northern Area

- Donchele Soper (unopposed)

Clerical At Large of PG&E Central Area

- Kelly Gibbs (unopposed)

Clerical At Large of PG&E Southern Area

- Renelle Hayes (unopposed)

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

- Craig “Tater” Tatum (unopposed)



Outside Construction

- Robert “Bubba” Avery 147
- Gary Hughes 84

City of Lompoc

- Gary Silbaugh (unopposed)

Manufacturing

- Jim Baker 16
- Todd Shiels 7

Materials Distribution Department of PG&E

- Steven Mayfield 51
- Michael Hunt 36

City of Vallejo and Greater Vallejo Recreation District

- Marcus Adams 21
- Kenneth McKay 11

Delegates to the International Convention of the IBEW

- Cecelia De La Torre 881
- Anna Bayless-Martinez 724
- Rachel Ramirez-Hill 614
- Pedro Sandoval 594
- Dorothy Fortier 554
- Jose Mendoza 477
- Hunter Stern 477
- Stan Zamora 465
- James Hayes 435
- Cloudell Douglas 403
- Jesus Arciniega 379
- Brian Hall 346
- Mike Cottrell 340



Members of the Ballot Committee validate and count ballots at Weakley Hall on June 28, 2016. Observers, visible in the back, were required to remain behind a barrier at the back of the room, ensuring that only ballot committee members had access during the counting process.



Local 1245 Members Win Big at APPA Rodeo

Members from IBEW Local 1245 didn't let the sub-freezing temperatures faze them as they displayed their competitive spirit and prowess at the 16th annual Public Power Lineworkers Rodeo, which took place April 1-2, in Minneapolis, Minn.

Wayne Smith from TID came in first place overall in the Apprentice division, and also placed second on the written test. SMUD apprentice Bradley Powell came in first in the Apprentice Hurtman Rescue event as well as the Apprentice Obstacle Course. Tyler Dewitt from SMUD came in third in both the Apprentice Obstacle Course and Fused Cutout Relocation events, while Aaron (Keith) Rudi from SMUD came in third in the Apprentice Pole Top Pin Insulator Change Out event.

In the Journeyman level competi-

tion, Anthony Ormonde, Dustin Krieger, and Josh Klikna from TID came in second place overall. Jimmy Boere, Matt McCurdy, and Sean Coulson from Modesto Irrigation District won the Hurtman Rescue event, and Dwight Johnson, Garrett Mcghehey, and Justin Hirschi from SMUD placed third in that same event. They also came in third in the 4kV Crossarm Change Out.

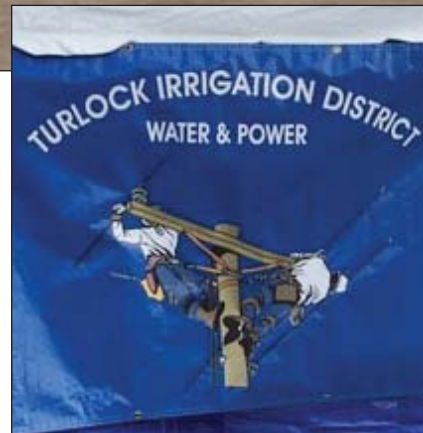
"It brings us great pride to see our members triumph when competing against the best of the best at the APPA Rodeo," said IBEW 1245 Business Manager Tom Dalzell. "Congratulations to all the competitors, and especially our award-winning apprentices from TID and SMUD, as well as our victorious journeymen teams from TID, MID and SMUD."



Secondary Parallel Event at LA Lineman's Rodeo

Gridley Apprentice Places 2nd

IBEW 1245 member Ryan Gorman, and apprentice lineman with the City of Gridley, placed 2nd in the Apprentice Secondary Parallel event at the Los Angeles Lineman's Rodeo on April 30, 2016. The event is co-sponsored by LADWP and IBEW Local 18. More info can be found at <http://www.lalinemanrodeo.com/>.



Local 1245 Member Places Third in Power Division at 15h Annual International Utility Locate Rodeo

IBEW 1245 members from PG&E's Locate & Mark team made a strong showing as first-time competitors in the 15th Annual International Utility Locate Rodeo, which took place June 23-25 in Dallas, TX.

The 1245/PG&E team consisted of Trevor Robertson (Richmond) and Wendell Brown (Oakland) who competed in the Gas Division, as well as Shane Keyser (Redding) and Efrain Nava (Merced) who competed in the Power Division. The four team members secured their spots by placing in the top at the 1245/PG&E qualifier event, which took place earlier this year in conjunction with the 1245/PG&E Gas Rodeo.

The 1245/PG&E team faced off against 77 other competitors from 17 different states representing 28 different companies. Each competitor was given

three separate locates within their area of expertise, and were scored both on accuracy and on time to complete. All competitors were also required to do the "Locate from Hell" where they were given three minutes to locate and mark over two wheels. Most did not complete this extremely challenging event.

Despite the 95 degree weather and high humidity, the four members of the 1245/PG&E team competed solidly in their respective events and gained respect of their peers for their quality locates. Local 1245 member Efrain Nava placed third overall in the Power Division, which is truly remarkable given the fact that it was his first time competing in an International Rodeo, and he was up against many skilled and experienced competitors. It was a real surprise to finish in the top three the first year out.

Congratulations to Efrain Nava and all of the other competitors!

*Lou Mennel and Bryan Carroll,
IBEW 1245 Business Reps*



Team 1245/PG&E (from left): Trevor Robertson, Efrain Nava, Wendell Brown and Shane Keyser.



Local 1245 Team Places Second at NSUJL Rodeo

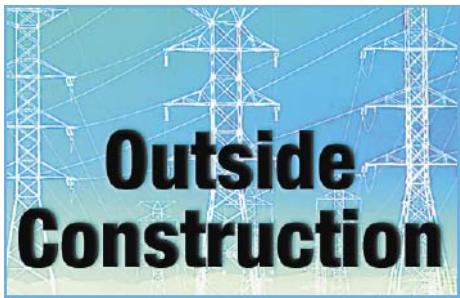
IBEW 1245 linemen Luke Bogart, Jacob Hunt and Marco Acosta came in 2nd place overall at the 4th Annual National Sisterhood United for Journeymen Linemen (NSUJL) Rodeo, which took place June 17-18 in Pennsylvania. Acosta also secured the first place "Overall Best Climb" award, and Bogart took home the second place award in the "Overall Best Hurtman Rescue" category. Bogart and

Acosta also placed first in the Journeyman Team Speed Climb event and second in the Journeyman Team Hurtman Rescue event.

NSUJL is a 501(C)3 non-profit organization dedicated to assisting families of Fallen/Injured IBEW Journeymen linemen, Utility Linemen, Apprentice Linemen, Groundmen and Operators. Learn more at www.nsujl.org.



Luke Bogart, Jacob Hunt and Marco Acosta show off their trophies at the NSUJL rodeo.



Work Outlook

Work outlook continues to be steady. The number of contract crews working directly for PG&E and SMUD has remained around the same. We anticipate increases in projected man-hours in Transmission and Substation (NERC work) over the next couple of months. There are other projects underway (which aren't counted in the above-mentioned man-hours) that our members are also performing in Nevada, where NV Energy has taken the pro-union approach to contracting. This is great news for union members in a "Right to Work" state.

We have several projects waiting in the wings to start, and a few projects that have just started but are not yet up to full steam. The trailer park conversion pilot program has had a couple of delays due to a significant portion of the work being pulled from a non-IBEW civil contractor. The contractor was suspended from performing work on PG&E property due to an excessive amount of dig-ins. That work has been resent out to bid, and we are waiting to see who it is awarded to. Some of the facility relocate work for the California High Speed Rail project has started, although the rail project itself won't begin for quite some time. We have been told the Cal-Train Electrification project — which is the 54-mile conversion from Diesel to Electric which spans from San Francisco to San Jose — has been awarded, but work won't begin for a couple of months. It must be noted that Local 1245 has project labor agreements in place for all the work from the bolts up on both the Cal-Train and High Speed Rail projects, and these two projects will generate a lot of work for our construction members. Another large project that hasn't begun yet is the Google project that involves installing fiber throughout the city of San Jose. This project will involve stringing and upgrading the infrastructure in that area and require several years' worth of work.

We are not seeing the huge spike in lineman calls as we have experienced in the past, which we attribute to the utility keeping more crews on property through the winter. This has been a major change from past years, where the construction crews would basically shut down for a couple of months each year in the winter then ramp up in the late spring. That approach came with a lot of difficulties — including building the workforces back up and developing crew continuity — which have the potential to increase work procedure errors and accidents. As of July 20, 2016,

we had 15 Lineman on Book 1 and 70 on Book 2 with hopes of getting those numbers down over the next couple of months. The onset of storm season in the south and eastern U.S. will potentially drive that number on the books down as well.

Contractor Safety

Utility

There are several new and ongoing factors that seem to be changing in the construction safety arena. As mentioned above, a non-IBEW contractor was suspended from working on PG&E property due to too many dig-ins. It should be noted that the same criteria applies to all contractors (both union and non-union) that are working on PG&E property. Too many dig-ins and other safety infractions can lead to suspension. Additionally, the PUC's new mandate on the utility for stronger contractor oversight is changing the landscape on safety where everyone understands that either you work safe or you are off the property. The utility will be conducting site safety audits as well as having the inspectors they employ on our jobs take a bigger role in enforcing safety. PUC compliance on this is set to begin in the next month, however the utility has already begun at different levels through the different departments, and this is something anyone wishing to work out here must be aware of.

This is a reminder that unsafe work practices could not only have a member banned from the property, but could also lead to contractors being suspended or removed from the property, causing other members to lose their jobs. The days of taking shortcuts to increase productivity, and turning a blind eye to potential safety hazards are gone. The consequences can effect our members' ability to make a living. Safety needs to be the number one priority. Although we have seen a reduction in injuries as well as workplace errors, we believe we can continue to do better.

Red Book

We have received several inquiries regarding updated safety books. We have started a review of the California Safety Manual (Red Book) in order to reflect the Federal OSHA changes as well as in anticipation of the CalOSHA changes that have yet to be released. A committee has been formed and we have begun the process. We don't anticipate printing or finalizing this project until the CalOSHA regulations have been posted, to make sure the informa-

tion published in our manual accurately reflect the state's new requirements. The state rules must be equal to or greater than the Federal requirements, and there are many cases where CalOSHA may require stricter policies. We want to make sure our guide is up-to-date on both the federal and state changes.

Outside Line Reps

The two outside line reps continue to spend a lot of time in the field performing jobsite visits as well as safety orientations. On average, they are logging approximately 7,500 miles and holding 150 safety orientations each month.

Grievances

As is the norm for our work group, we continue to deal with contractual issues as soon as we are made aware of them. Approximately 90% are handled in the first step of the grievance process and are mostly centered on pay issues. We still get issues that aren't as easily resolved, and we are currently working on three that have a much larger impact on those involved from both sides. We have commitments to resolve two of the issues listed below; the third is just in the beginning stages. They are:

- A contractor had multiple violations from not using an IBEW subcontractor, not paying wages and fees associated with training they required and not providing a secured parking lot as required per the agreement, and then refusing to pay for a parking ticket. The resolution that Local 1245 was asking for has been achieved, and the contractor has agreed to reimburse the affected employees in wages and fees as well as the cost of the parking ticket. With regards to the non-IBEW subcontractor, the contractor has agreed to pay the cost of the work to the IBEW Injured Workers Fund in the amount of \$11,000. This will be done in three monthly payments, of which the first had already been made. Upon receiving the final two payments, the grievance will be withdrawn and considered settled.
- We had a Mark and Locate contractor pay the incorrect OT rate and not pay the applicable daily subsistence rate as required by the agreement. This had gone on over the course of several years before it was discovered, at which time payroll records were reviewed and a settlement was agreed upon to reimburse the affected employees. To date we have confirmation that the smaller amounts associated with the incorrect OT rate had been paid to those employees; however the subsistence (which makes up the majority of the

payout) has not. When we receive confirmation that the subsistence has been paid, the grievance will be withdrawn and considered settled.

- The final grievance is in the very early stages, although we have reason to believe it will most likely go the distance. A small contractor that became signatory to Local 1245 in 2008 had never received work that we were aware of. However, they were recently spotted in San Francisco working as Qualified Electrical Workers (QEWs) on a fiber optic install project in energized vaults and manholes. We suspect that the contractor didn't believe the fiber work was covered work; but the whole reason they were on the project was due to the fact that this utility company requires QEWs in their vaults and manholes. Local 1245 is demanding they cease the work as a non-union contractor and live up to the agreement they signed with 1245, as well as provide restitution for any QEW work performed on this project.

Audits

During a recent review of reporting practices, we received an inquiry from our International Office regarding the number of members showing up as inactive. As we performed our audits, we found several that were simply reporting errors; however we did find some that we had no paperwork for. Most of these came from contracts other than the Outside Line group, but we did find some in Outside Line as well. We are actively cleaning these up.

All of our agreements on the construction side require membership in the IBEW as a condition of employment, and non-members cannot work under these agreements or receive the benefits from them. Failure to obtain and maintain membership can lead to several different outcomes, depending on the agreement. At a minimum, the contractor may be forced to release non-members from work. It is the members' responsibility to make sure all membership paperwork is filled out and kept up to date.

Benefit Tracking

In addition to ensuring that IBEW membership is maintained, it is equally important to make sure that pension funds and health care hours are up-to-date and accurate. Each member should receive a quarterly statement of activity on their accounts, which can be verified through employees' pay stubs. Occasionally, we have contractors who fail to report, report under wrong agreements / classifications or under wrong social security numbers. Verifying and correct-

Dispatch Call Counts

2016 Call Counts								Monthly Totals
	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	
MAY	9	1	19	3	68	88	9	197
JUNE	18	1	21	27	38	74	58	237
JULY*	8	0	20	1	85	17	36	167
* (as of 7/21/16)								1,098

ing any issues early is key to ensuring the members get what is theirs.

JATC

The JATC is in the process of interviewing the 1,300 applicants who submitted applications and associated paperwork during the ten-day application period this spring. On average, about 140 applicants are interviewed each month, and it will take several more months to complete the interviews. The current list of applicants past and present will then be ranked and placed on the eligibility list as they wait for positions to open up, and it will be some time before the application period will open again.

Business Rep Richard Ingle attended the Apprentice Picnic in Ontario on July 9 which is a mandatory event for all apprentices, and is supported by both Local 1245 and Local 47. He reports that a good time was had by all.

We currently have 342 outside line apprentices registered in our JATC program and two traveling apprentices in our jurisdiction.

- 55 Apprentices are working out of Local 1245

- 239 are working out of Local 47
- 2 are working out of Local 396
- 29 are unemployed (48 are technically unemployed, but 19 can't work)

We have graduated 37 apprentices to journeyman lineman and have indentured 47 outside line apprentices.

Traffic Signal and Street Light Agreement

Wage increases for 2016 under the Traffic Signal and Street Light agreements were based on the one-year average for the Consumer Price Index (CPI) for all Urban Wage Earners in the San Francisco, Oakland and San Jose areas ending in June. Those numbers are just in and they equate to a 2.7% wage increase for all classifications under that agreement.

Organizing

The following contractors signed agreements with Local 1245 in June and July:

- ArborWorks, Inc. – Line Clearance Tree Trimming
- Inyon Corrosion Services, LLC – Gas Inspector

- California Pipeline Inspection – Gas Inspector
- Gulf Interstate Field Services- Gas Inspector
- W. Emerson, Inc. – Hydro Construction & Maintenance
- Most Wanted Drilling – Outside Line Construction Agreement

Injured Workers Fund

The balance of the Injured Workers Fund as of June 30, 2016 was \$946,756.90. In the month of June, one disability payment was made. The Trustees of the Injured Workers Fund have amended the Plan Document to increase the Disability Benefit payouts, which became effective July 1, 2016:

Disability Benefits

- 1) Initial Disability Benefit (for disabilities lasting more than ten (10) days but less than thirty (30) days): \$2000.00
- 2) Secondary Disability Benefit (for disabilities lasting more than twenty-nine (29) days but less than ninety (90) days): \$3,000.00¹

- 3) Final Disability Benefit (for disabilities lasting at least ninety (90) days): \$5,000.00²

Any questions and requests for a copy of the Summary Plan Document should be directed in writing to the Trustees of the Injured Workers Fund at 30 Orange Tree Circle, Vacaville, CA 95687.

2016 Training Schedule and Special Events

- IBEW 1245 Golf Tournament – October 8, 2016, Vacaville
- International Lineman's Rodeo – October 15, 2016, Bonner Springs, KS
- First Aid & CPR is the second Saturday of every month at the JATC Riverside and Sacramento facilities
- OSHA 10 ETD class scheduled for July 29 and 30 in Vacaville

1 This lump-sum benefit shall be in addition to any Initial Disability Benefit paid to the Participant.
2 This lump-sum benefit shall be in addition to any Initial and Secondary Disability Benefits paid to the Participant.

Flying High

In late June, a nine-man crew comprised of IBEW 1245 members from Par Electric was sent in to place one phase of a circuit on the Morro Bay 230kv line, off Highway 41 near Atascadero.

"We're taking out a span of wire," explained General Foreman Ken Fields. "We'll pull it out with a V groove, we'll pull a rope in behind it, and then we'll hook up a new wire and pull the new wire in."

While the work itself wasn't particularly unusual, the terrain was exceptionally rugged, and ground access to the

Par Electric crew replaces a 230KV line in Atascadero

area was pretty limited, so the crew had to utilize a helicopter to get in to some of the areas that they were unable to easily reach by land.

"On one tower we have a bucket truck, and on one tower we're gonna fly the guys in and out [with the helicopter],"said Fields. "We're hanging our boards with the helicopter, and anything the guys need, we'll just fly it to them, instead of driving. It's just too far."

It also happened to be a scorching hot day, with temperatures in the triple digits, which presented an added challenge.

"It's 104 [degrees] out here, so we've got lots of Gatorade and water for the guys," said Fields. "And we have air conditioners on our truck if they need to get cooled off."



The crew with Outside Line Business Rep Richard Ingle (left).



AFL-CIO Secretary-Treasurer: “Dalzell’s bold vision sets the standard”

More than 80 Organizing Stewards and “apprentice” Organizing Stewards came together on April 22 at Weakley Hall for a one-of-a-kind workshop featuring some very influential labor leaders and worker advocates.

Two of California’s most powerful labor lobbyists, Angie Wei and Caitlin Vega of the California Labor Federation, kicked off the day-long training with a “deep dive” into the world of California politics and legislative maneuvering. They began their presentation by commending IBEW 1245, its leadership, and the Organizing Stewards for prioritizing the type of member-to-member grassroots organizing work that defines *union power*.

“I know my boss, [California Labor Federation leader] Art Pulaski was here last month and said he thinks IBEW



Labor Lobbyist Angie Wei

1245 is leading the way in California. But I’m going to take that one step further – I believe you all are leading the way for the nation,” Wei told the room full of Organizing Stewards. “We think it’s time to take this idea and spread it from coast to coast ... and build Organizing Steward programs all across America.”

Wei and Vega recognized the hard work that the Organizing Stewards have done to elect labor-friendly lawmakers over the last six election cycles, and explained exactly how that work translates

Organizing Stewards Learn from the Experts

into improved quality of life for all working families. By electing union allies who will vote with the interests of working families in mind, they stand a better chance of enacting the sort of pro-worker legislation that helps to grow and raise up the middle class. Vega and Wei pointed to the recent minimum wage increase to \$15/hour, which Gov. Brown signed into law in April, as a prime example of the type of labor-advocated policy that raises the standard of living and gives workers a better starting position during bargaining.

And when lawmakers vote the wrong way, union members and activists need to hold them accountable for those votes. After their eye-opening presentation, Wei and Vega fostered an engaging brainstorming session with the Organizing Stewards, encouraging them to suggest different tactics that union members and the Labor Movement as a whole can take to turn up the heat on legislators that turn their backs on the working families.

The Reality of Right to Work

California’s strong labor laws are a testament to its strong union movement. Unfortunately, corporate CEOs and their cronies have been chipping away at unions in other states through a rash of anti-union “Right to Work” laws. After watching a video of former Secretary of Labor Robert Reich explain how “Right to Work” is wrong for workers [www.youtube.com/watch?v=ILV4P5Pq0_0], several Organizing Stewards who have recently travelled to support union organizing drives in Idaho and Indiana (both now “Right to Work) detailed just how different the environment is in areas where these anti-union laws have

been enacted.

New Organizing Stewards Candice Brace and Ashley Nelson, who had recently returned from Idaho, where they were dispatched to support a union organizing drive at an AT&T/DirectTV call center [ibew1245.com/2016/04/12/local-1245-organizing-stewards-support-organizing-effort-at-boise-call-center/], explained how many of the workers were under the impression that they simply did not have the right to form and join unions at all. They found it challenging to explain the benefits of joining the IBEW to individuals who had zero experience with unions. Many had never even met a union member before.

Another group of Organizing Stewards — Miguel Pagan, Rene Cruz-Martinez and Nilda Garcia — recounted their experience supporting an IBEW membership drive at a manufacturing facility in Indiana [ibew1245.com/2016/03/02/answering-the-call-local-1245-organizing-stewards-help-boost-union-membership-at-indiana-manufacturing-plant/] earlier this year. They shared highlights from their aggressive endeavor to visit each and every non-union worker at home, and reported that they succeeded in boosting membership up over 50% at the plant in just one short week.

Liz Shuler: The “Original Organizing Steward”

The Organizing Stewards also had the unique opportunity to engage in a candid dialogue with AFL-CIO Secretary-Treasurer Liz Shuler, one of the highest-ranking labor leaders in the entire country. Shuler, who comes out of the IBEW, shared several personal anecdotes, including stories about her parents who both worked at Portland General Electric, or as she refers to it, “the other PGE.”

Shuler herself worked on the clerical side at the Oregon-based utility, and when she saw the benefits that her father and the other linemen had secured when they joined the IBEW, she helped to organize the first union election on the clerical side. The company waged an aggressive anti-union campaign to shut down her efforts, but the IBEW local in Portland recognized her talent and invited her to join their staff. Shuler then



AFL-CIO Secretary-Treasurer Liz Shuler

embarked on a long and storied union organizing career that led her to become the first woman and youngest person ever to be elected Secretary-Treasurer of the AFL-CIO.

“I was the original Organizing Steward!” Shuler declared, as she recalled the time her Business Manager dispatched her to California to help fight a union-busting ballot measure in 1996. That was when she first met current Business Manager Tom Dalzell, who she still holds in very high regard.

“Tom’s bold vision sets the standard for the labor movement across the country,” said Shuler. “He embodies solidarity, creativity and innovation.”

“It is inspiring to me to be with IBEW 1245 Organizing Stewards today and hear about your recent solidarity organizing in Idaho and Indiana,” she continued. “I love that you all are engaging in grassroots organizing; that’s what Labor does best.”

Motivated by Shuler’s inspiring words, the Organizing Stewards closed out the day by planning out the next phase of the Local’s “Union Difference” campaign. The Local launched the campaign with public sector stewards earlier this year to combat the potential ill effects of the *Friedrichs vs. CTA* Supreme Court case [ibew1245.com/friedrichs/]. While the death of Justice Scalia has offered a temporary reprieve, the Local will not be resting on its laurels, and the Organizing Stewards will continue what the public sector stewards started, holding hundreds of face-to-face conversations with co-workers about the Union Difference. The goal is to build a strong network, solidify a base of union activism and project union pride throughout Local 1245’s jurisdiction.

Fred Ross contributed to this report.

Photos by Steven Marcotte and John Storey



Organizing Steward Ashley Nelson

AFL-CIO Leader: Local 1245 is on the “Cutting Edge”

ADVISORY COUNCIL MEETINGS



AFL-CIO Secretary-Treasurer Liz Shuler

AFL-CIO Secretary-Treasurer Liz Shuler, the second-highest labor official in the country, brought Advisory Council members to their feet with a rousing speech on April 23 at Weakley Hall in Vacaville.

“We see the American Dream slipping through our fingers,” Shuler warned, but she said that union members have the ability to turn things around when they stand together and that IBEW 1245 members are showing the way.

“Our opponents thought the job-killing Trans-Pacific Partnership would be a slam dunk. But the work you did and the solidarity you showed changed the debate,” Shuler said, noting that IBEW 1245 members leafleted the house of Congressman Ami Bera, a swing-vote in the Trans-Pacific trade deal. “How cool is that?” she asked.

Shuler also praised Local 1245’s response to a recent attack on public sector workers by allies of the rabidly anti-union Koch Brothers. Friedrichs vs California Teachers Association [www.ibew1245.com/friedrichs] threatened to cripple the ability of unions to protect members in the public sector, but the case recently hit a speed bump at the U.S. Supreme Court and Local 1245 is one of the unions now mobilizing public sector employees to fight back.

“Instead of allowing our opponents to divide us, labor came together, public sector and private sector,” Shuler said, praising Local 1245’s organizing stewards as the “cutting edge” of labor’s response to these attacks. Shuler called Business Manager Tom Dalzell “a visionary” in promoting solidarity, at one point turning to him and saying, “I want

to bottle you and spread your ideas around the country.”

Shuler said that utility workers have always had a special place in her heart. Her father grew up poor with four siblings in a one-room cabin, served in Vietnam, and upon his return was hired by Portland General Electric, which Shuler called “the other PGE.” Through hard work, she said, her father “earned a union lineman’s apprenticeship.”

Shuler quickly learned the value of a union and after college became involved in organizing clerical workers at “the other PGE.”

“That experience made me realize that workers coming together for a stronger voice is where I wanted to be. So I went to work full-time for the IBEW and I have never looked back,” Shuler said.



Shuler called Local 1245 Business Manager Tom Dalzell (left) a “visionary.”

Advisory Council Supports Sick Child of San Luis Obispo Apprentice Lineman



At the Advisory Council meeting on April 23, Advisory Council member Bryan Anderson shared the emotional story of PG&E Apprentice Lineman Shaun Kelley, whose young daughter, Summer, was diagnosed with a form of leukemia earlier this year. Dur-

ing the meeting, the Advisory Council passed around the collection hat for the Kelley family, and raised \$710 in donations to help finance Summer’s treatment. Learn more about Summer and donate at <https://www.gofundme.com/xynh695f>.

2016 Scholarship Winners Announced



President Art Freitas presented Aileen DeVelbiss with the Stalcup Community College Scholarship.



Stalcup Scholarship winner Corey Navarro with her husband Adam, President Art Freitas and Business Manager Tom Dalzell.

President Art Freitas presented the Weakley Line School Scholarship to Wesley Kenyon.



[BELOW] Sandoval Scholarship winner Alexa Hardy with President Art Freitas and Business Manager Tom Dalzell.



Local 1245 is pleased to announce the winners of this year’s educational scholarships.

Aileen DeVelbiss, the wife of Mark DeVelbiss and daughter of Pablo Ganillo (both IBEW 1245 members employed at PG&E) is one of the recipients of the 2016 Roger Stalcup Community College Scholarship. The scholarship is named in honor of the late Roger Stalcup, a long-time union assistant business manager. DeVelbiss, who attended the April Advisory Council meeting in Vacaville to receive her award, intends to use the scholarship to pursue a nursing program.

Corey Navarro, wife of Outside Line Journeyman Lineman Adam Navarro, is the other recipient of the Stalcup Scholarship. Navarro, who received her plaque at the July Advisory Council

meeting in Reno, is currently studying biology and is thrilled to have received this scholarship. “We really love this union,” she said.

Wesley Kenyon is the winner of the 2016 Ron T. Weakley Line School Scholarship. The award is named for the founder of Local 1245. Kenyon, the son of IBEW 1245 Business Representative Ralph Kenyon, told the Advisory Council in April: “My dad’s been with this union for a long time and I just want to join it. Thank you.”

Alexa Hardy won the Al Sandoval Memorial Scholarship essay contest. Her father, Jason Hardy, is employed at Modesto Irrigation District. “This scholarship means that I can go to my dream school!” said Hardy, who intends to study math.

Congrats to all the winners!

Local 1245 Organizing Steward Honored for Award-Winning Photo

ADVISORY COUNCIL MEETINGS



Steven Marcotte (center) was recognized for his award-winning photo, which features Walter Carmier (left) and Pam Pendleton (right).

Organizing Steward Steven Marcotte was honored at Advisory Council on April 23 for his award-winning photograph of fellow IBEW 1245 Organizing Stewards, Walter Carmier of Frontier and Pam Pendleton of PG&E.

Marcotte's photo was singled out this year for the "Editor's Choice" award in the IBEW photo competition covering all of the U.S. and Canada. His photo

captured Carmier and Pendleton — who are both military vets — in a joyful moment during the Veterans Day parade in Sacramento last year. At the Advisory Council meeting, Marcotte said any honor associated with the photo should go to Carmier and Pendleton's work on behalf of veterans.

Business Manager Tom Dalzell presented framed copies of the award-winning photo to all three members.



Members of the IBEW 1245 Advisory Council and Executive Board volunteered at the Food Bank of Contra Costa and Solano on April 22, 2016.

Local 1245 Leaders Volunteer at Food Bank

Remembering Bob Choate

The Advisory Council paid tribute to the late Bob Choate at its spring meeting in Vacaville on April 23.

Over a dozen former staff members stood in solidarity with Choate's widow, Janie, as Business Manager Tom Dalzell praised Bob's dedication to the union.

"He served the members vigorously," said Dalzell. "The glass was always half full, not half empty. He was a good man and a good friend."

The former staff members, some of whom took the microphone to remi-

niscé about their time with Choate, were Jack McNally, Art Murray, Richard Duncan, Frank Saxsenmeier, Joel Elliott, Corb Wheeler, Ed Caruso, Mike Haentjens, Larry Pierce, Sam Tamimi, Dorothy Fortier and Rich Cowart, along with trustee Leroy Foster.

"We lost a dear wonderful brother, and this union is much better for the hours and years Bob gave us," said Dalzell.

Learn more about Choate's life and legacy at ibew1245.com/2016/03/02/bob-choate-loved-the-work-loved-the-union/.

Business Manager Tom Dalzell (right) and President Art Freitas share an emotional moment with Brother Choate's wife, Janie.



Former staffers and union leaders paid their respects, and some shared fond memories of Choate.





Business Rep J.V. Macor, flanked by Local 1245 members who work in the public sector, detailed the union's campaign to combat *Friedrichs* during the April Advisory Council meeting.

Countering the Public Sector Threat

Public sector unions narrowly averted a body blow when the U.S. Supreme Court deadlocked 4-4 in the recent *Friedrichs* decision, Local 1245 Business Representative J. V. Macor told the Advisory Council at Weakley Hall on April 23.

The unexpected death of Justice Antonin Scalia allowed unions to dodge the blow for now, but the *Friedrichs* case made it clear that public sector workers are under sustained attack. Flanked on stage by several members who could be on the firing line in future attacks, Macor said that Local 1245 had ramped up an intensive campaign of member-to-member communication in the public sector.

"This Local saw this attack coming," said Macor, and began identifying public sector members throughout the union's jurisdiction who could sound the alarm and speak directly with other members about the benefits of union membership. The result, he said, has been "multitudes of one-on-one conversations" with members talking

about what the union means to them. He warned that members were not likely to enjoy the sort of wages and working conditions managers would offer if public sector employees lost union representation.

The union's campaign has identified 84 members who are standing up and playing a leading role in this outreach campaign, Macor said.

Although the *Friedrichs* case was blocked just short of the end zone, Local 1245 will continue to marshal its defenses to rebuff future attacks, and can succeed if its members stand up to the threat. Advisory Council members gave a large ovation to the public sector members on stage in recognition of their effort to engage the entire public sector workforce in this fight.

Macor left the stage to cheers as he shouted out this reminder that each member has a role to play: "There is no union without that big old 'U' right in front!"

Learn more at www.ibew1245.com/friedrichs.



Business Rep Landis Marttila (left) thanks Pete Ely for his service to the union.

Ely honored for long service to tree trimmers

Long-time union activist Pete Ely was honored at Advisory Council on April 23 for his long service to line clearance tree trimmers.

"Pete Ely has been part of the DNA of IBEW for 30 years," Business Manager Tom Dalzell told Advisory Council members as he invited Ely to the front of the room.

In addition to a stint on the Advisory Council representing tree trimmers, Ely was on the union negotiating committee during the successful 1992 strike against Asplundh Tree. Business Representative Landis Marttila, who was also

active in the strike, spoke briefly about Ely's key role in the three-week strike. President Art Freitas then presented Ely with a photo album documenting the strike, including several showing Ely in action.

Speaking briefly, Ely thanked former business manager Jack McNally for standing behind the strikers in that historic confrontation nearly a quarter-century ago.

"Jack brought the whole union to us. They stood behind us and we won the strike. With gratitude and humility I say thank you very much," Ely said.

Fist Full of Lightning explores IBEW 1245's beginnings

In celebration of IBEW Local 1245's 75th anniversary in April of this year, the union has published a full-length history about its origins.

Fist Full of Lightning, by Communications Director Eric Wolfe, was unveiled on April 23 at Weakley Hall, where copies were presented to Advisory Council and Executive Board members.

Wolfe told the Advisory Council he had been surprised to find that the local union's roots go all the way back to 1900, when electrical workers organized an IBEW local to represent them in negotiations with several small utilities in San Francisco. The book includes detailed accounts of IBEW-led strikes against United Railroads in 1906 and against PG&E in 1913, and also looks at the forces that virtually wiped out the IBEW at PG&E by 1920.

Wolfe said that Business Manager Tom Dalzell originally proposed the idea of putting together a full history of the local to help celebrate the union's 75th anniversary. Wolfe said his preliminary research got him wondering: "Who were these guys? How did utility workers in this area first get organized?"

The book includes dozens of photographs dating back as far as 1900 that depict the lives and the battles of IBEW utility workers in the Bay Area at that time. The book also reveals that IBEW had a large presence among electrical workers in Nevada in the early 1900s.

"I began to realize that our story is really very rich," Wolfe told the Advisory Council. "And it started with electric linemen and telephone linemen and gas workers and power house operators and clerical workers, all looking for ways to unify and make the employer pay attention."

Wolfe said the book is also about the employers who used various strategies, including violence, in an effort to split employees apart and dilute their power. These conflicts provided the story with plenty of action. Or as Wolfe put it at

the Advisory Council: "Drama, intrigue, mayhem and murder: everything a writer could hope for!"

The book has received favorable notice from several quarters. Howard Kling, president of the International Labor Communications Association, called the book "a new labor history gem ... fun, readable and important." Carl Wood, former member of the California Public Utilities Commission, found it "thoroughly researched, fast-paced and eminently readable."

The book was designed by Kathy Kifer, who has collaborated with Wolfe on many union projects, including award-winning design work on the Utility Reporter.

Wolfe told the Advisory Council that the union is placing the book in public libraries in California and Nevada, including libraries in every town where Local 1245 represents the municipal workforce. He also noted that the history section of the union's website has been completely renovated, utilizing some of the information and photos he uncovered while researching the book.

Wolfe presented complimentary copies of the book to AFL-CIO Secretary-Treasurer Liz Shuler, a featured speaker at the Advisory Council meeting, and to former Business Manager Jack McNally, who assisted the history project by sharing memories of his own 55 years in the union.



[ABOVE] Communications Director Eric Wolfe and AFL-CIO Secretary-Treasurer Liz Shuler check out *Fist Full of Lightning*.



Former Business Manager Jack McNally, left, accepts a complimentary copy of *Fist Full of Lightning* from the author, Communications Director Eric Wolfe.



Senior Assistant Business Manager Joe Osterlund welcomed the competitors and spectators.

Quick and Dirty: PG&E Gas Teams Compete for a Ticket to the International Gas Rodeo



Sarah Lee competed as a member of the Honey Badger team.



Wild Hogs team member Michael Moore and his family

by Rebecca Band
Photos by John Storey

When they're working in the field, PG&E gas crews generally like to take their time and do the job right. Safety and accuracy matter more than rapidity when it comes to tasks like installing new gas service for a customer.

But at the Second Annual PG&E/IBEW Gas Rodeo on May 21 in Livermore, speed was the name of the game as the gas workers raced against their peers in a friendly yet stiff competition. 13 teams laced up their boots, kicked up some dirt and battled it out for the grand prize — a chance to compete in the National Gas Rodeo in Denver at the end of August.

"Without the IBEW, this event never would have happened," said IBEW 1245 Business Manager Tom Dalzell, noting the important role that the union played in launching the annual PG&E/IBEW Gas Rodeo last year. "We see it as another unique way to build solidarity among our members. The element of competition is fun, but truthfully, everybody here wins today, because they get a chance to showcase their craft."

The five 2-person teams and eight 4-person teams competed in four different qualifying events – the meter set build, service install, pipe cut and hand dig – and sent dirt flying in all directions as they endeavored to secure the fastest time with the fewest penalties.

"My favorite event is the pipe cut," said Michael Moore, a Rocklin GC Gas Construction Operator who competed on the Wild Hogs team at the Rodeo. "It's the fastest pace, it's intense, and it definitely

takes every guy on the crew to finish it off right."

Moore brought his wife and two young children out to watch and cheer him on.

"I've always loved to compete, so it's great to have this opportunity through work, and to be able to show my family what I do," Moore said as he bounced his daughter in his arms. "It's nice to have a chance to show your skills and represent your yard."

At the end of the qualifying round, the top ranking teams moved on to the final relay event, which consisted of six obstacles: truck and trailer back-up, backhoe, pipe squeeze, mini-excavator, regulator bypass and water cooler. To make it interesting, the Rodeo also included one "Wild Card" event, where the teams whose qualifying scores weren't high enough were given one last chance to win a spot in the final.

"We didn't do as well as we had hoped. We definitely did better in practice," Gas Construction Operator Sarah Lee, who competed on the Honey Badgers team, said as she waited for the scores to be tabulated. "We got stuck on some stuff that was unexpected. Our wire got caught up on the service run, and that cost us a full minute. It was a little



Local 1245 Business Manager Tom Dalzell



The Manteca Elite team

frustrating, but that's how it is in the field. Things change, or they aren't how they're supposed to be when you dig it up, and you just have to figure out how to do it."

On the other side of the training facility, individuals representing almost every division participated in the first annual Locate and Mark Rodeo, which took place in conjunction with the Gas Rodeo. The Locators competed in several different events, including the daunting "Locate From Hell," named because the Locators only had three minutes to complete the challenge, compared to the 12 minutes they were given on the other events. The "Locate From Hell" didn't count towards the total score, but was included to provide the competitors with the sort of experience they would need to face a similar speed challenge at the National Locate Rodeo, which will be held in Dallas this summer.

As a co-sponsor of the event, IBEW 1245 had a strong presence, with Senior Assistant Business Manager Joe Osterlund delivering a warm welcome at the beginning of the day, and several Business Reps serving as judges. The union also had a booth in the vendor display area, where union members chatted with spectators and other members about the "Control the Pressure" peer safety program.

"Several people stopped by the booth to talk about gas safety or just grab a free hat and a Tootsie Pop," said IBEW 1245 Business Rep Rich Lane. "Control the Pressure committee members and Local 1245 Safety Stewards, including Adam Weber, Ernie Pena, Matt Davis, Roy Cabral and Keith Hopp, took turns manning the booth, so they also had a chance to watch the competition."

In addition to the competition itself, there were also plenty of other activities for the families, including vendor tents, an exciting raffle, photo booth with props, some tasty eats and lots of fun stuff for the kids. The face-painting, mechanical bull and rock-climbing wall were big hits with the older children, and the giant sandbox with a great selection of digging toys kept the younger ones entertained.

At the end of the day, the winners were announced. The Natural Born Tappers and the Lakeville Cowboys placed first and second, respectively, in the four-person team division, while the GC Regulators and Manteca Elite placed first and second in the two-person team division. All four teams will be headed to the National Gas Rodeo in Colorado in August. Additionally, the top two Gas Locators, Trevor Robertson and Wendell Brown, as well as the top two Electric Locators, Efrain Nava and Shane Keyser, will be heading to the International Locate Rodeo in Dallas this summer. Congratulations to all the competitors!

More photos at: ibew1245.com/2016/05/26/quick-and-dirty-pge-gas-teams-compete-for-a-ticket-to-the-international-gas-rodeo/



PG&E Bargaining Update: August 2, 2016

After a meeting between the PG&E and Local 1245 negotiating committees on August 2, PG&E spokesperson Robert Joga stated that he would have to seek guidance from company executives before meeting again. At issue are the company proposals on gas response, electric response, and two-man rubber gloving by electric crews.

Local 1245 Business Manager and lead negotiator Tom Dalzell explained: "The company's proposals affect only a fraction of the physical bargaining unit. The safety and earnings of gas and electric T&D members are directly affected by the proposals, and we believe that only they should make decisions about their earnings and safety. It seems unfair that employees who are completely

unaffected by the response and rubber-gloving language be asked to vote on these issues. We believe that these issues belong in ad hoc negotiations, not general negotiations."

The guidance that Joga is seeking may come in the form of a formal meeting of the company's Labor Relations Executive Committee or a less formal discussion with high-level executives.

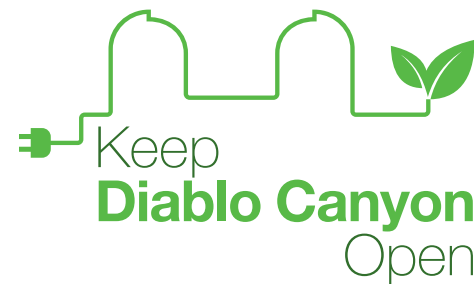
Dalzell urged patience: "The position that we are taking is about a principle, not a group of employees. We are not holding up the negotiations because of linemen or gas construction employees, but because of a principle that we consider very important. We don't want 8,000 physical bargaining unit members voting on issues that affect 800 or 900 employees."

2016 GC Open Commemorates Fallen Brothers



The annual PG&E GC Open Golf Tournament honors the individuals who have lost their lives on the job. IBEW 1245 contributes to the yearly event. The tournament is organized by IBEW 1245 member Sam Gutierrez. Several union members, including Executive Board members Anna Bayless Martinez and Cecelia De La Torre, donate their time to volunteer at the event.

Diablo Canyon to Remain in Operation Until Licenses Expire in 2024/2025



Over the past several years, IBEW 1245 has been working diligently to keep Diablo Canyon Power Plant (DCPP) open and protect the jobs of the 600 Local 1245 members who work there.

As part of this effort, we spent the better half of 2016 lobbying the members of the State Lands Commission — the body that would make the final decision on extending the lease at DCPP. If the Lands Commission were to vote against extending the lease, the plant could close down as early as 2018.

I personally spent several hours with Commission members Gavin Newsom and Betty Yee, discussing the economic and environmental impacts of a precipitous shutdown, and underscored the many benefits that DCPP has offered our state during its decades of operation. Our members and community allies also took action, sending letters to the Commission and signing our petition to demonstrate the grassroots support that DCPP has in the San Luis Obispo community.

As we were working, PG&E informed us that they were attempting to build a coalition to reach a deal to stave off an abrupt shutdown of the plant, and in or-

der to achieve this goal, the company would not be seeking re-licensing of Diablo Canyon after the current licenses expire in 2024-2025. PG&E cited market conditions — not the once-through cooling issue that had previously been mentioned — as the primary reason they would not be seeking re-licensing. They argued that our state's energy policy simply does not favor base load plants such as Diablo Canyon.

Once we knew of the company's intentions, we immediately went to work on retention, and focused on finding ways to keep our members on the job for as long as possible.

In mid-June, the deal came together to keep Diablo Canyon open for the next



DCPP members, supporters and families canvassed the neighborhoods around the plant to drum up grassroots support.

eight to nine years. As part of this deal, the union negotiated a generous retention package for IBEW members at DCPP, which includes a 25% annual bonus, followed by a severance allowance.

Given the conditions that we faced, I believe this is a positive outcome.

On June 21, we went to DCPP to explain the package to our members. I was joined by PG&E CEO Tony Earley, President Geisha Williams, Senior Vice President Helen Burt, HR VP

Mary King, and Chief Nuclear Officer Ed Halpin. Our members asked great questions, and the retention agreement was well-received.

Thanks to the hard work of our union staff, our members at Diablo Canyon (especially Kevin Garduno and the rest

of the Keep Diablo Canyon Open Committee) and our allies, on June 28, the State Lands Commission voted to extend the lease and keep DCPP operational until its licenses expire.

We quickly finalized a letter agreement to cement the retention package, and IBEW 1245 Senior Assistant Business Manager Bob Dean returned to Diablo Canyon in early July to explain the agreement and answer any additional questions.

I do not believe there can ever be a sustainable energy economy that is based on a disposable workforce. That's why we fought so hard to protect our members. Together with the long transition and the very strong retention package, we will be able to keep our members on the job for as long as possible. This is a victory in our ongoing struggle to make sure middle class jobs are a central part of the emerging clean energy economy.

Right now, the best thing we can do is to focus on our jobs, and work professionally and safely. I look forward to answering your questions and working together to make this transition a smooth one.

Tom Dalzell, IBEW 1245 Business Manager



Local 1245 members packed the room at the Lands Commission meeting.



DCPP Elec Tech Willy Garriss testified before the State Lands Commission on June 28.



IBEW 1245 Business Manager Tom Dalzell testified before the State Lands Commission on June 28.



From left: Keep Diablo Canyon Open Committee members Willy Garriss, Kevin Garduno and Jeremy Winn, with State Controller Betty Yee, Local 639 Business Manager Mark Simonin, Local 1245 Business Manager Tom Dalzell and Local 1245 Business Rep Pat Duffy

Local 1245 Hosts Series of Clerical Shop Steward Trainings

In June, IBEW 1245 hosted a series of unique trainings specifically designed for Clerical Shop Stewards at PG&E.

The sessions were led by a dynamic team of union staffers, including Senior Assistant Business Manager Jenny Marston, Business Reps Jennifer Gray, Rey Mendoza, Gracie Clark, Arlene Edwards and myself, Assistant Business Manager Ken Ball and Organizer Jammi Juarez. The team conducted three separate trainings which were designed to empower Clerical Stewards with tools and resources to be successful.

During each session, Business Manager Tom Dalzell emphasized on the significance of the Steward's role, citing his experiences while working with Cesar Chavez and the United Farm Workers as well as his early days at IBEW.

Assistant Business Manager Ken Ball, who has been leading Shop Steward trainings at Local 1245 for several years, explained the Steward's role in the workplace and during the grievance procedure. He reminded the Stewards that they wear many hats, and on any given day, they may find themselves filling the role of counselor, therapist, administrator, negotiator, note-taker, etc.

While some may have entered the training believing that yelling obscenities, pushing over chairs and being overly aggressive are all par for the course during grievance proceedings, Ball put those misconceptions to rest, and underscored that active listening, critical thinking, drafting solutions and clear communication are the real keys to a successful outcome. Ball encouraged the Stewards to educate members about their rights before, during and after an investigation in order to set the proper expectation and increase chances of a favorable result. He also emphasized the critical importance of filing grievances in a timely fashion, as well as documenting every fact of the case and taking accurate notes during

every step of the grievance procedure (which can be crucial if the case goes to arbitration). Taking the time to learn and understand "the rest of the story" can make all the difference.

Ball also spoke about understanding the positive discipline process and how to work with management on developing solutions prior to filing a grievance. Stewards who do their due diligence by researching previous grievances or decisions which are similar in nature have the potential to better influence the outcome of the case at hand.

Several of the Stewards had many questions about researching past cases and finding the information they need. They were unsure how, where and what they would need to conduct such research, so Rey Mendoza and I provided the Stewards with an overview of IBEW 1245's redesigned website and a navigation tutorial to ensure they understand how to find the information they need on their computers or mobile devices.

"I feel that it's important we as Stewards have this information at our fingertips when approached by members," said Sacramento Call Center Shop Steward Donchele Soper.

The challenge, felt by many, was learning to search the website for grievance decisions or relevant case documents. The website features a useful search function, which allows the user to type in keywords and sort the results by date or relevance. Although this feature is conveniently located on the upper right-hand corner of the IBEW 1245 home page, we encouraged the Stewards to use the Contract Section Index when researching cases, as this allows them to become more familiar with the contract itself.

Business Rep Rey Mendoza presented the group with various scenarios that gave the Stewards an opportunity to search the website and work together to find solutions. The scenarios ranged from identifying issues of suspected sick leave abuse to determining wage on

promotion to calculating pension formulas.

The class was then split into two teams to conduct a "mock case" group exercise. One team represented the Company, the other represented the Union. Each team was tasked with making supportive arguments for the case they were given. Even though the mock case was just practice, some of the discussions got pretty exciting, and tempers flared as patience was tried. Fortunately, a few of our more experienced and seasoned Stewards showed the group how to get the job done.

"The training was very good," said Fresno Shop Steward Joe Sanchez. "I especially liked the Company vs Union mock case!"

Jen Gray and Jammi Juarez wrapped up the training with a game of "Shop Steward Jeopardy" that recapped every-

thing that was discussed throughout the course of the day.

"I thought the training was very informative and especially enjoyed the navigation component... in terms of finding Letter Agreements and contract information. That piece of the training seemed to be very beneficial, especially for the newer Stewards," said Soper. "I also thought it was helpful reviewing what information we should be writing down when sitting in on an investigative interview; especially knowing how crucial this piece of documentation can be in arbitration."

Overall, it was exciting to see our Stewards leave the training feeling confident and better prepared to represent our members.

Eddie Moreno is a temporary IBEW 1245 Business Rep and experienced Shop Steward.

Settlement Agreement Reached for PG&E General Rate Case

On Wednesday, August 3, the Coalition of California Utility Employees (CUE), which represents workers at most of the state's major public and private utilities, signed a major settlement agreement for the PG&E General Rate Case.

The General Rate Case (GRC) is the state-mandated process that PG&E and other investor-owned utilities must go through every three years in order to request funding from the California Public Utilities Commission for costs related to power distribution. The process includes input from all interested parties, and is designed to ensure transparency in the way that PG&E structures its operations and investments.

The new CUE agreement provides funding for additional work above and beyond what PG&E had originally asked for, worth about \$27 million per year, in the areas of pole replacement, underground cable replacement, grasshopper switches and FLISR installations. It also includes a commitment from PG&E to a four-year gas leak survey cycle and prompt repair of grade 3 leaks, along with adoption of a mandatory three-

year leak survey cycle for all gas utilities.

The agreement also stipulates that PG&E will develop a program to identify overloaded poles (SoCal Edison has already identified hundreds of millions of dollars' worth of overloaded poles needing replacement). Additionally, PG&E will strive for "steady state replacement" of operating equipment necessary for safe and reliable service, and no customer service offices will be closed without a new, separate application, which cannot be filed until July 1, 2018. Separately, Local 1245 and PG&E entered into an agreement that provides for increased staffing in several areas.

All of the active parties, including the Office of Ratepayer Advocates and The Utility Reform Network, signed the agreement and almost all issues were resolved. The CPUC is expected to make a final decision in the GRC before the end of the year.

"If approved, it would be one of our most successful GRC outcomes," noted Marc Joseph, attorney for CUE. "PG&E is very happy with the agreement as it provides the funding believed needed to do the work and remain healthy."

Passing the Gavel in North Lake Tahoe



IBEW 1245 Business Rep Pat Waite captured this photo shortly after North Lake Tahoe unit #5232 held its unit officer election. From left to right: Unit Secretary Charlie Sala, former Unit Chair Casey Kelley and new Unit Chair Jon McCue.



Endorsements Register to Vote



YOUR VOTE IS OUR VOICE!

"If you don't have a seat at the table, then you're probably on the menu."

Looking for endorsements for the 2016 General Election?
Visit www.IBEWVOTES.com

Our seat at the table comes from making our voices heard on Election Day!

IBEWvotes.com is an ongoing effort to encourage all IBEW brothers and sisters to register to vote, stay informed on current events, and participate in their local elections. The consequences

Register to Vote

Endorsements

Union Settles Progression Issue, Tree Trimmers to Receive Wage Increases

IBEW 1245 settled an important progression issue recently that will increase several tree members' wages by over \$4.00 per hour.

The new CPI-U figures have been released, and as a result, tree trimmers will receive a 2.7% wage increase starting July 31, 2016.

We continue to organize new signatory tree contractors. The trimming and removal schedules coming down from PG&E continue to rise, and the primes cannot handle the volume of work. The new contractors are subbing to the primes.

The State of California is reporting tens of millions of dead and dying trees, with drought being the root cause. The trees have been stressed and those not dying from lack of water are dying from insect damage which also spreads viral and fungal problems. For more information on the fire dangers associated with the estimated 26 million dead trees in the state, visit <http://lat.ms/2adeM3O>.

Asplundh Tree Expert

NV Energy crews had been scattered around Sparks, Carson City, Eastern South Lake Tahoe and other parts of Eastern Nevada. We only have a few minor issues going on right now. We are continuing to have minor accidents and safety-related issues on the property. The company has been hiring new employees.

Davey Tree Surgery & Pole Test and Treat

We expect to secure the final GRC on August 4, 2016. We have an issue in the Pole Test & Treat Division where a crew was terminated for unsubstantial circumstances. We also have another termination for an employee in Sierra Division. The Sierra crews are working ten-hour shifts, with an eight-hour shift on Friday, and an option to work Saturdays. East Bay is currently working eight-hour shifts, while Mission & Diablo are all working ten-hour shifts. All areas are currently hiring at this time.

We were just informed of an incident where an employee injured his leg while falling off the back of a truck and required a medic. More information will be forthcoming.

Mario's Tree Service

Mario's crews are helping Utility Tree in the Sonora District, as well as working on CEMA and Reliability projects. They are also working for Trees, Inc. in the Yosemite Division. They are working six ten-hour days and putting in lots of overtime. An outage was reported last week by Trees, Inc. and was apparently caused by one of Mario's crews, which we are looking into.

Mountain Enterprise (Liberty Energy & PG&E)

The membership had a concern with the lack of training for outriggers on 100-foot booms system-wide. We

brought the issue to the Safety Department during the Safety Roundtable in July. We continue to see system-wide issues regarding vacation, and have been dealing with vacation matters as they arise.

Mowbray (SMUD/PG&E)

We addressed the CDL and Air Brake pay issue with the Company for all employees currently working system-wide. This was an issue for all employees not driving a Company vehicle. The Company is now paying all employees holding a CDL and/or Air Brake Endorsement. This is contractual and an obligation by the Employer per the Union Agreement. The Company has been hiring new employees system-wide.

Osmose (Pole Test & Treat)

Osmose crews are busy working in the San Jose Division, and we have been in contact with employees staying in Gilroy Best Western Motel. We are asking supervision to help with some dues-paying employees who have not submitted paperwork to the union.

Synergy Tree

Synergy crews are working in the San Jose Division helping Utility Tree on

CEMA and Reliability projects. They are working six ten-hour days and are putting in lots of overtime. We are dealing with progression issues with the Company and plan to meet with employees in the near future.

Trees, Inc.

The Keep the Clearance (KTC) close call and peer safety meetings in the Stockton yard went very well. Additional safety presentations will be held in Angels Camp, Jackson and Fresno yards in the coming weeks. The company is working five ten-hour days, and Saturdays are voluntary. Lots of CEMA work. We are planning on holding the next GRC in early August to discuss all open matters system-wide. Trees, Inc. is currently hiring at this time.

Utility Tree

The Company has hired Pacific Coast Tree Expert Co., to assist them on the CEMA Project work; bringing in about 50 employees from the Los Angeles area. They are also subcontracting work to Arbor Works Co. with about 50 employees working in the same area of the Yosemite Division. There are a lot of dead trees and lots of overtime to go around. The next GRC is yet to be set. We have

a few open issues in southern utility territory. All crews are currently working eight-hour days. Several contractors are assisting the Company keeping up with their areas with Pacific Tree Service and Synergy Tree Service system-wide. UTS is currently hiring at this time. We continue to have issues with employees not following the 5 Life Saving Rules. These are terminable offenses, and when members are terminated for violating these rules, it puts us in a very difficult position in terms of challenging these terminations.

Wright Tree Service

Wright Tree is trying to hire some new crews due to all the work that is being generated. They are currently working transmission, and have called tree business representatives to help them find workers.

Wright Tree Service (SMUD/PG&E Transmission)

The Company has been keeping up at SMUD and is now sending crews to PG&E to work in Transmission in the East Bay and South Bay. The Company is still in hiring mode. Anyone looking for work should contact Chuck Ritter at Wright Tree Service.

We were just informed of an accident at SMUD where an employee became injured, and broke his knee. More information shall be forthcoming.



El Sindicato llegó a un acuerdo sobre las promociones de clasificación, los podadores de árboles recibirán aumentos salariales

El IBEW 1245 recientemente llegó a un acuerdo sobre el importante tema de las promociones de clasificación, que resultará en el aumento de más de \$4.00 por hora de algunos de los salarios de los miembros podadores de árboles.

Las nuevas cifras del Índice de Precios al Consumidor para Consumidores Urbanos (CPI-U por sus siglas en inglés) han sido publicadas, y como resultado, los podadores de árboles recibirán un aumento salarial del 2.7% a partir del 31 de julio de 2016.

Continuamos organizando a los nuevos contratistas signatarios del acuerdo de los podadores de árboles. Los programas de poda y remoción que se han estado recibiendo de PG&E continúan aumentando, y los contratistas principales no se dan abasto para manejar el volumen de trabajo. Los nuevos contratistas están delegando el trabajo a los contratistas principales.

El estado de California ha informado que decenas de millones de árboles han muerto o están moribundos debido principalmente a la sequía. Los árboles han sido muy afectados y los que no están muriendo por falta de agua están muriendo por daños por insectos, lo cual también propaga problemas causados por los hongos y problemas

virales. Para obtener más información sobre los peligros de incendio asociados a los aproximadamente 26 millones de árboles muertos en el estado, visite <http://lat.ms/2adeM3O>

Asplundh Tree Expert

Las cuadrillas de NV Energy han sido distribuidas alrededor de Sparks, Carson City, la parte Este de South Lake Tahoe y otras zonas de Nevada del Este. Actualmente solo tenemos unos pocos problemas menores. Continuamos teniendo accidentes menores y problemas relacionados con la seguridad. La compañía ha estado contratando nuevos empleados.

Davey Tree Surgery & Pole Test and Treat

Esperamos programar el Comité de Revisión de Quejas final para el 4 de agosto de 2016. Tenemos un problema en la División Pole Test & Treat, donde se despidió a una cuadrilla por razones insignificantes. También tenemos otro despido de un empleado en la División Sierra. Las cuadrillas de la División Sierra están trabajando turnos de diez horas, con un turno de ocho horas el viernes y una opción para trabajar los sábados. East Bay actualmente está trabajando turnos de ocho horas, mientras que

Misión y Diablo están trabajando turnos de diez horas. Todas las áreas están contratando empleados actualmente.

Nos acaban de informar sobre un incidente en el que un empleado se lesionó una pierna al caer de la parte trasera de un camión y fue necesario prestarle asistencia médica. Ofreceremos más información próximamente.

Mario's Tree Service

Las cuadrillas de Mario están ayudando a Utility Tree en el distrito de Sonora, y además están trabajando en proyectos CEMA y de confiabilidad. También están trabajando para Trees, Inc. en la División de Yosemite. Están trabajando seis días de diez horas y además muchas horas de sobretiempo. La semana pasada Trees, Inc. informó sobre un corte de electricidad que aparentemente fue ocasionado por una de las cuadrillas de Mario, estamos investigando el incidente.

Mountain Enterprise (Liberty Energy & PG&E)

Los miembros estaban preocupados por la falta de capacitación para el uso de estabilizadores en sistemas con plumas de 30.5 m (100 pies) a lo largo del sistema. Llevamos el tema para su

continúa en la página 17

Trees, Inc. crew removes unwieldy palm in Stockton

The Big Cut

When a troublesome queen palm kept getting in the way of a utility line on a quiet residential street in Stockton, a three-man crew from Trees, Inc. was sent in to take the tree down.

“We’ve been having problems with this tree for a while. It’s right there under the power lines every year,” said tree trimmer Rosario Garcia. “If we cut it back down to the bases, it’s just going to keep sprouting up again. It will be a continuous problem, and we’ll be back out here, probably twice a year, to trim it back down. We can’t directionally trim these queen palms out of the way; they just grow straight up. So we have to completely remove it.”

The tree was located in the back yard of a private residence, which added some additional challenges to the job. The homeowners had installed fencing and fancy stamped concrete around the palm on all sides, so the crew needed to take extra care not to damage anything on the property. Additionally, the prox-

imity of the palm to the power lines required the crew to meticulously navigate the bucket between the primary and secondary.

After completing the initial job briefing paperwork and gassing up their tools, the crew went to work. From his place in the bucket, Garcia carefully removed each branch of the palm piece by piece using a chainsaw. Fellow crew members Muhammad Arif and Manuel Macias worked on the ground to pile the palm fronds around the tree, creating a soft bed for the trunk to land on.

They then tied a rope around the trunk in order to ensure it came down safely. Once the tree had been removed, Manuel Macias chopped it up into manageable pieces, and the crew worked together to haul the debris off the property. The branches and palm fronds went straight into the chipper, while the larger pieces from the tree trunk were loaded into the truck to be dropped off at a waste site later in the day.

The crew made short work of the job.



Rosario Garcia works from the bucket to remove the top of the tree piece by piece.

In less than 90 minutes, they had finished up and completely cleared out, and it was as if the crew — and the tree — were never there.



At left and above: Muhammad Arif hauls pieces of the tree off the property.



Working together to take down the trunk safely and efficiently.



Manuel Macias chops up the tree trunk.



Garcia and Macias feed the debris into the chipper.

Árboles, de la página 16

discusión al Departamento de Seguridad durante la Mesa Redonda de Seguridad en julio. Continuamos observando problemas a lo largo del sistema con respecto a las vacaciones y hemos estado manejando los problemas relacionados con las vacaciones a medida que surgen.

Mowbray (SMUD/PG&E)

Hemos abordado el problema del pago por licencia comercial de conducir (CDL por sus siglas en inglés) y frenos de aire con la Compañía para todos los empleados que actualmente trabajan a lo largo del sistema. Este era un problema para todos los empleados que no conducen vehículos de la Compañía. La Compañía ahora le está pagando a todos los empleados que poseen una CDL o una certificación de frenos de aire. Esta es una obligación contractual del Empleador según el Acuerdo del Sindicato. La Compañía ha estado contratando nuevos empleados a lo largo del sistema.

Osmose (Pole Test & Treat)

Las cuadrillas de Osmose están ocupadas trabajando en la División de San Jose, y hemos estado en contacto con Utility Reporter

los empleados que están alojados en el motel Gilroy Best Western. Le estamos pidiendo a los supervisores su colaboración, ya que algunos empleados cotizantes no han presentado su documentación al sindicato.

Synergy Tree

Las cuadrillas de Synergy están trabajando en la División de San Jose ayudando a Utility Tree en proyectos CEMA y de confiabilidad. Están trabajando seis días de diez horas, y también muchas horas de sobretiempo. Estamos manejando problemas de promoción de clasificación con la Compañía y estamos programando reunirnos con los empleados a finales de julio.

Trees, Inc.

Las reuniones de “Mantenga la distancia” (KTC por sus siglas en inglés), accidentes potenciales y de seguridad de pares en el patio de Stockton se celebraron satisfactoriamente. Habrá presentaciones de seguridad adicionales en los patios de Angels Camp, Jackson y Fresno en las próximas semanas. La compañía está trabajando cinco días de diez horas, y los sábados son voluntarios. Mucho trabajo CEMA. Estamos programando la próxima reunión del

Comité de Revisión de Quejas para principios de agosto para discutir todos los asuntos pendientes a lo largo del sistema. Trees, Inc. está contratando empleando actualmente.

Utility Tree

La Compañía ha contratado a Pacific Coast Tree Expert Co, para que los ayude en trabajos de proyectos CEMA; están trayendo unos 50 empleados de la zona de Los Angeles. También están subcontratando el trabajo a Arbor Works Co., con unos 50 empleados que trabajan en la misma zona de la División de Yosemite. Hay una gran cantidad de árboles muertos y mucho sobretiempo para repartir.

Aún no se ha fijado la fecha de la próxima reunión del Comité de Revisión de Quejas. Tenemos algunos asuntos pendientes que resolver en la zona sur de los servicios públicos. Todas las cuadrillas están trabajando actualmente ocho horas al día. Varios contratistas están ayudando a la Compañía a estar al día con sus zonas de Pacific Tree Service y Synergy Tree Service a lo largo del sistema. UTS actualmente está contratando empleados. Seguimos teniendo problemas con los empleados que no siguen las 5 Reglas para Salvar

Vidas. Estas son infracciones que pueden acarrear el despido y cuando se despide a un miembro por violar estas reglas, nos pone a nosotros en una posición muy difícil en términos de impugnar estos despidos.

Wright Tree Service

Wright Tree está tratando de contratar nuevas cuadrillas debido a todo el trabajo que se está generando. Actualmente se encuentran realizando trabajos de transmisión, y han llamado a los representantes de negocios de los podadores para pedirles ayuda para encontrar trabajadores.

Wright Tree Service (SMUD/PG&E Transmission)

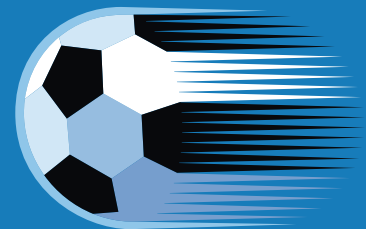
La Compañía ha estado al día en SMUD y ahora está enviando cuadrillas a PG&E para hacer trabajos de transmisión en East Bay y South Bay. La Compañía todavía está contratando empleados. Cualquier persona que esté buscando trabajo debe ponerse en contacto con Chuck Ritter en Wright Tree Service.

Nos acaban de informar sobre un accidente en SMUD en el que un empleado se lesionó, y se fracturó la rodilla. Ofreceremos más información próximamente.

IBEW 1245 LINE CLEARANCE TREE TRIMMERS

Soccer Tournaments & Family Picnics

Competición y Camaradería en RIPON y FAIRFIELD



Ripon

**¡Formidable! ¡Excelente!
Magnífica ! ¡Importante!**

These are just some of the adjectives IBEW 1245 line clearance tree trimmers used to describe the 6th annual soccer tournament that took place on April 30 at Mistlin Sports Center in Ripon, CA.

104 IBEW 1245 members — representing teams from Utility Tree, Trees, Inc., Mario Tree, Wright Trees and Davey Tree Inc. — brought their families to enjoy a day of soccer under clear skies. The kids played their own soccer games, mastered a bean bag toss, and enjoyed breaking open the candy-filled piñata. Everyone feasted on barbecued chicken, rice, beans and salsa.

The brainchild of IBEW 1245 Business Manager Tom Dalzell, the family-oriented soccer tournament has become a tradition that brings members together from across Local 1245's territory. Dalzell opened the tournament by welcoming the players and noting that, much like the farmworkers who built the United Farm Workers (UFW), the tree trimmers of IBEW 1245 "have a union and a cause."

"Tree trimmers have created their own space within 1245 between the master contract, the Keep the Clearance Peer Safety Committee, and the annual soccer tournaments. 1245's tree trimmers have built a strong identity under the banner of "Amistad, Unidad y Solidaridad," said Dalzell. "It's one of my favorite activities!"

The theme — "Friendship, Unity, & Solidarity" — was coined by team captains who have assumed a leadership

role in building the rosters and making the day a success.

Fresno team captain (Trees, Inc.) Elfregio Pacheco declared, "This is my fifth year, and my second year as a captain. I enjoy meeting people from difference companies. Every year we meet someone new!"

Felipe Campiz, also from Fresno, added, "This is valuable not only because it unites us, but because our kids get involved and see the union in action." Martin Macias (Fresno) chimed in, "It's a good time for the family. It builds unity, which in turn gives us a stronger voice, rights."

Business Representative Abel Sanchez couldn't agree more. "It's a good time," said Sanchez. "It allows people from different areas to talk to each other."

"It's a celebration and a recognition of tree trimmers at IBEW 1245, and all are welcome," Business Representative Carl Lamers added, noting that the event has gotten bigger and more popular over the years. "It's grown from eight teams, to sixteen teams — eight in Ripon, and eight in Fairfield."

"It is great that we come together as a union, that we bring our families together from all of the companies and get to know each other. The union is the reason we have excellent benefits, better wages," declared 1245 member Francisco Figueroa (Synergy), "It's a great day, and we are grateful to Tom and all of you for giving us the opportunity."

Congrats to the top two teams, hailing from Stockton/Angels Camp (Trees Inc) and Sacramento (Wright Trees).

Eileen Purcell is IBEW 1245 Staff Organizer. Photos by John Storey.



Fairfield



Fairfield

For the second time in as many weeks, eight soccer teams, comprised of IBEW 1245 Line Clearance Tree Trimmers from across the northern area, hit the field to show off their skills and compete at the Tree Trimmers Soccer Tournament in Fairfield.

The competition was stiff, but the comraderie was what made the day truly special.

"I came today to support my team, and support where I work," said David Ramirez, who just recently hired on at Synergy in Grass Valley. Ramirez brought his family, including his girlfriend and his one-year-old daughter, along with him to the event. "I like that the union is bringing everyone together to have a good time."

Local 1245 Business Manager Tom Dalzell welcomed the futbolistas by sharing a bit about his own background with the United Farmworkers movement. Speaking in Spanish, he noted that both the Farmworkers and Local 1245 serve two roles — as "un sindicato y tambien una causa" (a labor union and also a cause). He thanked the tree trimmers for their role in the union and noted that the soccer event, now in its sixth year, has gotten more exciting and popular with each passing year.

"My favorite part is... well, everything!" said Alfredo Garcia, a long-time tree trimmer who works for Davey Tree in Concord. "I most enjoy getting to meet

other [members] from other places, making new friends. It's really nice."

Many of the members came to have a good time with their families and their union brothers, while others joined the tournament simply because they couldn't pass up the opportunity to play and watch *futbol*.

Omar Yepez, who works for Wright Tree Service in Sacramento, has been to nearly every tournament since the union began holding them six years ago, and is clearly a huge fan of the game. The smile on his face said it all.

"I love soccer! I love to play," said Yepez, who brought along his wife and three children. "Tambien, me gusta la camaradería [I also like the comraderie]. It's really good."

Nearly every futbolista brought some family and friends out to cheer them on. While the tree trimmers competed on the field, the kids played along the sidelines and enjoyed taking whacks at the piñata (and scrambling to collect the sweet treats that rained down).

Laughter and smiles abounded as the players and their families enjoyed a tasty lunch of grilled chicken (prepared by a team of Local 1245 staffers), along with rice, beans, salsa and chips. The competition came to a head in the early afternoon, and the Davey Tree teams proved to be unstoppable. The Davey Tree-Santa Rosa/Sebastopol team (in yellow) won the Gold Medal, and the Davey Tree-Napa team (in purple) won the Silver bracket.



Ripon



How Nick Pepper Caught the \$5,000 Fugitive

By Rebecca Band

IBEW 1245 member Nick Pepper was enjoying a day off from work when something serendipitous happened.

Pepper, who works as a PG&E Lineman in San Rafael, was tuned in to a Sonoma County country radio station, Froggy 92.9, while loading up his car after a Costco trip when he heard a new clue from the “\$5,000 Fugitive.” As an avid Froggy 92.9 listener, Pepper was familiar with the “\$5,000 Fugitive” contest that the station had been running for several weeks. The contest centered around a fictitious “fugitive” who, as the story goes, had “stolen” \$5,000 from the radio station. The “fugitive” periodically called in to the radio station and provided clues as to her whereabouts, and the first listener to put all the clues together and locate the “fugitive” would be awarded the \$5,000 prize.

“I was listening to the radio when the fugitive called in with another clue ... and I heard her say, ‘Thanks to Paul Golis for a place to hang.’ I’m pretty familiar with Paul Golis Park; it’s right near where I used to live in Rohnert Park,” said Pepper. “So I figured I would cruise by there on my way home. What did I have to lose?”

The “fugitive” had previously disclosed the type of car she drove, as well as the fact that she was a woman, and a fan of the San Francisco Giants. When Pepper arrived at Paul Golis Park, he spotted the suspicious car with a big Giants sticker in the parking lot, and he knew he was hot on her trail. But the only way he could collect the prize was by approaching the “fugitive” herself.

“In order to win, I had to walk up to a random stranger and ask a very specific question — ‘Are you the Froggy 92.9 \$5,000 Fugitive?’ It had to be those exact words,” said Pepper. “Well, I asked the first lady I saw, and she said ‘No.’ Then I saw two other ladies over by the courts. So asked one of them, ‘Are you the Froggy 92.9 \$5,000 Fugitive?’ and she said ‘No.’ Then I asked the other one, ‘Are you the Froggy 92.9 \$5,000 Fugitive?’ and she said ‘Yes!’ At first I thought she was joking, but then she handed me the envelope with the radio station logo on it, and I realized she was serious!”

The Right Thing to Do

Inside the envelope was the phone number to the radio station. Pepper called in to announce he had caught the “fugitive,” and the station asked him what he planned to do with the prize money. Pepper said he wasn’t sure, but that he intended to donate half of it to

charity.

“Donating part of the prize money just felt like the right thing to do. Honestly, it was the first thing to pop into my head,” said Pepper. “It’s the way I was brought up, I guess. I have a nice job, I have my health. I’m a pretty lucky guy in that respect. I figure it’s always good to give back.”

“\$5,000 is a lot of money. I’ve never won anything close to that,” Pepper continued. “I was happy to keep \$2,500, and give the rest away. I’d rather be able to do something extremely nice for some people who really need it.”

When Pepper saw his IBEW 1245 Business Rep, Ralph Kenyon, and mentioned the contest and his plan to donate half of his prize to charity, Kenyon was so inspired by Pepper’s generosity that he immediately reached into his own pocket and pulled \$200 in cash from his wallet, handed it to Pepper, and told him to add that to his donation.

Pepper decided to see if he could make his donation even more impactful. He knew that IBEW 1245 often makes donations to different charities, so he asked Assistant Business Manager Bob Gerstle about the possibility of the union matching his donation. Gerstle ran Pepper’s request up through the Executive Board, and succeeded in securing \$2,500 in matching funds from the union.

Pepper also approached his employer, PG&E, with the same request. The company declined to match Pepper’s full donation, but did contribute \$500 to the effort.

Following Through

Altogether, Pepper collected \$5,700, which he decided to split between three different charities — St Jude Children’s Hospital, the Wounded Warrior Project and the Rohnert Park Animal Shelter.

“Rob and Joss [the station’s morning show hosts] had mentioned St. Jude, which is a charity that the station has been supporting for a while. They provide health care treatments for kids with cancer, completely free, and that seems like a really great cause,” said Pepper. “I came up with the other two charities on my own. I picked the Wounded Warrior Project because I have lot of respect for people who fight for what they believe in, and if they come home missing a limb, this group is there to help them out. And I picked the animal shelter be-



Nick Pepper (right) with St Jude patient Kapri Geernaert and her mom. Photo courtesy of Froggy 92.9

cause that’s really the reason I won the contest. I only knew the name of Paul Golis Park because I used to walk my dog there, and I got that dog from the Rohnert Park Animal Shelter. So I figured I’d donate some to them, because they always need the help.”

Shortly after Pepper caught the fugitive, Rob and Joss invited him to come back on the air as part of their “Humble and Kind Week” series, where they featured local do-gooders and their unique stories. Pepper went into the Froggy 92.9 studio and announced that he was following through on his plan to donate part of his winnings to charity, and also mentioned the additional donations he had collected from the union and his employer.

When he was in the studio, Pepper

got a chance to meet six-year-old Kapri Geernaert, one of the young cancer patients from St. Jude who benefitted from his charitable donation. Kapri was diagnosed with a brain tumor in 2014, but thanks to the life-saving treatment she had received at St. Jude, she is on the road to recovery.

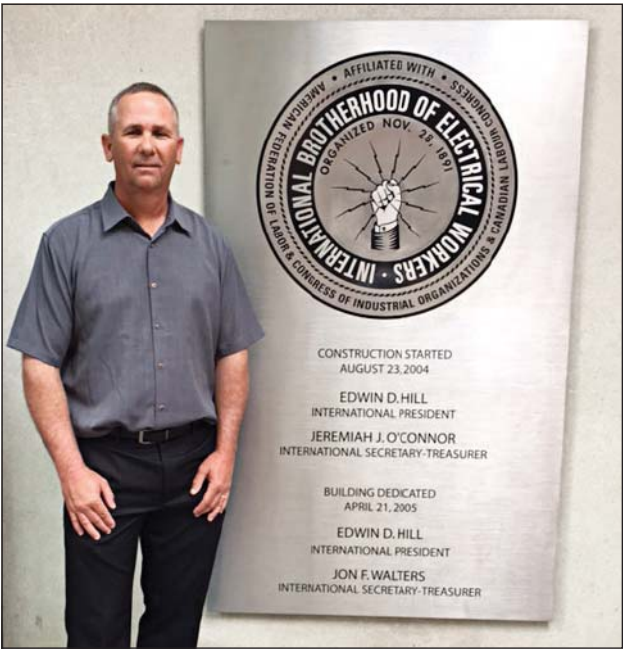
“It was really cool to actually see in person and to hear her story,” Pepper said. “She’s basically beaten cancer right now, and she’s able to live a pretty normal life, going to dance class and doing stuff she likes to do. It’s pretty awesome.”

Listen to Nick Pepper on Froggy 92.9: www.froggy929.com/wp-content/uploads/2016/05/Nick-and-Kapri.mp3.



Local 1245 Member Jeff Gomes Receives Jefferson Award for Public Service

Gomes at
the IBEW
International
Headquarters in
Washington DC



IBEW Local 1245 is pleased to congratulate 1245 member Jeff Gomes, a PG&E Lineman, Orland volunteer firefighter, and recipient of the 2016 Jefferson Award, which is widely recognized as “the country’s most prestigious and longest standing public service award.”

Gomes has volunteered more than 15,000 hours in his 26 years as a volunteer firefighter, which include six years as fire chief and four years as assistant chief. As a first responder, Gomes has been among the first on the scene for numerous accidents, fires and other emergencies, and has saved countless lives.

“It makes you feel good to give back and not expect anything in return,” Gomes told KHSL Action News Now. “I enjoy it, and I hope it encourages other people to do the same; get out there and give back to the community.”

“Jeff’s selfless dedication to helping others is truly exemplary,” said IBEW 1245 Business Manager Tom Dalzell. “He is an inspiration to us all, and I can’t think of anyone who is more deserving of this award.”

As a local Jefferson Award recipient, Gomes was invited to attend the Jefferson Awards National Ceremony, a black-tie event which took place in Washington DC in mid-June. Gomes and the other award winners were all given the opportunity to deliver a speech, as well as tour the National Monuments and participate in three unique service projects.

While in DC, Gomes got to meet Congressman John Garamendi, who thanked Gomes for his commitment to helping others.

“Mr. Gomes was the first person on the scene at the tragic accident in Orland when a FedEx truck collided with a tour bus full of students, killing 10 people,” Con-

gressman Garamendi wrote on Facebook. “Mr. Gomes’ dedication to his community saved lives that day, and I am grateful for his efforts.”

Gomes and his family were also invited to visit the IBEW International Headquarters in Washington, DC. They received a tour of the utility offices, met with the media team and got to check out the IO’s presidential offices. They left with plenty of IBEW memorabilia to bring back home.



Congressman John Garamendi (left) posted this photo with Jeff Gomes on his Facebook page, along with a message of appreciation.



Member Perspective: This Union is Your Union



This is an open letter to all members of IBEW 1245, and to members of all unions in general.

I’m not that active in the union, but I do attend my local union meeting pretty regularly. I go to learn what’s going on with my own workgroup (clerical) and everyone else working for PG&E. As they say, an injury to one is an injury to all.

At the last union meeting, I was asked if I wanted to attend a contract negotiating meeting and represent

my workgroup. I said okay and really didn’t expect to be called. A couple of weeks later, I was invited to attend.

I arrived at the union hall and found other clerical members from various departments from around the system in attendance. We all had concerns and questions, not only about the contract, but also issues happening to us in our own locations. We were able to go over the current Company proposal and either agree, disagree or find some middle ground to counter with. When

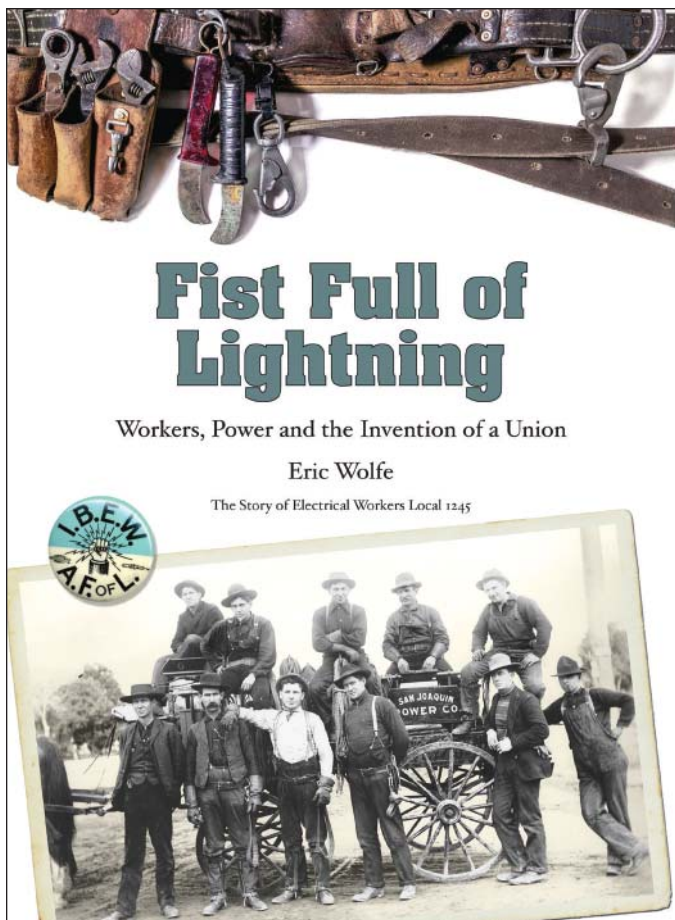
we finally met with the Company representatives, we listened, discussed and adjourned to analyze it again. It is a slow process. But as members and workers, we have a voice in the decision making process. We are involved in it.

To cut to the point, this is true democracy. Our individual participation as members counts. We have a voice because we volunteer. The union stewards not only work for us, but they came up from our ranks, so they know

the work and conditions.

Sometimes I hear members saying something negative about the union, and I have to ask if they’ve been to a local union meeting lately? I know it may seem like a slow process, but if you don’t participate in the one organization that really does have an impact on your livelihood, whose responsibility is it? It’s not just about paying dues, it’s your being there that really counts.

Greg Kestel is a 16-year member of IBEW 1245.



Back to Work A PG&E crew in 1914, shortly after the IBEW-led strike against the utility was defeated.

IBEW 1245's Dramatic History Brought to Life in *Fist Full of Lightning*

Where did IBEW Local 1245 come from?

New research has revealed that utility workers in San Francisco were in the forefront of some of the most explosive industrial uprisings of the early 20th century, when western linemen confronted giant utilities like United Railroads, Pacific Gas & Electric, and Pacific Telephone and Telegraph. Their story, largely unknown until now, has been revealed in the just-published *Fist Full of Lightning: Workers, Power and the Invention of a Union*.

"It took incredible courage to start a union back then. The only way to get the utilities' attention was to strike and that could get you shot," said author Eric Wolfe, IBEW 1245's communications director since 1990.

The book offers graphic descriptions of several IBEW inspired utility strikes that shook the West Coast, including street car strikes in 1906 and 1907, the PG&E strike of 1913, and strikes against PT&T in 1917 and 1919 in support of telephone operators trying to organize. The story continues with the rise of a new industrial union movement at PG&E led by Ronald Weakley in the 1940s that finally forced PG&E to the bargaining table. Wolfe then explores how Weakley fashioned IBEW 1245 into a labor powerhouse, which today represents workers at 72 employers and over 200 contractors.

"I love this book," said Howard Kling, president of the International Labor Communications Association. "It's a real page-turner full of drama, insight and substance that artfully paints the big

story of the US labor movement within the fascinating history of electrical linemen organizing for power in the Bay Area of California."

"Through the history of IBEW Local 1245, Wolfe deftly explores the tensions and themes that have been part of the union movement from the beginning, probing the practical boundaries of class consciousness, solidarity, business unionism and compromise that are still questions today. 1245's parent at the turn of the 20th Century, Local 151, emerges as a terrifically militant and successful union that upheld the principle of solidarity at all cost, until the cost

was its very existence. For a long while their own fights with the powerful California electric utilities merged with striking street-car workers, the 'hello girls' of the

telephone company, and other electricians to change the social and economic landscape of the Bay Area.

"And after the demise of Local 151, IBEW 1245 itself arises from the same fights ... Time and again Wolfe shows us how organized linemen were important players in the battle over the soul of organized labor and the fight between craft and industrial unionism.

"Wolfe's account is fun, readable and important," said Kling.

Carl Wood, a long-time organizer for the Utility Workers Union and a former commissioner of the California Public Utilities Commission, called *Fist Full of Lightning* a "fascinating history of an important union," praising it as "thoroughly researched, fast-paced and eminently readable" and "a valuable contri-

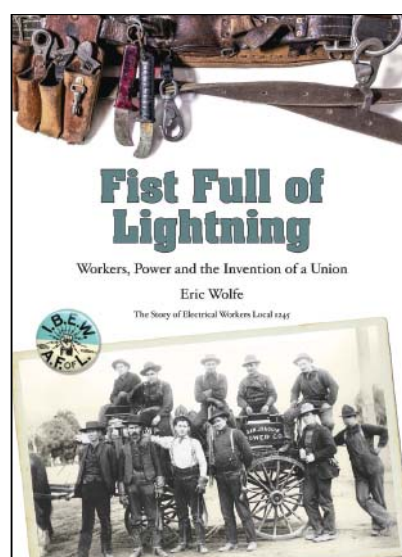
bution to the history of the Bay Area and the US labor movement."

The book contains many rare photographs of Bay Area utility workers in the early days of the industry, tracks their many battles through the 20th century, and brings the story right up to the present with the IBEW 1245's new initiative to create "Brotherhood without Borders" by assisting linemen in the South American country of Suriname.

David Moberg, senior editor and chief labor writer for *In These Times*, said that *Fist Full of Lightning* "ultimately provides not only an important contribution to the history of working Americans but also food for thought about the challenges workers continue to face in a changing society."

IBEW 1245 arose because utility workers dared to stand up for their rights. *Fist Full of Lightning* tells their story.

Fist Full of Lightning BOOK ORDER FORM



The history of IBEW 1245 is now a full-length book, available to the union's members and the general public.

Fist Full of Lightning: Workers, Power and the Invention of a Union can be purchased directly from IBEW 1245.

Send this order form and your check, payable to IBEW 1245, to

Fist Full of Lightning
IBEW 1245
PO Box 2547
Vacaville, CA 95696

Your Name: _____

Address: _____

City, State, Zip: _____

(Check one)

☐ Soft Cover (\$10)

☐ Hard Cover (\$25)



5th Annual Charity Bowl Raises Over \$2,500 for Hospice of the Foothills

This year's 5th Annual IBEW Sacramento Organizing Committee Charity Bowl was held on April 30 at Country Club Lanes in Sacramento. Families and friends of IBEW 1245 members, as well as members from other unions, joined us for a fun day of bowling, pizza and friendship. This year, there were two highest-score winning teams!

"Our Charity Bowl had a great turn out!" said Sacramento Regional Organizing Committee Member Alvin Dayoan, who helped to coordinate the event. "We look forward to future endeavors."

We had approximately 65 bowlers in attendance, sold hundreds of raffle tickets, and collected many donations and contributions. Altogether, we raised \$2533 for our designated charity, the Hospice of the Foothills organization.

Hospice of the Foothills is a 501(c) (3)

non-profit organization dedicated solely to providing hospice and palliative care. The organization is not affiliated with any health care system and devotes 100% of its human, financial and physical resources to serving as the community's most comprehensive source for end-of-life care and information. Hospice of the Foothills offers community outreach programs to help educate individuals and groups on various topics surrounding end-of-life care considerations, caregiver resources, advance healthcare decision making, and coping with grief and loss.

"The support of those that contributed to this event will touch people's lives and help families

who are going through one of the most difficult experiences life may put us through," said Sacramento Regional Organizing Committee member Andrew West.

Other members of the Committee include Local 1245 Organizing Stewards Walter Carmier, Ivan Pereda, Ricardo

Hernandez, Nilda Garcia, Lupe Johnson, Lorne Williams and Serena Moss.

—Donchele Soper, Local 1245 Organizing Steward and member of the Sacramento Regional Organizing Committee



Organizing Committee members delivered a check to Hospice of the Foothills.



Members of the Sacramento Regional Organizing Committee



Climbing practice



Candidates watch a demonstration of crossarm installation.

Photos by John Storey

Securing a spot as an apprentice lineman at Sacramento Municipal Utility District (SMUD) is no easy feat.

Upwards of 600 aspiring lineworkers applied for SMUD's apprentice program earlier this year. About three-quarters of them scored well enough on the written test to move on to the next round, which is a three-day process where the applicants are tested on their physical strength and climbing ability.

The tests are intense and challenging, and only about a third made it through. Those who passed the three-day test moved on to the interview round, and the individuals who scored highest in their interviews were offered a spot at the two-week climbing school.

STIFF COMPETITION: Aspiring lineworkers vie for a slot in SMUD's apprenticeship program

Out of the initial group of more than 600 applicants, just 15 made it to climbing school, where they had both classroom and practical lessons each day. They learned about knots, studied the materials board and were instructed on standard lineworker tasks, including hanging ten-foot double-heavies with cross-arms and pin-and-glass.

On the final day of climbing school,

the applicants go through one last test.

"Part of the final climbing school test involves hanging a set of ten-foot heavies. We're mostly looking at the order of operations and how they do things, to make sure they're not missing steps or dropping hardware," said SMUD Line Foreman Cayleb Bowman, who has taught at eight climbing schools during his 13 years at the

utility. "And then they're given a test on the entire materials board, and we also test them on their knots as well."

Of the 15 finalists who made it to climbing school, one dropped out, one was injured (but will likely take the test when he recovers), but the other 13 successfully graduated and have been placed on the eligibility list to begin on-the-job apprenticeships.



Aspiring apprentice lineworkers start of the day by stretching before they embark on climbing practice.



Climbing School instructor Cayleb Bowman keeps a close eye on the candidates during practice.



Aspiring apprentice Alixa Ickes carries a cross arm.



Jeremy Rollins puts up a cross arm.



These 13 finalists all passed the final test and will be placed on the eligibility list for apprenticeships.



Plant Operator Brad Early, a nine-year IBEW 1245 member, keeps an eye on the monitors.



Store Keeper Arletta Abraham, a 35-year IBEW member, is responsible for receiving, shipping and inventory at the plant.

KEEPING YOU COOL

By Eric Wolfe
Photos by John Storey

When summertime starts baking Nevada, you can count on the entire population turning on their air conditioners. You can also count on members of IBEW 1245 ratcheting up NV Energy's Frank Tracy Power Plant just east of Reno to help meet the demand.

"Same every year," says Plant Operator Brad Early. "We get really busy May to September. If it pushes 90-100 degrees we know we're going to be running."

The facility is home to a variety of natural gas-fired generators—including simple cycle and combined cycle—that add up to nearly a thousand megawatts of capacity. This can meet Reno's needs with enough left over to help out with the much larger demand coming from Las Vegas. The operators are trained to work on any and all of the generators, as well as the water treatment processes that assure the purity of the water going into the boilers.

Water purity is also a major concern of Lab Foreman Grant Garrison, a 29-year IBEW member. When the *Utility Reporter* shows up asking questions, Garrison

explains that workers are regenerating the "mix bed," the final stage of cleaning the water "so that you have essentially pure water."

IBEW 1245 members are qualified to deal with potential health emergencies at the plant, thanks in part to the efforts of IBEW 1245 member Jesus Leanos, who trains employees up to "first responder" status—meaning they know a heck of a lot more than just CPR. Leanos credits management for funding a "rescue trailer," which houses a treasure trove of emergency life-saving equipment.

It doesn't require high-tech equipment to detect the pride the employees here take in their work. Part of that pride comes from being in a union that gives you a voice on the job. And part of it is knowing that you provide a service that your fellow Nevadans rely on every day.

It also really helps to have managers who appreciate your contribution to the company's success.

"I heard someone from Berkshire say that if you keep your employees happy, they're going to do better work for you," said Kevin Schumann, an operator and 10-year IBEW 1245 member. "And I think that's true."



Plant Operator Kevin Schumann explains the plant's operations.

IBEW 1245 members at NV Energy's Tracy Power Plant



[ABOVE] Mike Gregersen, Maintenance Tech, is an 11-year IBEW member.

[LEFT] Lab Foreman Grant Garrison responds to a pressure sensor that failed.

Rescue Trailer

“We work in a dangerous environment to begin with—electricity and steam. There’s always that potential for an accident out here,” says Jesus Leanos, whose job description is Instrument and Control but whose passion is the safety of his co-workers at NV Energy’s Tracy Power Plant a few miles east of Reno.

While the company provides all plant employees with basic safety training like First Aid and CPR, Leanos voluntarily sought out additional training on his own dime from the National Safety Council and American Heart Association so that he could help “train up” his co-workers to a higher-level of rescue work.

Leanos is happy to show you the “Rescue Trailer,” which houses about \$150,000 of rescue equipment that Leanos hopes no one ever has to use. It includes equipment for “high angle” rescue (picture someone swinging in the air from a lanyard). It also has a self-contained breathing apparatus—several, in fact—that could be used in case of a fire or a low-oxygen environment. There is lots more in the Rescue Trailer, including litters in cases where immobilized people might need to be transported from a hazardous area.

The company paid for the well-stocked trailer, but Leanos is the one who dedicates himself to making sure that employees know how to utilize the equipment properly. A company from the state of Washington called Life Rescue has come down to offer instruction and make sure that IBEW 1245 members are using the equipment properly.

From time to time there is a need for simple First Aid at the plant, Leanos says, but so far there has never been a need to use the more extensive equipment available from the Rescue Trailer. “Thank you, no!” he says.



Jesus Leanos, Instrument and Control, explains the function of the “rescue trailer,” a treasure trove of emergency life-saving equipment.

As everyone knows, the best insurance policy is the one you never have to use. But in the 15 years it has been on-site, the Rescue Trailer has provided a healthy dose of peace of mind. Some employees might look at the extra safety precautions and training as a nuisance, but Leanos sees the larger purpose of staying vigilant.

“In reality, it’s for us. It’s for our safety so we can all go home at night,” he says. The company has shown it wants that too, something Leanos appreciates.

“I’ve worked with companies prior to this company where it’s ‘Whatever you need to do to get the job done,’ and sometimes if that involves doing something risky then, well, there’s companies out there that take those short cuts,” Leanos says.

Leanos and his co-workers are working to make sure that short cuts are not part of the culture at the power plant.

“We don’t do that,” says Leanos. “I really like the attitude that we have here.”



Local 1245 members at the city of Shasta Lake

Shasta Lake Members Unanimously Ratify New Agreement

IBEW 1245 members at the City of Shasta Lake unanimously ratified a new four-year agreement on June 16, 2016. The agreement went into effect on July 1, 2016, and includes the following changes:

- A new Journey Lineman base rate of \$51.67, which includes rolling in the rubber glove stipend of 6%, and the comparative averaging of three other agencies for another 3.43%, as well as an additional 1% in exchange for members paying \$40 (fixed, pre-tax) per pay period into CERBT.
- Wage average to be performed every year, with any change taking effect on July 1.
- For the term of the agreement, the

City will pay 100% of the premiums for employees enrolled in the CalPERS Family Select Medical plan. Employees choosing to enroll in a plan other than the Family Select plan will pay the difference. The City will also pay 100% of the premiums for the Dental and Vision plans.

- Improvements to the cap on PTO accruals, rest period language, and use of sick leave from PTO bank, effective on the first day of sick leave use (to comply with changes in California law).

The bargaining committee was comprised of Dave Vandermeer, Ben Fisher and Business Rep Sheila Lawton.

—Sheila Lawton, IBEW 1245 Business Rep

Members Ratify New Agreement at City of Alameda

On May 25, IBEW 1245 members ratified a Tentative Agreement reached with the City of Alameda by a vote of 19-1.

The new three-year agreement will be in effect through December 26, 2018, and includes a general wage increase of 3% upon ratification, along with a 3% increase in January of 2017, and a 3% increase in January of 2018.

The following classifications also receive equity adjustments, effective upon ratification:

- Apprentice Electric Maintenance Technician, Electric Maintenance Technician and Electrical Maintenance Working Supervisor (8%)
- Apprentice Lineworker, Journey Lineworker, Service Lineworker, and Lineworking Supervisor (5%)
- System Operator Trainee, System Operator, and Chief System Operator (10%)
- Street Light Maintenance Technician and Meter Service Technician (3%)
- All other classifications (1%)

The new agreement also includes clarification of paid rest periods, improved sick leave and vacation leave benefits for probationary employees, improved dental benefits, new compensatory time provision, enhanced standby language, improved language for earned meals, acting pay, guaranteed starting rate pay at 5th step for journeyman who have completed AMP's apprenticeship, increased boot allowance and new clothing allowance for store room personnel.

Additionally, the agreement includes a Letter of Agreement providing for Alternate work schedules of 9-80, M-F, 630am-4pm for Electric and Facilities Employees, and a Letter of Agreement providing for Alternate Work Schedule of 12 hour shifts for System Operators and Trainee, and 4-10 for Chief System Operator.

The IBEW bargaining unit negotiating committee consisted of Shop Stewards Mark Regan and Scott Cuellar, and System Operator James Trotter.

—Al Fortier, IBEW 1245 Business Rep

New Agreement Ratified at Tri-Dam Project

The IBEW 1245 members at Tri-Dam Project recently ratified a new three-year tentative agreement. The agreement includes 6.5% in general wage increases over three years with 2% the first year, 2% the second year, and 2.5% in the last year. The Tri-Dam Board of Directors voted to approve the new agreement on June 16th.

The Local 1245 bargaining committee consisted of Business Rep Charley Souders, along with members Chip Barnes and Thom Hardie.

—Charley Souders, IBEW 1245 Business Rep



Local 1245 Secures One-Year Successor-Extension Agreement at Hitachi-Owned AnsaldoBreda

In late 2015, Hitachi Ltd, a Tokyo-based multinational conglomerate, completed acquisition of AnsaldoBreda from its former parent company, Finmeccanica.

IBEW Local 1245 represents the non-management workers at AnsaldoBreda's Bay Area manufacturing facility, which builds and services rail cars for San Francisco Muni as well as other mass transit systems. Local 1245 is the only IBEW signatory with Hitachi or any of its subsidiaries.

In mid-May, Local 1245 and Hitachi agreed to a one-year extension of the current collective bargaining agreement, which includes a 2.7% wage in-

crease effective June 1, 2016. That extension was unanimously approved 10-0 by the members at AnsaldoBreda.

Shortly after the successor agreement was approved, the company informed the union that it wants to re-open negotiations.

"It is unclear how the next round of bargaining will proceed, but we fully intend to work tirelessly to protect the wages and benefits that our members at AnsaldoBreda have earned and deserve," said Senior Assistant Business Manager Ray Thomas.

—Rebecca Band, IBEW 1245 Communications Director

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Photos

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UPDATE: PG&E Contract Negotiations

PG&E Contract Bargaining Update as of August 2, 2016

After a meeting between the PG&E and Local 1245 negotiating committees on August 2, PG&E spokesperson Robert Jurga stated that he would have to seek guidance from company executives before meeting again. At issue are the company proposals on gas response, electric response, and two-man rubber girding by electric crews.

Leveling Up at the West Coast Lineman's Rodco

UPDATE: PG&E Contract Negotiations as of August 2, 2016

Registration Now Open for Tournament

Stiff Competition: Lineworkers vie for apprenticeship

FOR THE LATEST BARGAINING NEWS AND UPDATES, VISIT

WWW.IBEW1245.COM



IBEW City of Vallejo workers rally together at the City Council Meeting in Vallejo on April 26th, 2016.

City of Vallejo Members Show Strength in Numbers at City Council Meeting

After twelve bargaining sessions, nearly 100 City of Vallejo members crowded the City Council chambers on April 26, to show solidarity and send a strong message demanding dignity and respect at the bargaining table.

Lead Negotiator and Assistant Business Manager Ray Thomas, supported

by Business Manager Tom Dalzell, addressed the Council and Administrative Staff by reminding them that the IBEW unit has made higher overall concessions than any other bargaining group within the City.

Thomas explained that these members have not received any general wage increases since 2008, have experienced two ongoing wage concessions

equaling 10% annually, furlough concessions equaling 5%, and the ongoing concession of their retiree medical benefit. In total current dollars, the unit has experienced close to \$25 million in concessions.

IBEW 1245 Bargaining Committee members include Assistant Business

Manager Ray Thomas, Former IBEW 2376 President Eleanor Brown, Business Representative Jennifer Gray, and members Oni Brown, Bill Stockman, Marcus Adams, Allan Panganiban and Frank Caballero.

Jennifer Gray is an IBEW 1245 Business Rep
Photos by John Storey



Assistant Business Manager Ray Thomas addressed the City Council.





IBEW members Mike Herzog, left, and Rahman Mansfield put up a new state-of-the-art playground at Minder Park.



Jim Cole bores a hole for the new playground.

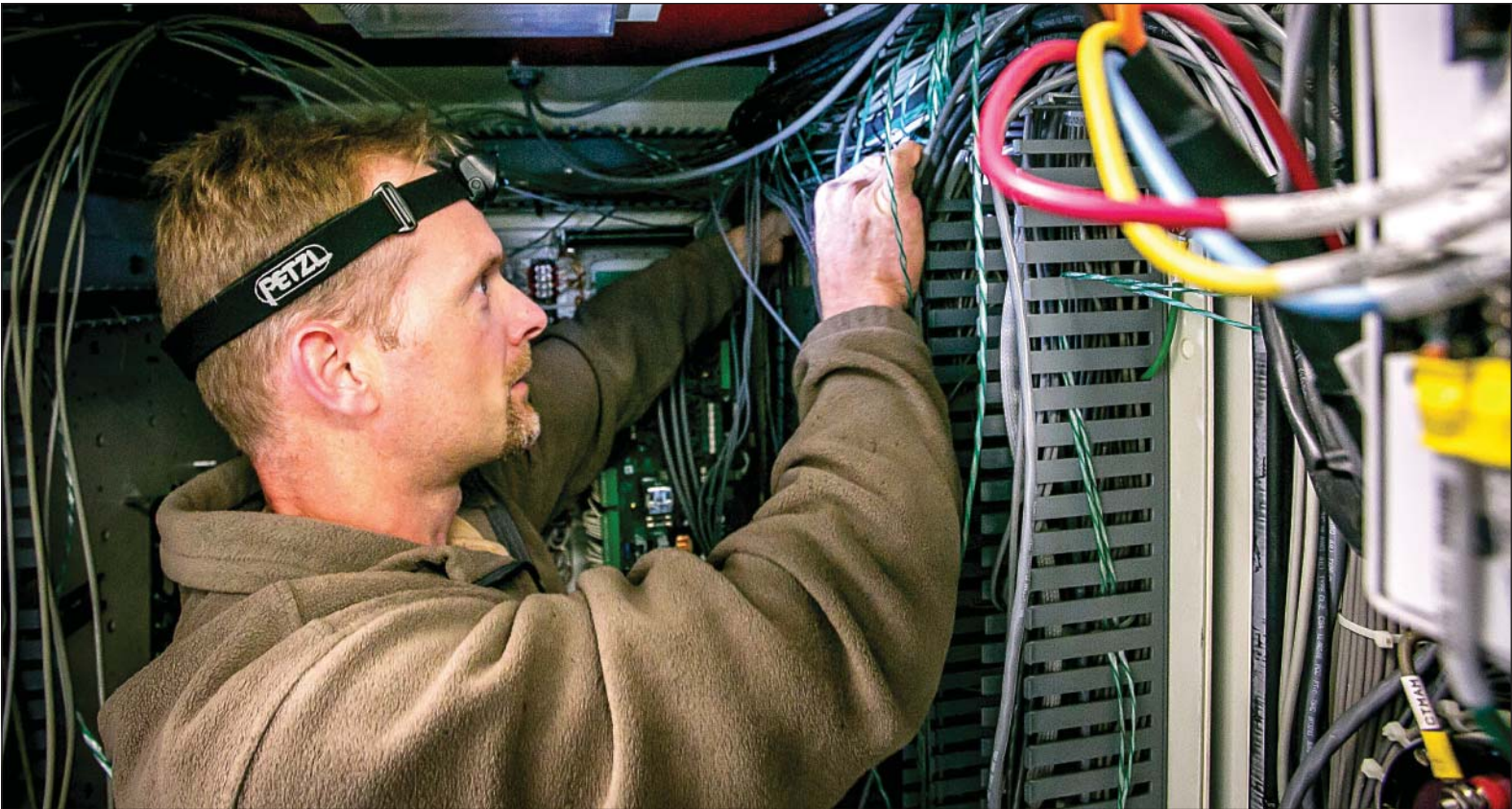
Photos by John Storey

State-of-the-Art Structure

Redding's parks are among its most popular attractions for residents and tourists alike, drawing in nature-lovers of all ages. But all those charming parks require quite a bit of upkeep.

After a fire destroyed a playground at Minder Park, a six-man crew was sent in to install a state-of-the-art plastic-metal play structure to replace the older wooden one that burned down. The crew had just three days to complete the project so that a group of volunteers could come in over the weekend to put the finishing touches on the new playground.

"Yesterday, we filled it in with gravel to bring [the ground] level up to a workable level," said Redding Park System Lead Worker Mike Herzog. "Today, we're boring holes for footings. We have almost 20 footings that we have to pour for all the main structure poles that hold everything up."



Ted Brenner works on the wiring at the power plant.

Redding

Located just about halfway between Seattle and San Diego, the City of Redding is the largest city in Shasta County, and the fourth-largest city in the Sacramento Valley. Once known for its timber mills and wood products, Redding's economy has diversified dramatically in recent years, as dozens of outdoor and recreation-based startups have chosen to capitalize on Redding's natural re-

Modernizing the System

On the other side of town, IBEW 1245 members were hard at work on a controls upgrade project at Redding's power plant.

"We were having trouble with the older equipment failing, with no replacement parts [available] for it. So the goal here with this upgrade is more reliability; we're modernizing the control system to a current system that we can get parts for and work with," explained Power Plant Maintenance Working Foreman Dale Pack. "The long-term goal is to have the hydro plant out at Whiskeytown Dam tied in too, but that's a ways down the road."

The project involved new control systems for peaking plant units, and took more than six months to complete.

"Mostly all the existing wiring for the controls were underground in vaults, most of that wiring was pulled out and abandoned. All new wire is being run to local control rooms, so each unit now has its own local control room, and that ties in with the main peaking plant control room, which is then tied back to the main control room at unit 4," said Pack. "It's a pretty lengthy process, pulling new fiber optic and wire in to run all of it."



Maintenance Working Foreman Dale Pack on the radio at the power plant.

AT WORK

**IBEW 1245 members
help a growing city
flourish**

sources and affordable land options.

The population is growing, and that means more work for Redding's civil servants who make sure every aspect of the city – from its attractive parks to its hazardous waste – are well taken care of. But the city's electrical and maintenance workers, who are proud members of IBEW 1245, aren't complaining. They love their city, and they thoroughly enjoy the work they do to enhance the quality of life for Redding's residents.

From Fire Engines to Lawn Mowers

Over in the fleet maintenance garage, Mechanic Jay Nelson worked to repair a fire engine that was experiencing an electrical issue. Nelson specializes in fire engines, but explained that if it has wheels and an engine, chances are his department will be tasked with fixing it at some point.

"We cover everything from basic maintenance to major repairs on all the vehicles ... from fire engines to lawn mowers and everything in between," said Nelson. "We act as parts men, service writers ... We're welders, we're fabricators, we're electricians, the whole gamut. We do it all, from start to end."



Mechanic Dwayne Mills works on a police car.



Mechanic Jay Nelson works to repair a fire engine.

Utility Reporter

Hazardous Properties

Over in the solid waste department, Household Hazardous Waste Technician Jesse Colia works with the specialists to collect and dispose of the kind of stuff that doesn't go into the trash bin, from old TVs and electronics to toxic chemicals found around the home.

"We take in paint, we take in oil, we take in a lot of pesticides, pretty much any household cleaners, and whatever other household products that people might have," Colia explained. "At times we might have to identify it to find out the hazard properties of it; that way we know how to safely transport it for disposal."

"We recycle what we can with the paint; we have a re-use program. We take in the oil, which also gets recycled. The majority of the other chemicals get incinerated," according to Colia.



Household Hazardous Waste Tech Jesse Colia prepares an old TV for disposal.

Benefits and Brotherhood

The members all work in different fields, but they have one thing in common – their appreciation for the union. Both the Electric and Maintenance units at the City ratified new contracts earlier this year.

"The recent contracts that we've gotten have been good. I appreciate what's been done and all the hard work behind the scenes on that," said Pack. "I don't know why anybody wouldn't be happy with where we landed. In this current day and age, that's a really big accomplishment."

"I like how active this union is. I used to be in another union that wasn't as active. But with this union, when we voice our concerns, they listen," said Colia. "And I actually really do appreciate the response that I get. [Business Rep Sheila Lawton] has been fantastic with getting back to us, responding quickly, and handling whatever issues we might encounter."

"The union creates job security, and I like the benefits and the brotherhood that goes along with it," said Herzog.



Redding linemen Mike Conner, Dustin Hamilton and Eric Jackson

INDEPENDENT AUDITOR’S REPORT

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

Report on the Financial Statements. We have audited the accompanying statements of Financial Position arising from cash transactions as of December 31, 2015 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements. Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis: this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether from fraud or error.

Auditor’s Responsibility. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that re appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles.

Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

Opinion. In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash basis transactions of the International Brotherhood of Electrical Workers, Local

1245 for the year ended December 31, 2015 and its financial position (cash basis) at December 31, 2015 in accordance with the basis of accounting described in Note 1 to the statements.

Report on Supplementary Information. Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 10 to 23) is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

San Bruno, California
March 18, 2016
DALMAS ACCOUNTANCY CORPORATION

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2015

Assets

General Fund:

Bank of the West - checking accounts	1,242,991
Bank of the West - money market	964,965
Cash funds	5,350

Investments:

Merrill Lynch-Bank Deposit Program and other cash account	4,531,904
-Mutual Funds	4,989,437
-Common Stocks	425,928
Franklin Income Fund	1,397,636
Total General Fund	13,558,211
Political Donation Fund- checking account	70,954
Total Current Assets	13,629,165

200 shares PG&E common stock - at cost	3,388
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Fixed assets, (Note 1):

Automobiles (57) at cost	1,654,335
Less: allowance for depreciation	961,135
Furniture and office equipment - at cost	772,652
Less: Allowance for depreciation	558,864
	213,788

Total Assets	14,539,541
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LIABILITIES AND NET ASSETS

Liabilities:

IBEW per capita portion of December receipts to forward	405,709
Vacation payable	1,728,487
Current Liabilities	2,134,196

Net Assets:

Unrestricted	12,334,391
Designated - Political Donation Fund	70,954
	12,405,345

Total Liabilities and Net Assets	\$ 14,539,541
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Cash balance, December 31, 2014	43,956
Receipts: Portion of Local Union dues directly deposited to this fund	91,955
Check voided	500

Total receipts and balance	136,411
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Disbursements:

Capital Web Works- filing fees	585
Secretary of State of California -filing fees	1,670
Members refund of donation	20
Bank service charges for printing checks	107

Bay Area Legislative Leaders PAC	7,000
Contra Costa Labor to Labor	6,000
Nacy Bui Campaign for SMUD 2016	1,000
Libby Schaaf for Oakland Mayor	700
Ed Lee Mayor 2015	500
Susan Bonilla for Senate 2015	8,200
James Gore for Supervisor 2015	500
Monterey Bay Central Labor Co. - Cope banquet	1,500
San Francisco Central Labor Co.- Cope banquet	2,500
Eggman for Assembly 2016	5,000
Rob Keith for SMUD 2016	1,000
Genevieve Shiroma to SMUD	1,000
Rob Bonta for State Assembly 2016	2,000
Tony Thurmond for Assembly 2016	4,600
Bill Quirk Campaign	2,000
San Mateo Central Labor Co.-Cope	875
Susan Kirsch for Supervisor	1,000
Bob Bonta for State Assembly 2016	4,200
Phil Ting for Assembly 2016	2,100
Bill Dodd Senate	4,200
Jane Kim Senate	4,200
David Chiu for Assembly 2016	2,500
Asha Safai for Supervisor 2016	500

Total disbursements	65,457
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Cash balance, December 31, 2015	70,954
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Cash and investments balance, beginning December 31, 2014	15,550,999
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Receipts:

Local Union portion of receipts:	
“A” members’ dues	814,322
“BA” members’ dues	18,254,462
Initiation fees	40,750
Reinstatement fees	5,250
Agency fees	128,313
Working dues	5,554,212
Hiring hall dues	452,781
Retiree’s club dues	18,885
	25,268,975

Reimbursements to General Fund:

Interest and investment income	(393,502)
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Refunds and reimbursements:

Union Shopper	23,516
Other receipts	455,452

Energy Workers Inc. improvement loan payments:

Principal	32,227
Interest	115
Automobiles sales	33,275
	151,083

International portion of receipts:

“A” members’ per capita	1,102,262
“BA” members’ per capita	2,761,272
Initiation fees	40,828
D.B.A.F fees	1,447
Reinstatement fees	16,447
Agency fees	54,110
Total receipts	3,976,366
Total balance and receipts	29,396,424
	44,947,423

Disbursements, per Page 16 of Schedule of Disbursements	31,389,212
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Cash and investments balance, December 31, 2015, Details in Statement of Financial Position arising from cash transactions	\$ 13,558,211
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Affiliation fees:

International Brotherhood of Electrical Workers	4,900,000
Santa Clara C.L.C.	10,140
Alameda C.L.C.	9,536
Kern / Inyo / Mono	1,688
Nevada State Electrical Association	1,260
Sacramento C.L.C.	13,200
San Francisco C.L.C	18,102
Contra Costa C.L.C.	8,775
Marin County C.L.C.	7,861
San Joaquin and Calaveras C.L.C.	5,238
Butte-Glenn C.L.C.	1,125
Napa-Solano C.L.C.	2,408
Fresno-Madera C.L.C.	4,050
Merced-Mariposa C.L.C.	2,250
Stanislaus-Tuolumne C.L.C.	1,860
Marysville C.L.C.	1,200
Humboldt-Del Norte C.L.C.	844
Five Counties C.L.C.	1,917
Monterey County C.L.C.	3,630
Government Coordinating Council	600
San Mateo C.L.C.	5,090
Joint Executive Conference-N.C. Electrical Workers	100
Tri Counties C.L.C.	5,808
Maritime Trades Post Council	450
Northern Nevada C.L.C.	1,650
Forum - Alameda Retired Members	25
CFEE Affiliation	11,374
California State Association of Electrical Workers	804,804
CARA	1,000
Congress of Ca - Seniors	125
TCC-4	383
	5,826,493

Staff expenses:			
Salaries	11,160,543		
Expenses	717,016		
Automobile expenses	101,410		
Auto Purchases	385,697		
Fitness plan	456		
	<u>12,365,122</u>		
Research and Education:			
Subscriptions and publications	26,675		
Scholarship fund	1,000		
	<u>27,675</u>		
Office salaries:			
Administration office salaries	373,222		
Bargaining unit salaries	816,321		
	<u>1,189,543</u>		
Office expenses:			
Rent	480,000		
Telephone	128,442		
Postage mail service and meter expense	87,012		
Print room/printing	181,788		
Supplies	37,282		
Equipment maintenance	5,025		
Data processing	26,223		
Equipment rental	30,639		
Utility reporter	294,735		
Miscellaneous	45,321		
Bank charges	44,019		
Furniture and equipment purchases	269,683		
Storage	8,902		
	<u>1,639,071</u>		

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	58,240	47,048 \$	105,288
Advisory Council	26,934	72,454	99,388
Trustee Committee	20,520	6,119	26,639
Safety Summit		1,161	1,161
Review Committee	14,242	14,817	29,059
Safety Committee	42,676	21,339	64,015
Shop Steward expenses	161,161	121,777	282,938
Other conferences	115,258	245,611	360,869
Labor Management		19,501	19,501
Organizing	5,200	9,874	15,074
Organizing-Steward	2,349	43,470	45,819
Grievance/FF/LIC		9,598	9,598
	<u>446,580</u>	<u>612,769</u>	<u>1,059,349</u>

Various Other Committees:			
Outside Line	186,548	982	187,530
Davey Tree		480	480
Retirees		21,451	21,451
Central Labor		761	761
City of Healdsburg		496	496
Asplundh Trees		283	283
Membership development	53,689	43,333	97,022
Eaton Cooper		409	409
Peer to peer		711	711
Utility Trees		444	444
Frontier committee		16,274	16,274

YOUR

VOTE

COUNTS

Supporting Linemen in Bangladesh

As part of IBEW 1245's ongoing effort to provide safety equipment and training to linemen in developing nations, the union sent a second package of donated supplies to a group of linemen in Bangladesh (the first package was sent earlier this spring).

Assistant Business Manager Bob Gerstle, who is spearheading the effort, worked to collect the supplies from a number of different sources. Tools were donated by Buckingham Corp, FR clothes were donated by Placerville

apprentice Matt Ramey, and rope was donated by Davey Tree (procured by Business Rep Abel Sanchez).

In addition to the supplies, Local 1245 lineman Carl Kheen, who works at SMUD, has also been providing online skills and safety training to the Bangladeshi linemen via social media, using the Facebook live video feature.

The group of linemen in Bangladesh are extremely grateful to Local 1245 for the supplies and training. Bangladeshi lineman Rakibul Islam sent these photos to Gerstle to show their appreciation.



The Bangladeshi linemen show off the donated supplies they received from IBEW 1245.



This photo of linemen in China was used during the online training to demonstrate different techniques that linemen use around the world.



The Bangladeshi linemen show off the donated supplies they received from IBEW 1245.



Workers' Comp: Myths and Facts

There are many misconceptions as to how California Worker's Compensation works. We will try to dispel some of those myths.

- **Workers compensation just covers my medical bills. Right?** Workers compensation not only provides payment for medical expenses, but also provides payment of a percentage of the injured worker's pre-injury salary while you are rehabilitating, physical therapy, and possible assistance with training on a different occupation if you are unable to return to your prior employment.
- **Worker's compensation will only cover a specific injury, like a broken arm.** Wrong, worker's compensation also covers illnesses (including death) that result from a work related accident. In addition, if you have a pre-existing injury that is aggravated by a work related accident, that, too, can be covered by worker's compensation.
- **I can only claim worker's compensation if the injury was my employer's fault.** Wrong. An employer must pay compensation to workers who were injured on the job, regardless of who was at fault. It might have been the employer, it might have been another worker at that company, a worker from another company, or even the injured worker himself.
- **I fell out of the basket trimming trees around power lines, but shrugged it off and went back to work so I'm probably OK.** Wrong. You should immediately report any injury you encounter on the job. If you shrug off the incident and two weeks later you find that you are now more seriously injured, the insurance company might say "how bad can it be, you've been walking around with it for two weeks?". Report all accidents immediately whether or not you think you are injured.
- **If I report an injury I might be fired.** Wrong. If everyone who was injured got fired for filing a claim, there would be no one left to do the work. Employers pay for Workers' Compensation coverage as a cost of doing business. They expect claims to be filed. They will do what they can to minimize their expense in the claim, but they do not fire people who injure themselves on the job.
- **If I settle my claim and later find that I need surgery will it be covered?** If you settle your claim with a stipulated settlement open for future medicals. The applicant's attorney in addition to your permanent disability that has been calculated will also ask for the future medical treatment that your doctors are estimating that you will need.
- **If I'm injured on the job I have to see the insurance company's doctor, right?** Wrong, if you and your doctor sign a pre-designation form available from the Department of Worker's Compensation (available at https://www.dir.ca.gov/dwc/FORMS/DWCForm_9783.pdf) you can pre-designate your personal physician as the one who will treat you if injured. However, he must sign the agreement and be willing to accept worker's compensation insurance and you must give the signed document to your employer before you are injured on the job.

Dan Jakle is the manager of the worker's compensation operations department of the Mastagni Holstedt law firm. Contact him at djakle@mastagni.com.

This advertisement for a Facebook live safety and skills training went out to linemen in Bangladesh.

নতুন বিদ্যুৎ সংযোগ

- আপনার কি নতুন বিদ্যুৎ সংযোগ প্রয়োজন?
- নতুন বিদ্যুৎ সংযোগ প্রদানে কোন সমস্যা নেই।
- নতুন বিদ্যুৎ (আবাসিক, বাণিজ্যিক বা শিল্প) সংযোগের জন্য সংশ্লিষ্ট জিএম বা নির্বাহী প্রকৌশলীর সাথে সরাসরি যোগাযোগ করুন।
- দুর্ভোগ এড়াতে দালাল হতে দূরে থাকুন, কর্তৃপক্ষকে সহযোগিতা করুন।

আপনার বিদ্যুৎ বিল কমান, বিদ্যুৎ ব্যবহারে সাশ্রয়ী হউন; বিদ্যুৎ বিল কম হলে আপনার লাভ, তথা দেশের লাভ।

আলো চলেছে দেশ, যাচ্ছে বাংলাদেশ

বিদ্যুৎ বিভাগ
বিদ্যুৎ, আলো ও খনিজ সম্পদ মন্ত্রণালয়



Tools donated by Buckingham Corp, FR clothes donated by Placerville apprentice Matt Ramey, and rope donated by Davey Tree (procured by Business Rep Abel Sanchez).



Local 1245 packaged and shipped the supplies half-way around the globe to linemen in Bangladesh.

Marysville Meter Maintenance Tech Dies in Vehicle Accident

We regret to announce the death of IBEW 1245 member and PG&E Meter Maintenance Tech David Spurgeon. Preliminary reports indicate that Brother Spurgeon died when his vehicle flipped over into a canal while he was driving on a levee road. He was 52 years old and had been working for PG&E for the past 28 years.

"This accident serves as a stark reminder that we must be ever-vigilant and acutely aware of the potentially life-threatening hazards that our members encounter every day, whether they're on a job, in transit, or even taking a break," said IBEW 1245 Business Manager Tom Dalzell. "Our deepest condolences go out to David's mother, as well as his friends and co-workers. As we honor the memory of Brother David, we must also strive to renew our commitment to the safety of all IBEW 1245 members."

New and Improved Death Benefit, Accidental Death & Dismemberment Insurance and Voluntary Benefits Package for Local 1245 Members

In response to several unit motions that were recently submitted, the IBEW Local 1245 Executive Board began looking into options for accidental death and dismemberment (AD&D) insurance for Local 1245 members. The Executive Board subsequently asked Business Manager Tom Dalzell and the union staff to investigate terms and pricing for an AD&D membership benefit.

As they reviewed the available AD&D insurance options and respective pricing, the staff discovered that Local 1245 could also enhance the current death benefit at no additional cost to the Union or its members.

The Local 1245 Executive Board unan-

imously approved the following benefit enhancements to IBEW 1245 members:

- Active Member (less than age 70) AD&D of \$25,000
This policy includes \$10,000 Seatbelt & Airbag benefit, as well as Travel Guard® 24/7 service designed to help travelers with travel emergencies.
- Member Term Life Death Benefit of \$2,500 (increased from the current \$1,000)
- Spouse Term Life Death Benefit of \$500
- Retirees (and active members age 70 or over) Term Life Death Benefit of \$1,000

- Key standard Industry exclusions include war; act of war (included terrorist attacks); suicide, airborne death if not a fare-paying passenger on a commercial flight; death related to use of drugs, alcohol or other intoxicants.

There will be no increase in union dues for these added benefits.

These improvements require amending the union's bylaws, and must be approved by members. Per Article XVI, Sec. 2.(a) of the IBEW Local 1245 Bylaws, the following bylaw amendments are subject to membership approval:

- 1) New IBEW Local 1245 By Law: Article

X, Sec. 10: Union Paid \$25,000.00 Accidental Death and Dismemberment Insurance to be effective January, 2017. Benefit covers members 24 hours a day, 7 days a week (exclusions apply and to be discussed at August, 2016 Unit meetings).

- 2) Enhanced IBEW Local 1245 By Law: Article X, Sec. 9 member death benefit, increasing Union paid death benefit from \$1,000.00 to \$2,500.00 to be effective January, 2017 (member spousal death benefit to remain at \$500.00).

Local 1245 Representatives will give a summary of the new AD&D and enhanced death benefit at regularly scheduled Unit meetings in the month of August. Local Unit Chairpersons will conduct a secret ballot vote to approve or reject the enhanced benefits at Unit meetings in September. (For units that only meet in alternating months, both your explanation and secret ballot vote will be held in the same meeting, September or August, respectively.)

If approved by members, enrollment in the AD&D insurance program will begin this fall, and the policies will go into effect in January 2017. Members will need to input their own beneficiary information by logging on to a website or calling in to the policy provider. Specifics on exactly how to enroll and designate beneficiaries will be provided following membership approval of the new policy.

Additionally, IBEW 1245 has also negotiated an affordable new voluntary, member-paid benefits package that will be available to all members. This program is guaranteed issue, which means members will not be asked any medical questions or excluded due to any pre-existing or ongoing health conditions.

- 1) **Short Term Disability:** This benefit provides immediate paycheck protection for members by paying 25% of gross income if a member were to become injured or sick off the job. Benefits are paid on the 8th day of disability and pay up to 12 months. This plan pays in addition to any other sources of income such as employer-provided sick pay, state disability and/or long term disability.
- 2) **24 Hour Accident Plan:** This benefit provides payments directly to members for accidents on or off the job and pays in addition to member's major medical plan. Very generous benefits are paid for fractures, dislocations, hospital stays, medical imaging, lacerations, and emergency room visits, and includes additional AD&D benefits. Family coverage options are available.
- 3) **Critical Illness Plan:** This benefit provides lump sum payments directly to members for such illnesses as cancer, heart attack, stroke and renal failure. Members can purchase policies up to \$20,000 for themselves, and up to \$10,000 for their spouses. This benefit pays in addition to member's major medical plan.

More information on these new benefits will be forthcoming this fall.

TAKING CARE OF OUR OWN

Keep the Clearance Committee Hosts Peer Safety Presentations for Tree Trimmers

Every day, line clearance tree trimmers work with and around chainsaws, energized power lines, falling trees, wood chippers, bucket trucks, wild animals and countless other occupational hazards. It's a profession that's rife with potential for life-threatening accidents, which is why IBEW 1245 launched the "Keep the Clearance" (KTC) peer safety program several years ago.

KTC is designed to empower tree trimmers to recognize and address potential safety hazards on the job in order to prevent accidents from occurring at work. This year, the KTC Committee has ramped up its peer presentation program, holding seven different worksite safety presentations throughout the northern area and Central Valley during the first half of the year, with plans to hold an additional five presentations in the Bay Area before the end of 2016.

The KTC "peer safety tour" is a cooperative effort between IBEW 1245, the tree companies and PG&E (the primary customer for the tree companies). The goal is to put out a consistent message about safety to all tree trimmers.

"By working together with the tree companies and PG&E to strengthen communication, we can more effectively address safety matters," said IBEW 1245 Business Representative Rich Lane. "It's one thing to say 'be safe' to a tree trimmer, but when we demonstrate that we are all a part of a unified safety culture, that can really make a difference."

"We Can All Work Safe"

At an early-morning bilingual safety presentation for Trees, Inc. members in Stockton, KTC committee members Rosario Garcia and Carlos Rodriguez delivered an important message to the room of more than 30 union members. That message centered on staying alert and aware of

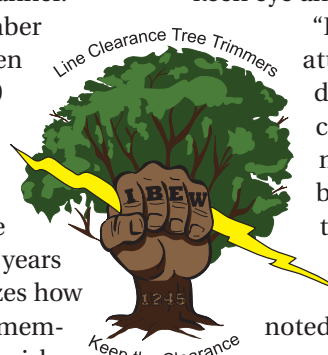
possible safety hazards, both on and off the job, and not being afraid to speak up if someone on the crew is working in an unsafe manner.

KTC Committee member Carlos Rodriguez has been a tree trimmer for 19 years, and has witnessed his fair share of close calls. He joined the Keep the Clearance Committee about three years ago because he recognizes how important it is to keep members informed about the risks they encounter and actions they can take to keep themselves and their co-workers safe.

"The value that I see in doing these presentations is providing education to the members. We've got to take care of our own people," said Rodriguez. "Sometimes [tree trimmers] can feel pressured to go faster and faster to up that tree count, and they start to take shortcuts. That's why we need to do this kind of education, to get in their minds that we can all work safe, and that's what's important."

Rosario Garcia is a tree trimmer for Trees, Inc., and works directly with most of the people who attended the

Stockton presentation. He underscored that more often than not, accidents at work can be prevented with a keen eye and a few words of caution.



"If you start really paying attention [to potentially dangerous situations], it can change your whole mindset – not just at work, but also at home," Garcia told the room full of tree trimmers.

Rodriguez also noted that the language barrier can contribute to the potential for hazardous situations at work, which is why he served as a makeshift translator during the safety presentation. The attendees themselves pointed out several other factors that they've encountered which can increase the chances of an accident, such as overconfidence, distraction and time pressure.

"This was a great, really eye-opening presentation," tree trimmer Jose Romero said after the Stockton presentation. "We need to know all of the things that might happen, before something major does happen. And it's great to hear that [the union] cares about our safety."



Tree trimmers paid close attention as KTC committee members Rosario Garcia and Carlos Rodriguez led a peer safety presentation for Trees, Inc. members in Stockton.

Members Ratify New Agreement at NV Energy

IBEW 1245 members at NV Energy have overwhelmingly ratified a new agreement by a margin of 84% to 16%.

This new agreement will extend the existing Collective Bargaining Agreement (CBA) until September 2022, providing an additional five years of stability to the current four-year agreement with essentially no takeaways.

“These results prove that our sustained effort to change the relationship between Berkshire-Hathaway and the IBEW has paid off,” noted IBEW 1245 Business Manager Tom Dalzell.

The agreement includes general wage increases of 2% in 2016, 2% in 2017, 2% in 2018, 2% in 2019, 2.5% in 2020 and 2.5% in 2021. Additionally, Customer Service Reps will get an additional wage step at three years, and employees in Lines and SCAT/Relay above journeyman classification will receive an additional 1% inequity adjustment in 2017, 2018 and 2019.

Effective January 1, 2017, new hires will receive fixed 401k contribution of 4%. Additionally, the 6%

401k match outlined in Section 22.3 of the CBA will remain in place. Current cash balance plan participants will have a one-time opportunity to move future accruals to the 401k plan at the same fixed contribution amounts currently funded into the cash balance plan.

Safety Bonus requirements for 2017-2021 will be based on 2016 criteria, with the same payout of 2%. The Company will continue to fund employee HSA/HRA contributions of \$500/individual and \$1000/family, with no change to wellness program at this time. The Union and Company agreed to have the Joint Benefits Committee to continue to review the wellness program and make recommendations.

“We are pleased to have secured such a strong contract for our members at NV Energy,” said Local 1245 Business Rep Pat Waite. “I would especially like to thank the Bargaining Committee members, Tom Cornell, Reto Gross, Adam Weber, Michelle Bennuzi and Chris Gillespie, as well as Business Manager Tom Dalzell, for their hard work.”



Dana Moler, former chair of Unit #3301-Reno, passed the gavel to newly elected unit chair Veronica Rivera-Aviles at the Reno unit meeting on June 1, 2016.
Photo by Ron Borst.



Ukiah April 2, 2016



45 Years

From left: Gary Silver, Mark McCrea and Gary Woodson.

Photos by John Storey



35 Years

From left: (Dalzell) and Stanley Fedornak.

30 Years

From left: Business Manager Tom Dalzell and Carl Lamers.



25 Years

From left: Chris Espinola, (Dalzell) and Kevin Smith.

Congratulations
on your service!

15 Years

From left: (Dalzell) and Robert Rege.



10 Years

From left: (Dalzell) and Ellis Thornton.

HONOREES

45 Years

Silver, Gary

35 Years

Dearman, Larry
Fedornak, Stanley
Tkachenko Jr., Norman

30 Years

Lamers, Harvard
Pool, James

25 Years

Bonas, Matthew
Smith, Kevin

20 Years

Dunnebeck, Scott
Holtzen, Thomas
McCallister, Jeff
Price, Glenn
Sauers, Shawn
Snodgrass Jr., Thomas
Thomas, Barry

15 Years

Amador, Reynaldo
Beaman, Steven
Huffman, Rodney
Lee, Donald
Quarles, Dan
Quinliven, James
Wyatt, Jim

10 Years

Buchignani, Joy
Drouillard, Brian
Grell, Seth
Hellgren, Vincent
Hernandez, Jorge
Jurecek, Charlie
Marquardt, William
McLeod, Patricia
Novella, Daniel
Plantenberg, Sara
Rescina, Dino
Rojas, El Cid
Schuck, Brian
Smith, Cody
Thornton, Ellis
Uribe, Edward

5 Years

Ault, Timothy
Bozzoli, Scott
Cooper, Christopher
Fritz, Perry
Galvan, Joe
Galvan-Flores, Sergio
Gentry, Brandon
Haug, Dustin
Holton, James
Humphrey, Brett
Koski, Angie
Morring, Erik
O'Brien, Thomas
Pangle, Jerry
Pardini, Jake
Raudio, Cody
Raudio, Dwight
Salas, Veronica
Skinner, Jacob
Stipe, Chase
Trimble, Dustin
Vogel, Nicholas
Webster, Dawndee



5 Years

Front row, from left: Erik Morring, Sergio Galvan-Flores and Tyler Woodall. Back row, from left: Timothy Ault, Perry Fritz and Jacob Skinner.



IBEW
International
President
Lonnie
Stephenson.



me some of the personal struggles & hurdles they experienced over the years working in a predominately male-dominated workforce, which ultimately contributed to many milestones they were able to successfully accomplish,” said Soper. “I admire the strength they had and the integrity that was displayed, which helped pave the way for others in similar situations.”

For Garcia, the most memorable part of the conference was meeting IBEW International President Lonnie Stephenson.

“I had a great time chatting with President Stephenson. I talked to him about our great Organizing Steward program, and how we are building a stronger Union by getting more members involved,” said Garcia. “He told us to keep going, and even though we may face challenges, we must not give up.”

Video highlights at <http://www.ibew.org/media-center/Video/2016-IBEW-Womens-Conference>

Nilda Garcia, Donchele Soper and Rita Weisshaar contributed to this report.

Photos by John Storey

Making HerStory: Highlights from the 2016 IBEW Women’s Conference

The weather was in the triple-digits, but it was the sisters of the Brotherhood who were “on fire” at this year’s IBEW International Women’s Conference, which took place in Phoenix in mid-June.

Nearly two dozen members of IBEW Local 1245 joined hundreds of other IBEW members from across the US and Canada at the biennial conference, which was themed, “Making HerStory.” The three-day conference featured a wide range of inspiring speakers and educational workshops that focused heavily on the unique situations and challenges that women face on the job, in the union and in everyday life.

Local 1245 retiree and longtime activist Rita Weisshaar was particularly inspired by a session that highlighted the relationship between criminal justice reform and organized labor.

“IBEW Local 48 [in the Seattle area] identified a problem with offenders who have trouble finding jobs and housing after being released from prison, due to their criminal background. As a result, they are more likely to commit another crime,” Weisshaar explained. “Local 48 has initiated a program with the women’s correctional facility in the area to train women to be ready to go into an electrician apprenticeship through the Local when they are released. This not only provides a good-paying job for the women coming back into our society, it

also puts them on the road to a Union career.”

The “Leadership Through Effective Communication and Conflict Mediation” pre-conference workshop stuck out for IBEW 1245 Organizing Steward Nilda Garcia. She discovered that individuals all have different styles of communication, and she learned how both verbal and non-verbal elements of any given conversation can dramatically impact the efficacy of that particular communication.

“This workshop will definitely help me in future campaigns,” said Garcia. “Knowing how to flex your communication style when working with many different personalities is important.”

Local 1245 Organizing Steward Donchele Soper said that her favorite workshop was “The Multi-Generational Workplace: Standing on Her Shoulders.”

“I thoroughly enjoyed how this topic was presented,” said Soper. “I learned about how different personality traits across multiple generations could possibly influence someone’s perspective — be it real or perceived — when they interact with others.”

But for many delegates, the most impactful part of the conference wasn’t

what was on the agenda. Having the opportunity to connect with other IBEW women from across the U.S. and Canada left a lasting impression on the attendees from Local 1245.

“I had a wonderful time meeting and talking with other delegates who were electricians, switch manufacturers, substation maintenance, and equipment operators from Texas, New York, Massachusetts, Indiana, New York and many other states and provinces in Canada,” said Weisshaar. “It was amazing to see that even though we came from different states and countries, we had the same interests in many areas, including respect, equality & opportunity in our working lives.”

“I met many women who shared with





THE TOKEN BEARERS

By Mike Cottrell

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

Chapter 21

GHOST OF THE BROTHERHOOD 1925. LINEMAN-TO-BE SELLING CORN. ELK CITY, OKLAHOMA

Leah was in the house in her room and she was the oldest of seven, growing fast now and had the man coming to see her from Texas. A lineman by trade, a religious one, and this fell in good with the wishes of her widowed mother being extremely God fearing herself. She did sewing on the Singer and kept the family in food and clothing by selling her stitches to the rich and well-to-do of Elk City. Leah helped her and worked at the furniture company staining and it produced stains on her fingers that were hard to remove. She worried more about it now since he had started to come over and see her and she worked extra hard to remove them every day after her shift. But the turpentine made small blisters on her fingers and the company did not provide gloves.

She and her sisters sat around it in the dark and they were taking turns pulling the string. They would be there all night doing it. It was unreal and unbelievable. They would someday take it for granted but for now it was too awesome and intriguing not to see the light come on with one pull of a string and go off with another. One girl would pull the string and the next in the circle would pull it and it went on and off all night long like that. Electricity had arrived in the small plains town of Oklahoma and lineman and electricians of the brotherhood had been a part of it.

Seven girls and one boy who was the baby and he was asleep in the next room near his mother's bed not yet talking just crying in the night for warm milk from his mother's breast. He would be the traveler someday, the holder of the token and did not know anything about it yet. By the time he was old enough to recognize the string and know what it was for he would take light produced from electricity rather than oil or candles for granted. But he slept in her arms and she fretted for his future without a father and her legs cramped from running the pedal of the Singer all day and put him back into his crib and went back to bed and giggled as she looked at the crack at the bottom of their door seeing the light come on and go off and heard them whispering about whose turn it was as they lost track in the other room. It was the winter of 1925.

A strange fog in the night peered into her window and from the apple orchard, it had come like an object alone searching for a place to be and knowing it had found that place. She started to move back toward the crib but could not make herself rise and suddenly seemed content that the strange thing was not going to harm her or her son. Most of it stayed outside and just stalled there like a cloud and the rest, a smaller portion of it seemed to leak thru the window and wall and transformed into a figure not to be recognized but to be felt. An important figure she could tell and sure enough not coming to harm them. He cast a ghostly look her way and she knew he had come to hold the child. She

was totally comfortable with it and as he sat down an object of some sort on the floor, perhaps a bag with tools inside she felt a relationship with the ghost, a sort of surging pride formed up in her and she knew he was to do something with her son that would be tallied for a good and worthy cause in the child's future. As though he had relayed all this to her he then turned his attention to the crib and the cloudy figure moved closer to the child on steps that only she could hear.

As he passed the doorway to the girls' room she saw the light from the crack under the door weakened by the stride but not obstructed and then she heard the snap of the string as the light went out and heard them giggle again and then the light went on after the snap of the string. The ghost did not seem to be interested or concerned with the playful occurrence and carried on with his walk to the infant's crib.

The figure in fact stopped short of the crib and then turned to her again and she for sure knew he was going to cast a blessing of some kind upon her son and she nodded approval.

From the top of the cloud before the crib a derby was removed, she was sure of it and she saw it placed on the corner post of her bed, not so much like any hat worn anymore but one she remembered had been very popular thirty or forty years ago and saw many of them as a child when she went with her father to St. Louis to see the big city he had promised to let her experience.

The figure of the cloud gathered the child up and she took a small gasp of breath and felt the factor of fear come and go followed by the helpless surge of contentment, again knowing he was not going to harm them. The light in the bedroom had not come on and she knew her daughters had been suspended to some form of spell and they would not disturb this event.

The baby giggled the first of his life as he was raised up in the air and he began to glow in the dark and a circle of some sort was formed around him and it appeared to her that he was turned for a moment into a fist holding lightning and suddenly a roar of thunder startled her and the child was placed back into his crib and the figure moved to the window with the derby and picked up the bag and leaked back through the window and wall and disappeared with the rest of the foggy cloud.

Leah appeared in the doorway and said "Mother we saw a red glowing light under the door crack. It was scary. What was it?"

"Nothing Leah, just the lightning from the thunder you heard."

"I heard no thunder momma. Was there thunder?"

"It was nothing then darling, just too much pulling on that string to see the

light go on and off. Now shut it off for the night and go to bed before you wear the string out, because we won't be able to afford another one."

In the morning Curly from Texas, one of the linemen bringing electricity to the area came by to see Leah.

The boy moved the horse away from the barn and toward the wagon. He cussed the beast under his breath as not to let his mother hear from the open window by which she had scolded his vulgarity before and in one instance had asked him from what terrible human he had been taught such devilish phrases. He would not release the individual's name and had his mouth washed with soap while his sisters laughed and clapped their approval. But he didn't care about the degradation from the skirted and pigtailed creatures he was surrounded with on a daily basis, listening to their infernal giggling and prancing, watching them fight over the damn piano that they were made to practice that sat in the living room. He laughed at them while they cried out to be able to stop and being told not until they got the scale so perfectly right, only to be led to another sort of torture on the keys they so dreaded to pound. He was tired of listening to seven sisters hammering on the damn thing while his mother stood over them and made them learn the "Old Rugged Cross" and "I'll Fly Away." Sometimes he could hear it in his sleep, all those screwed up sounds and sour notes. He would do it better but didn't want to play the stupid thing anyway and cussed the old horse he now had hitched to the wagon full of corn he had finally picked and loaded from the garden and headed his blinded eyes in the direction of Elk City to sell the crop on the streets. To listen to the old women call him over and make him show them the ears to see if they had worms or missing kernels every other row. He would cuss them under his breath too, while they pulled the silk back and half shucked the corn to tell him they would only give a penny an ear instead of the three or four he would always try to get. He wanted to say "I'm not selling the shit to you, you old bitch," but only thought it and took whatever they would offer until all that was left was silk and shucks and him and the tired old horse left standing in the street with a bag full of pennies to take back to his mother while she sewed on the machine for the same inconsiderate bunch who all had men who had jobs of

some sort, or owned land which bore good crops.

But while he swept the wagon out at the end of town and the sheriff drove up in his sedan to tell him his horse had shit in the street again and to go back and clean that up before he went home he thought how great it would be when he could go away and be rich and heal his mother's distress with a fortune he would send back from a great treasure hunt or maybe he would rob a bank and she would not have to know. Anything would do to get her away from that damn Singer sewing machine and him away from those sour notes and cry baby sisters of his whaling on that odd damned piano. He mumbled under his breath thinking of her soap scrub. He was getting too old for that so she was just going to have to learn to accept his cussing or he would have to learn to keep it under his breath. For now, the latter seemed to be the better remedy for the situation.

Leah was gone down to Hobbs with that lineman fellow and he told the kid he would make him a hand someday if he wanted to learn a good craft. Whatever, just let me have a ticket out of this place and I'll climb them stupid poles and do it better than anybody else. Already know how to climb trees better than any odd damn s.o.b. in this part of Oklahoma.

He stopped the wagon and got down off the bench and walked up to him and cussed him for shitting in the street. He picked the shit up, the six or seven green droppings one at a time and threw them like baseballs back into the wagon and then scrubbed the rest of it around on the street with his shoe until it looked good enough for him and cussed the old swaying horse again this time loud enough he could hear it so maybe he wouldn't do it the next time. Like the horse would know to hold his bowel movement appropriately for the right time and place like anyone else and mounted the bench and released the brake that he didn't need to set anyway because the old horse wouldn't go if he were spooked by a freight train. So the kid did slap the reins hard to his ass and started the tired beast and the empty wagon with a few turds in the back toward the ballpark to see if he could sneak in and watch a few innings and maybe bum a chew off one of them worthless bench warmers.

continued in next issue

Labor Day Parade

1910



Gas Workers No 10678 Labor Day Parade, August 5, 1910, in Oakland. Photo by Hill & Smith
Utility Reporter

My Union Education

By Eric Wolfe

I was hired as communications director in 1990. I knew nothing about Local 1245. Business Manager Jack McNally told me that the union's founding fathers would be in town for the union's 50th anniversary in 1991 and that I should interview them. My Local 1245 education was about to begin.

Ron Weakley and L. L. Mitchell, our founders, learned the facts of life during the Great Depression. They wondered how workers could survive that economic catastrophe. Some people today consider government a dirty word, but Weakley and Mitchell saw government as an important tool. They saw how laws like the National Labor Relations Act had expanded workers' rights and made it possible to organize effective unions. Don Hardie, another one of the early organizers and a good friend of Weakley's, once put it this way:

"Nothing's perfect. I don't think corporations are perfect and I don't think unions are perfect. I don't think the government is perfect, but if they're going to work for you, you've got to organize them."

The Asplundh Strike of 1992 showed me what unionism was really all about, not just the theory but the blood and bones of it. The first day of the strike I watched a scab use his truck to nearly run over Joe Valentino, who was picketing with me before dawn. We followed that truck into the countryside around Chico. The truck turned onto a private drive that cut through a field to some trees about 50 yards away. We couldn't go onto private property. Joe said he needed to gas up the old white van we were traveling in. He left me there standing by that field with a picket sign in my hand, alone in the middle of nowhere. It was really quiet, just me and the chirping birds. I felt like Cary Grant in that scene from "North by Northwest" where he's standing alone by a field and then a crop duster suddenly appears and starts chasing him through the corn. I was nervous, but I knew there were dozens of other guys scattered across several counties putting themselves in similar

situations and that gave me courage.

McNally made a risky call, pushing tree trimmers to approve that strike. But it paid off. The strike was an unqualified victory.

We had another war on our hands in 1994, when California launched electric deregulation. Enron was the pied piper of deregulation and California followed those Enron crooks right off the cliff. It was wreaking havoc on our members, endangering thousands of jobs. McNally called for a big rally at the CPUC in December of 1994, which I helped organize. It was raining like a son-of-a-bitch but Landis Marttila had wrapped all of our picket signs in plastic wrap so the cardboard wouldn't dissolve. Mark it down: details matter.

CPUC security had told me we had to keep a clear pathway down the middle of the broad steps in front of the building. But we ended up having a thousand people there. I wasn't about to tell a bunch of wet, angry, shouting linemen facing layoffs that they had to keep a path clear. The cops decided we weren't doing any harm and that maybe a path wasn't necessary after all. I learned this: sometimes you just have to do what you have to do, and if there are enough of you then you'll carry the day.

We were on just about every news channel in the state that night. I thought: "I have a really great job."

McNally liked that rally so much he decided we needed another one in 1999. Deregulation was squeezing PG&E financially and we were concerned about the impact on service and, of course, jobs. On the Friday before Thanksgiving week, McNally called Landis and me into his office and said he wanted this new rally to take place on the Monday

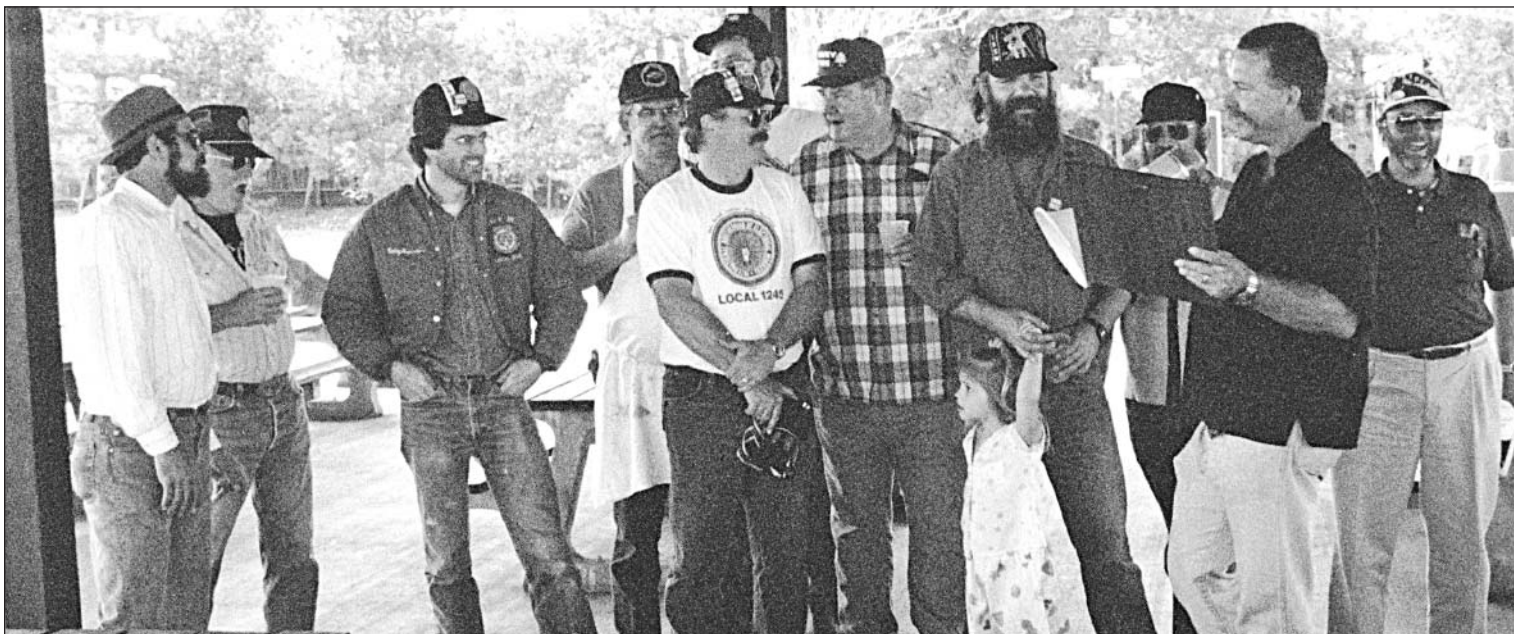
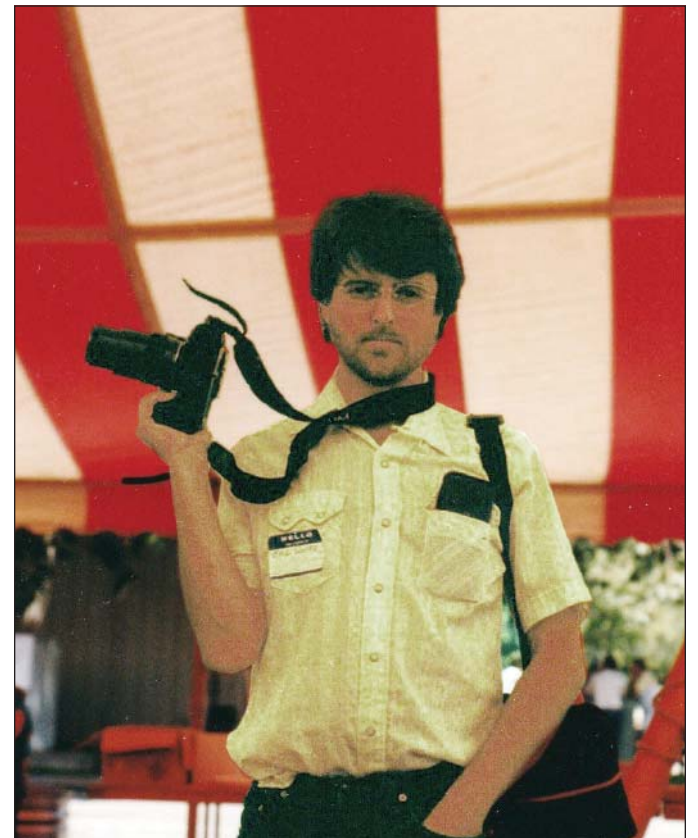
after Thanksgiving. We needed hundreds of people there, he reminded us. And banners and picket signs and speakers and a sound system and permits and publicity and the news media. We had exactly three workdays during Thanksgiving week to put it together. Business managers can be like that.

For me, this union entered a new era when Tom Dalzell put new emphasis on organizing and mobilizing. In truth, we had little choice. Unions have been under sustained attack, and the utility industry had been undergoing convulsive changes ever since the deregulation fiasco. NV Energy, as some will recall, really put us to the test in 2009 when it tried to gut retiree medical benefits. This union could not let that happen, and we were fortunate to have some kick-ass retirees in Nevada ready to lead the charge.

New and greater challenges surely lurk on the road ahead. Justice for workers isn't a battle you win or lose; that

battle is just a condition of life. You don't get respect on the job, equal opportunity, or your fair share of the economic pie just because you deserve it. You get it when you're willing to fight for it, get whipped, and then get back up and fight some more.

This union has a long tradition of being led by fighters. But leaders don't make a union. You do: the members of IBEW 1245. Weakley and Mitchell and a lot of members whose names we won't ever know went to a lot of trouble to get us all this far. It was my privilege and joy to be with many of you when we took a few steps further down that road.



The victory party celebrating the successful conclusion of the 1992 Asplundh strike. From left: Landis Marttila, Rich Hafner, Eric Wolfe, Mickey Harrington, Jack Osburn, (behind is probably Phil Carter), Orv Owen, strike leader Dean Gurke and child, Ed Fortier, rank-and-file strike leader Jim Travis, and Joe Valentino.



Eric Wolfe has been communications director of IBEW 1245 for 26 years. He will retire on September 9.



Jenny Marston explains the PG&E Tentative Agreement to clerical members at the Sacramento Contact Center.

This month, I bid a fond farewell to my friends and colleagues at IBEW 1245. My family and I are moving to Portland, Oregon so that my son can start kindergarten up there and we can be near family. While I am very much looking forward to returning to Oregon, I am sad to be leaving such a wonderful organization with a membership that amazes and inspires me every day.

I said my goodbyes during our last Advisory Council meeting in Reno in July. It's fitting that my last Advisory Council was at the Grand Sierra Resort; it's a place that holds unique significance for me.

After I graduated law school, I lived in Reno for three years and worked for the federal government. While I lived in Reno, I joined a bowling league for the first and only time in my life; that league

was at the Grand Sierra (it was called the Reno Hilton at the time), and our bowling team was called "Major Disaster." I was the captain of that band of misfits, and I spent most of the day before each bowling tournament threatening/cajoling my teammates just to show up. Not surprisingly, we finished last, the other teams hated us, and most of the people on the team hated bowling. But we had fun nonetheless.

Fast forward a few years to 2008, when I started at Local 1245 as the staff attorney. Over the course of that year, I worked on arbitrations across our jurisdiction and had the opportunity to work with many members of the Local 1245 staff, as well as our army of dedicated

shop stewards. I immediately felt part of a team, and unlike "Major Disaster," this is a team that not only had fun but knew what it was doing — and did it well. "Do good and have fun doing it" is a life lesson that I learned at Local 1245 and will

always carry with me, and it's a lesson I hope to pass along to my son.

In 2013, I was thrilled when Business Manager Tom Dalzell asked me to assume Dorothy Fortier's responsibilities overseeing the PG&E clerical unit. I

learned so much from Dorothy, as well as Senior Assistant Business Managers Bob Dean and Joe Osterlund, and I appreciated their patience and willingness to talk through the issues with me. Through my PG&E assignment, I saw

close-up how hard our business representatives and organizers work every day to advocate for our members and educated them on the benefits of union membership. I especially saw that last year, when we visited different clerical headquarters to explain the PG&E Tentative Agreement. I was awestruck by how seriously our staff takes their responsibility to make sure our members can make an informed vote about the TA. And I also remember us having a lot of fun during the down time; I am pretty sure that I have two permanent laugh lines from our time together. But really what impressed me the most was the amount of time that everyone poured into that effort. Whatever was needed of them, they did it without question or hesitation.

I am so happy that Alex Pacheco, our 2010 law student intern, agreed to return as Local 1245's staff attorney in 2013. In his three years with Local 1245, Alex has demonstrated that he is not afraid of fighting for what is right, and that he has the ability to think on his feet while maintaining his sense of humor. With those values already instilled in him, and with Tom Dalzell as his mentor, Alex is off to a phenomenal start in his career as a labor lawyer.

Last but not least, I have to thank Tom directly for his leadership and mentorship. As Business Manager, he has led the charge in keeping our members' collective bargaining agreements in the upper echelon of all labor agreements — even though it has meant that we've been in a struggle in one sector or another almost continuously. It is a regular reminder of what labor unions are here for — to take care of one another.

As I look back on these past eight years, I am struck by how many fond memories have and will treasure for years to come. Local 1245 will never be far from my thoughts. See you in Portland!

Senior Assistant Business Manager Jenny Marston ended her tenure with IBEW 1245 on July 29 after eight years with the union.

A Fond Farewell

Marston (left) with IBEW 1245 staffers and Executive Board members at the 2016 Equal Rights Advocates Luncheon.



Local 1245 Retiree Crafts One-of-a-Kind Coffee Table for Weakley Hall

Weakley Hall has a wide selection of unique union memorabilia on display, but nothing compares to the one-of-a-kind coffee table that IBEW Local 1245 retiree Ron Borst recently hand-crafted out of the IBEW old union logo that used to hang over the reception desk.

Local 1245 Business Manager Tom Dalzell came up with the idea to repurpose the seal into a table that would serve as the centerpiece of the union hall's lobby. Dalzell urged Borst, an accomplished woodworker and active union retiree, to take on the project, and Borst readily agreed.

Borst spent three years crafting the table, which he constructed out of ten segments of a Western Big Leaf Maple burl ring. He covered the seal with a piece of plexiglass to protect it, and embedded ten rare IBEW coins (which were presented to apprentices back in the 70s and 80s when they became journeymen) to decorate the edge of the burl. Borst worked closely with former 1245 staffer Ron Cochran to collect the coins — one for each of the ten lightning bolts in the IBEW seal. He also added a few small flecks of turquoise in

the table, as an homage to his native state of Nevada. He finished the entire table with a heavy duty epoxy/polyurethane blend to ensure it would remain in good condition for years to come.



Ron Borst and his wife Vicki (front row, center) were joined by members of the Local 1245 Executive Board as they unveiled the new table at Weakley Hall on May 20.



Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in Dublin, San Jose, Santa Rosa, Merced, Reno, Yerington, Carson City or Winnemucca. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

- | | |
|---|--|
| Michael Albert
43 years
Chico, CA | Eric Braun V
31 years
Vacaville, CA |
| Clifford Allee
32 years
Rio Vista, CA | Wayne Brown
38 years
Paradise, CA |
| J Areia
9 years
Bountiful, UT | Martin Brutlag
43 years
Davis, CA |
| Charles Baker
27 years
Bakersfield, CA | Craig Bryan
37 years
Durham, CA |
| Juan Barron Jr.
31 years
Manteca, CA | Bernard Buzzelli
31 years
Atascadero, CA |
| Russell Barrow
36 years
Brownsville, CA | Robert Carr
9 years
Chico, CA |

continued on next page



Retirement Seminars-2016

I.B.E.W. Local 1245 and Merrill Lynch

These seminars are open to IBEW/PG&E employees age 45 and older and those on L.D. Your spouse or significant other is also welcome to attend. These seminars are provided to you free of charge, and a meal will be served at each seminar for attendees' enjoyment. You will receive a formal RSVP invitation letter in late July. Please contact Gallo Group or Merrill Lynch in Walnut Creek, CA at 800-234-1258 and ask for Cindy Mann if you have any questions.

Sacramento Sat Sept 10 9:00 – 10:30 AM Holiday Inn 300 J Street	Oakland Tues Sept 13 6:30 – 8:00 PM Hilton Oakland Airport One Hegenberger Rd	Concord Wed Sept 14 6:30 – 8:00 PM Hilton Concord 1970 Diamond Blvd	Stockton Thurs Sept 15 6:30 – 8:00 PM Hilton Stockton 2323 Grand Canal Blvd
Monterey Fri Sept 16 6:30 – 8:00 PM Montrio Bistro 414 Calle Principal	San Luis Obispo Sat Sept 17 9:00 – 10:30 AM Madonna Inn 100 Madonna Road	San Mateo Tues Sept 20 6:30 – 8:00 PM Crowne Plaza 1221 Chess Drive, Foster City	Bakersfield Fri Sept 23 6:30 – 8:00 PM Doubletree 3100 Camino Del Rio Court
Fresno Sat Sept 24 9:00 – 10:30 AM The Elbow Room 731 West San Jose	Santa Rosa Sat Oct 1 9:00 – 10:30 AM Hilton Hotel 3555 Round Barn Blvd	Redding Sat Oct 8 9:00 – 10:30 AM Best Western/ Hilltop Inn 2300 Hilltop Drive	Chico Sat Oct 8 1:00 – 2:30 PM Ramada Plaza 685 Manzanita Court
San Jose Sat Oct 15 9:00 – 10:30 AM Fairmont Hotel 170 South Market Street	 <p>Gallo Group Merrill Lynch Wealth Management Bank of America Corporation</p>		

"This informative program has helped many of our members over the years as they think about how to prepare for retirement. We are pleased to offer this service, which is absolutely free to members and their spouses." Tom Dalzell, IBEW 1245 Business Manager



Merced Irrigation District Unit #1122 donated \$150 to the 3rd Annual Central Valley Organizing Steward's Charity Softball Tournament.

Stockton Clerical Unit #2509 donated \$150 to the 3rd Annual Central Valley Organizing Steward's Charity Softball Tournament.

Stockton Unit #2511 donated \$150 to the 3rd Annual Central Valley Organizing Steward's Charity Softball Tournament.

Sacramento Regional Transit Unit #3011 donated \$50 to the Sacramento Charity Bowl.

City of Redding Unit #3217 donated \$75 to the Redding Vipers Youth Baseball Club.

USBR Unit #3218 donated \$500 to Raining Cats N' Dogs, an animal rescue organization.

Elko Unit #3318 donated \$500 to the Ruby Mountain Little League team, SMIRKS, for new uniforms.

Modesto/Trees, Inc. Unit #4725 donated \$500 to the Ceres Jr. Bulldogs Youth Football and Cheer.

Reno/Asplundh Trees Unit #4730 donated \$250 to the Centennial Little League.

Reno/Sparks Retirees Chapter donated \$350 plus matching funds to the Washoe County Senior Services - Meals on Wheels. The chapter also donated \$550 worth of microwaves to Washoe County Senior Services in Reno.

Richmond Unit #2318 donated \$250 to the Oral Lee Brown Foundation in Oakland, CA.

Eureka Unit #3111 donated \$500 to the Hospice of Humboldt.

Burney Unit #3213 donated \$400 to the Five Counties Central Labor Council's Annual Labor Day Picnic.

Reno Unit #3311 donated four microwaves at \$65.00 each for the Washoe County Meals on Wheels program.

Fresh Pond/SMUD Unit #3912 donated \$400 to the SEA Chief Red Cloud Fishing Derby.

Fresh Pond/SMUD Unit #3912 donated \$100 to the Knotty Pines Lanes Youth Bowling League.

Merced ID Unit #1122 donated \$350 to the Merced County Parks & Recreation special needs fishing event at Lake Yosemite.



From left: Local 1245 Business Rep Ralph Kenyon, Local 1245 clerical member Teresa Carlson, Local 1245 Lineman Steve Zerkel, Whistlestop CEO Joe O'Hehir, PG&E North Bay Division Manager Dave Canny.

Marin Unit Supports Local Meals on Wheels

Unit # 3711, Marin, recently voted to allocate \$500 from their Community Fund to Marin's Meals on Wheels/Whistle Stop program for seniors. The members of the unit urged PG&E to match the donation, resulting in a \$1,000 contribution to this important program.

Retirees, from page 40

Ronald Cipro 38 years Cottonwood, CA	Barry Goodwin 24 years Placerville, CA	Catherine MacDonald 35 years Elk Grove, CA	Kathleen Redd 30 years Santa Rosa, CA	T Taylor Jr. 32 years Cool, CA
Thomas Cloninger 39 years Eureka, CA	Steven Graham 32 years Esparto, CA	Alice Mannina 36 years San Jose, CA	Michael Reisswig 31 years Stockton, CA	Wane Tomasello 30 years North Highlands, CA
Michael Cummings 33 years La Grange, CA	Troy Green Jr. 41 years Cotati, CA	Jeffrey Mapes 13 years Roseville, CA	Louis Rivera 19 years Oakland, CA	Suketo Urabe 32 years Salinas, CA
Steven De Lima 37 years Castro Valley, CA	Gary Heimlich 33 years Vacaville, CA	Cesar Mariano V 33 years Daly City, CA	Barry Rogers 42 years Grover Beach, CA	Steven Valdovinos 33 years Kelso, WA
Charles Deyo 38 years Vacaville, CA	Richard Hernandez 6 years Templeton, CA	Kevin Markoe 36 years Watsonville, CA	Craig Sanchez 31 years Eureka, CA	Frank Ward 37 years Atascadero, CA
Maurice Dionne 40 years Isleton, CA	Jack Humphrey 9 years Auburn, NE	Steve Marshall 38 years Seaside, CA	Michael Saso 30 years Bakersfield, CA	Billy Warmbrodt 31 years Red Bluff, CA
Cynthia Dutcher 29 years Lakeport, CA	James Jensen 37 years Santa Rosa, CA	David Martin 32 years Cottonwood, CA	Robert Schlumbohm 32 years Ahwahnee, CA	William Webb 41 years Lodi, CA
Edgar Faugier 31 years Chico, CA	Edward Kelling 31 years San Andreas, CA	Lillian Martinez 10 years Riverbank, CA	Gil-Soon Seo 35 years Daly City, CA	Joseph Wernet 28 years Chico, CA
Judith Ferree 17 years Shingletown, CA	David Klingerman 38 years Corning, CA	Richard Murphy 30 years San Rafael, CA	Bradley Setser 21 years Browns Valley, CA	Gwendolyn West 34 years Oakland, CA
Laron Fields 37 years Clovis, CA	Timothy Laird 39 years Oakley, CA	Glenn Murray 32 years Marysville, CA	Gary Smith 27 years Bakersfield, CA	Jeffrey Williams 27 years Sutter, CA
John Francis 33 years So San Francisco, CA	Richard Landa 45 years Baypoint, CA	Andrew Namekata 37 years Denair, CA	Donald Splitt 36 years Merced, CA	Vance Wilson 25 years Atascadero, CA
Jack French 28 years Paso Robles, CA	G Le Masters 42 years Vallejo, CA	David Nelson 31 years Forestville, CA	James Stephenson 31 years Lincoln, CA	William Wing Jr. 37 years Pleasanton, CA
Patrick Fryer 37 years Novato, CA	Aaron Leatherman 38 years Angels Camp, CA	Jon Norwood 38 years Oakdale, CA	Thomas Stickelman 37 years Corning, CA	Glenn Wong 26 years Alameda, CA
James Fung 33 years San Bruno, CA	Lana Lee 35 years San Francisco, CA	Stephen Olmos 43 years Stockton, CA	Donald Splitt 36 years Merced, CA	Robert Ying 34 years Fresno, CA
David Galimba 35 years Redding, CA	Dean Lees 17 years Atascadero, CA	Kenneth Ortiz 11 years Daly City, CA	James Stephenson 31 years Lincoln, CA	
Charlie Gann 31 years Sanger, CA	Gene Lighty 38 years San Jose, CA	Robert Overturf 17 years Kelseyville, CA	Thomas Stickelman 37 years Corning, CA	
Manuel Garcia 42 years Garden Valley, CA	Bart Linnenbrink 36 years Camino, CA	Teodulo Pasion 32 years San Francisco, CA	Dale Stone 30 years Citrus Heights, CA	
Jamie Garis 29 years Yuba City, CA	Joseph Lugo 46 years San Jose, CA	Joseph Pearce 38 years Concord, CA	Patrick Sullivan 38 years Bakersfield, CA	
Terry Gonzales 43 years Colusa, CA		Irene Price 35 years Oakdale, CA		



Knotty Pine Lanes Junior Bowling League

SMUD Pollock Pines/Fresh Pond Unit Sponsors Knotty Pine Lanes Junior Bowling League

Unit #3912, SMUD Pollock Pines/Fresh Pond, recently made a Community Fund donation to sponsor the Knotty Pine Lanes Junior Bowling League. The league is designed to give kids ages 5-21 a fun, rainy/snowy day activity during the winter months, when there is not a lot to do outside for the kids in Pollock Pines. The league encourages competition, good sportsmanship and team building, and each child is eligible for college scholarship money.

Knotty Pine Lanes is a family-owned and operated business, and they strive to keep the cost low for the Junior program. The owners and staff work to ensure that no child is turned away, and the donation from Local 1245 will help to provide subsidies for families that are unable to pay, so thier kids can still participate in the league.

“The league is a wonderful activity for the kids,” said unit member Ray Curtis. “The Fresh Pond IBEW unit is proud to support the kids and Knotty Pine Lanes.”

Congratulations Retirees!

We want you to

STAY CONNECTED



to IBEW 1245.



Fresno

March 5, 2016



35 Years

From left: Robert Allustiarti, Mike Grill and Pride McCoy.



15 Years

From left: Angela Ezernack, Angel Flores and Susan Flores.



10 Years

From left: Christopher Lake and Brian Albee.



10 Years

Front row, from left: Kimberly Hinojosa, Daniel Morrison and Kim Larmour. Back row, from left: Samantha Stevens, Joanna Quiocho and Vicki Bunag.



5 Years

Front row, from left: Nikki Neal and Ramon Puentes. Back row, from left: Jose Galvan, Britton Ellington and Ryan Boyd.



40 Years

From left: Michael Parsons, Anthony Chavira and Pete Sandoval, Executive Board – Southern Area.

Photos by John Storey



30 Years

From left: Brandon King and Daniel Furtado.



10 Years

Front row, from left: Anna Turner, Steven Ruiz and Carmen Garcia. Back row, from left: Anita Chavez Cervantes, Julie Richter and Melissa Haroun.

Congratulations on your service!

HONOREES

40 Years

Broughton, Phillip Chavira, Anthony O'Brien, Patrick Parsons, Michael Pavlovich, Mark Rasmussen, Keith Sandoval Jr., Pedro

35 Years

Allustiarti, Robert Baldwin, Thomas Cabezut, David Grill, Michael Lara, Michael Lopez, Ruben McCoy Jr., Pride Okamura, Dale Richardson, Valencia Sanderson, Percy Silva, Russ Taylor, Armand Work, Arnell

30 Years

Clark, Leslie Duenes, Julie Furtado, Daniel Grimes, Joey King, Brandon McGuire, Helen Mohammed, David Mora, Susan Robles, Steven Runderson, Granville Secrease, Sherman Wallis, Aaron

25 Years

Amaro, Denise Arredondo Jr., Angel Corpus, Patrick Greer, Robert Jessup, Robert Katsura, John Mackey, Terry Martin, Daniel Okerson, Gary Wright, Brian

20 Years

Alviso, Jacquelin Avila, Cynthia Barnes, Scott Bentley, Steven Blake, Kevin Bockowski, Diana Cavazos, Juan Conway, Iris Daniel, Ronald Evans, Rick Fletcher, Lisa Hare, David Hensley, Renee Hernandez, Roberto Jackson, Matthew Johnson, Galen King, Sandra Montanez, Anthony Morales, Romas Murphy, Karrie O'Brien, David Pasqua, Mark Perez, Jose Rodriguez, Filiberto Ruiz, Stephanie Ryan, Russell

Smith, Todd Torres, Francisco Trejo, Tammy Vilorio, Joanne Waagen, John Wein, Eric White, Celia Wilson, Claude Wilson, Jeff Zingale Jr., James

15 Years

Aguiniga, Guillermo Atwood, Alexis Bernhardt, Mark Bissell Jr, Michael Black, John Caress, Kelly Castro, Tami Cha, Mae Cha, Phia Chico, Gloria Ezernack, Angela Flores, Angel Flores, Susan Garcia, Jose Gastelum, Adam Gastelum, Alma Glover, Tamara Hunter, Shane Imperatrice, Darla Jones, Bryan Kizer, Ann Lomas, Adrian Macias, Gabriella Macias, Javier Manzo, Kathy Martinez, Edward Morales, Bertha Ortiz, Victor

Picker, Jerry Reitz, Kristie Rodriguez, Cynthia Still, Jacque Yrlas, Mark

10 Years

Abston, Robert Acosta, Marco Albee, Brian Armstrong, Kevin Avila, Joey I Baldwin, Cory Balsley, Susan I Barker, Don Bauer, Scott Bondie-Facciani, Christopher Bribiesca, Hector Brown, Matthew Bunag, Vicki Carbajal, Jacqueline Carter, James Caviglia, Lawrence Charles-Padilla, Lisa Chavez Cervantes, Anita Denton, Karen Devine, William Flores, Lorraine Fry, Robert Gaines, Jameelah Gaither, Douglas Galvan, Joseph Garcia, Carmen Gibbs, Kaleb Gonzales, Richard Gonzalez, Evelia Griego Jr, Jess Gutierrez, Richard Hammond, Chad Haroun, Melissa Hasenmayer, William

continued on page 43



North Bay Petaluma

February 12, 2016



35 Years

Front row, from left: Jacquelin Good and Don Peyrucain. Back row, from left: Curtis Brown and James Pigg.



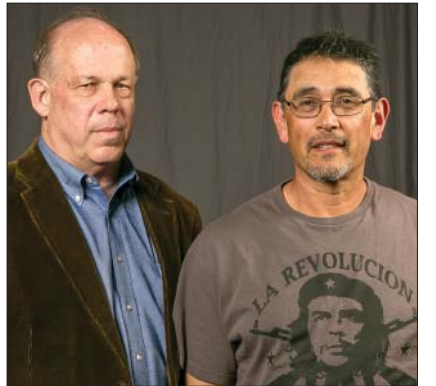
40 Years

From left: Paul Catalano and Business Manager Tom Dalzell.

Photos by
John Storey



30 Years From left: Joe Joaquim, Kathleen Redd and Marcial Gonzalez.



20 Years From left: (Dalzell) with Francisco Naranjo.

Congratulations on your service!



5 Years

Front row, from left: Alberto Contreras-Garibay, Jacob Renew and Terry Lane. Back row, from left: Kevin Risley, Samuel Garcia and James Raggio.



15 Years

From left: Michael Norwitz and Jason Say.



10 Years

From left: Jesus Flores, Timothy Gillaspie and Aaron Robison.

Fresno Honorees, from page 42

Hernandez, Arturo
Hernandez, Inez
Hilton, Saleena
Hinojosa, Kimberly
Jimenez, Magdalena
Johnson, Justin
Lake, Christopher
Lang, Tyson
Larmour, Kim
Lemyre, Derek
Linares, Francisco
Lowder, Jeremy
Macias, Zachary
Maxfield, Cassidy
Medina, Adam
Mendez, Renae
Mephram, Matt
Mitchell, Floyd
Morrison, Daniel
Nash, Michael
Palmer, Jason
Pavelski, Paul
Poulsen, Cody
Prado, Luz
Quioco, Joanna
Raven, Meredith
Reed, Galen
Reyes Jr, Ricardo
Richter, Julie
Robles, Michael
Ruiz, Steven
Sheffler, Michael

Shoopman, Jason
Silva, Damon
Stevens, Samantha
Sytsma, Paul
Tau, Aaron
Trevino III, Vincent
Turner, Anna
Valverde, Manuel
Vasquez, David
Webb, Robert
White, Terry
Williams, Travis
Woods, Billy
Wray, Scott
Zurita Jr., Alfred

5 Years

Alejo-Havens, Aaron
Amundsen, Brett
Barker, John
Bautista, Carlos
Boyd, Ryan
Bushman, Dustin
Carter, Mercedes
Cash, Kevin
Cash, Lee
Celaya, Sara
Challgren, Jeannine
Chang, Kong
Collins, Michael
Cortes, Lisa
Costa, Douglas

Coulton, Todd
Cox, James
Cox, Samuel
Cozby, Dwain
Da Costa, Glen
Dilks, Terra
Edwards, Patrick
Ellington, Britton
Estrada, Miguel
Ferrell, Joshua
Fields, Andrea
Fisher, Todd
Galvan, Jose
Godfrey, Jason
Gomez, Christopher
Gonsalves, Anastasia
Gonsalves, Marcus
Goodwin, Kyle
Graham, Diana
Graves, Adrian
Hager, Joshua
Hamilton, Scott
Hancock, John
Head, Steven
Hill, David
Hunt, Sean
James, Kiley
Laird, Latrice
Lawhon, Samuel
Luna, Abraham
Luz, Patrick
Mangrum, Jeffrey
Manning, Shamia
Marquez, Rodrigo
Martin, Michael
Means, Rachel

Moreno, Michael
Morris, Marc
Moua, Thong
Munoz, Sergio
Neal, Nikki
Nelson, Kenneth
Norwood, Kenneth
Olson, Thomas
Ortega, Adam
Ortiz, Joshua
Phillips, Marilyn
Puentes, Ramon
Richter, Justin
Rios, Clayton
Rippetoe, David
Rogers, Kevin
Sais, Victor
Sandoval, Adrian
Sandoval, Ruben
Santiago, Jose
Scott, Tyler
Sears, Kimberly
Silverstrom, Daniel
Smith, Justin
St Clair, Marta
Starkey, Nicolas
Thomas, Maimunatu
Torres, Maria
Trevino, Angelo
Velasquez, Alfredo
Walker, Kyle
Webb, Mark
Wheeler, David
Whitfield, Thomas
Winton, Gerald
Zumwalt, Daniel

HONOREES

45 Years

Taha, Lee

40 Years

Catalano, Paul

35 Years

Baraty, Dennis
Brown, Curtis
Good, Jacquelin
Lanuza Jr., Edwin
Perez, Laura
Peyrucain, Don
Pigg, James
Rasmussen, Mark
Rendon, Gustavo

30 Years

Carter, Jeff
Donahue, John
Dreher, Steven
England, Keith
Fechter, Tim
Gonzalez Jr., Marcial
Joaquim, Joe
Murphy, Richard

Redd, Kathleen
Reid, Mary
Vucurovich, Matthew

25 Years

Espinola, Chris
Fegley, Mark
Fongaroli, Alice
Gabriel, William
Gonsalves, Ken
Guerrero, Domingo
Pedroia, Jason

20 Years

Badilla, Oswaldo
Briceno, Agustin
Buickerood, George
Dziedzic-Cole, Jodi
Clark, Jeremy
Cruz, Manuel
Cunningham, Kyle
Doyle, Travis
Eagleton, Jeff
Fechter, Brandon
Flores, Jesus

Noonan, Todd
Roche, Brian
Rupp, Donovan
Zaragoza, Samuel

15 Years

Cincera, Fred
Dunlap, Ron
Norwitz, Michael
Say, Jason
Seller, Harry
Wiecek, Stanislaw
Wroblewski, Casey

10 Years

Bridges, Geoffrey
Brown, Steven
Clapsadle, Jodi
Clark, Jeremy
Cruz, Manuel
Cunningham, Kyle
Doyle, Travis
Eagleton, Jeff
Fechter, Brandon
Flores, Jesus

Fortin, Michael
Gillaspie, Timothy
Giron, Ramiro
Hanlon, Frank
Henry, Jonathon
Jensen, Anthony
Lucero, Brian
Murillo, Jorge
Ochoa, Alvaro
Partridge, Daniel
Pool, Kristie
Pool-Fockler, Maggie
Ralston, Myrna
Remund, Christopher
Robison, Aaron
Schunk, Bryan
Smith, Gregory
Tannehill, Omar
Turnes, Joseph
Vose, Carter
Waller, Kurt

5 Years

Adams, Lukeus
Alvarez, Casey
Andrews, Kyle
Castillo Arroyo, Alejandro
Contreras-Garibay,

Alberto
Cox, Joshua
Fernandez, David
Garcia, Samuel
Greene, Travis
Juarez, Jesse
Kirkland, Thomas
Landers, Mark
Lane, Terry
Little, Michael
Lockabey, Sean
Marcott, Mark
Matheson, Todd
Pitkin, Jeremy
Raggio, James
Reid, Aaron
Renew, Jacob
Riccomini Jr, Robert
Risley, Kevin
Sarganis, Anthony
Schaffer, Sean
Schilling, Jason
Sylva, Nathaniel
Threlfall, Jennifer
Tovar, Michael
Williams, Joseph
Yarbrough, Brandon



Sacramento

March 11, 2016



30 Years

From left: Robert MacLauchlan and Cliff Robie.

Congratulations on your service!



25 Years

Front row, from left: Kim Estin, Lorena Thomas. Back row, from left: Steven Gravink, Bob Ross and Gene Chan.



20 years

Front row, from left: Debra Allen, Marie Fitting and Joe Goffre. Back row, from left: Jeff Bragg, Naomi Tamayo and Sean Stevens.



15 years

Front row, from left: Dave Sankey, Dennis Wales and Stuart Waggoner. Back row, from left: Francisco LaTorre, Yvonne Kyle and Richone Farris.



40 Years

From left: Randy Garcia and Maurice Dionne.

Photos by John Storey



35 Years

Front row, from left: Pamela Ramirez, Debbie Elder, Linda Melanson. Back row, from left: Sandy Mullikan, Debra Robertson, Geoffrey Buchholz, Jose Reyes and Danny Boschee.



20 years

Front row, from left: Kyra Allen, Jane Paul and Sharon Batts. Back row, from left: Joe Pena, Michael Boyle, Scott Hudelson and Thomas Greer.



10 years

Front row, from left: Kenneth Lawson, David Frederick and Grayson Hess. Back row, from left: Keith Grebner, Jammi Juarez, Jennifer Gray and Miles Hanson.



10 years

From row, from left: Jason Burks, Keele Zachary and Donchele Soper. Back row, from left: Michael Marinaccio, Harold Blackshire Jr., Rose Velasquez and Laurence Bower.



10 years

From left: Adrian Lomeli, Robert D Musgrove, Jakub Krzyminski and Rajesh Narayan.



5 years

From row, from left: Robert Federmeier, Robert Jones and Justin Hammond. Back row, from left: Rene Cruz Martinez, Nilda Garcia, Sonya Kennedy and Sandi Busse.



5 years

Front row, from left: Michael Welsh, John Vetter and James Merdeiros. Back row, from left: Nicholas DelaPaz, Scott Walden, Arguster Miller and Jess Luccesse.

HONOREES

50 Years

Gerolamy, Ralph

40 Years

Anderson, Steven
Beard, William
Canepa, Michael
Castanon, Carlos
Chavez, Lloyd
Dionne, Maurice
Garcia, Randy
Lee, David
Lewis, Cheryl
Spadini, Victoria

35 Years

Antonelli, Mark
Bosch, Danny
Buchholz, Geoffrey
Campbell, David
Elder, Debbie
Enriquez, Anna
Flatland, Robert
James, Regina
Jones, Karen
MacDonald, Catherine
Martinez, Donna
McKee, Mark
McCain, Cathy
Melanson, Linda
Mueller, Andrew
Mullikin, Sandy
Perry, David
Ramirez, Pamela
Reyes, Jose
Robertson, Debra
Williams, Jeff
Winterboer, Jon
Young, Larry

30 Years

Aguilar, Jody
Araya, Anthony
Baca, Robert
Bailey, Lavonda
Balitsky, Peter
Berridge, Fredrick
Bibbs, Constance
Braden, Kevin
Bush, Steven
Byrd, Robert
Caravas, Frank
Dremel, Garry
Eakin, Gabriela
Gracyk, Lucinda
Grich, Clint
Harris, Vera
Hostler, Sharon
Hunt, Michael
Johnson, Mark

Kehrer, Kenneth
Laforte, William
Lopez, David
Lumsden, J Scott
Maclauchlan, Robert
Martig, Michael
Padilla, Raymond
Parker, Michael
Pate, Robert
Robie, Clifford
Sawyer, Gregory
Schneider, Mark
Sloan, Kevin
Stockel, Joseph
Stone, Dale
Thatcher, Robert
Vanmuyden, Michael
Vernier, Richard
Williams, Kelli
Wooderson, James

25 Years

Anderson, Richard
Bacon, Suzanne
Bates, Richard
Browning, Teri
Burton, Raymond
Butler, David
Callahan IV, John
Campos, Larry
Chan, Gene
Cross, Donald
Curtis, David
Dearing, Roger
Derickson, Michael
Drummond, Tilena
Estlin, Kim
Ewing Jr., Richard
Ferguson, Daniel
Flynt, Michael
Forni, Eric
Gollnick, Steve
Gravink, Steven
Hagan, Robert
Hall, Richard
Hoyt, J Steven
Ice, Christoph
Jimenez, Jose
Johnson, Jeff
Lewis, Andrew
Mark, John
McKenzie, Gregory
Murphy, Robert
Myles, Robert
Ocampo-Trujillo, Adolfo
Phillips, Rene
Pirtle, Curtis
Power, Kenneth
Record, Ronald
Roberts, Stephen

Ross, Bob
Tatu, Diane
Thomas, Leshanor
Thomas, Lorena
Thomason, Mark
Torix, Eddie
Trueworthy, Cahrles
Washington, Lee
Williams, Courtney
Williams, John
Yaeger, Jason
Young, Alan

20 Years

Allen, Debra
Allen, Kyra
Bacon, Jonathan
Bahner, Brad
Barstad, Dan
Batts, Sharon
Beaman, William
Boyle, Michael
Bragg, Jeff
Burns, James
Cannon, Rudy
Carlson, Todd
Chapman, Kevin
Chapnick, Robert
Conine, Geoffrey
Corn, Danny
Cotton, Shantell
Crespo, Mark
Crowder, Rodney
Cuevas, Victor
Del Bono, Aaron
Del Bono, Jesse
Demuth, Gregory
Dickerson, Wayne
Diggs, Darrell
Dixon, Timothy
Donnell, Theodore
Dorn, Niesha
Doyle, Tammi
Dunham, Kimberly
Edwards, Jonathan
Ferguson, Jeffrey
Fitting, Marie
Garcia, Gary
Gioffre, Joe
Gonzalez, Sandra
Greer, Thomas
Hamilton, Theresa
Harrison, Tod
Hatch, Mark
Hill, Jerry
Hudelson, Scott
Jackson, Rodney
Kalender Jr., Danny
Lavezzo, Chad
Lightle, Joseph
Lovejoy, Ronald

McBride, Michael
Morris, Sonia
Paul, Jane
Pena, Joe
Ridgway, Nneka
Salgado, Jerry
Sheppard, Lara
Smith, Jim
Soucie, Robert
Stalcup, Daniel
Stevens, Sean
Tamayo, Naomi
Tong, Aaron
Tran, Michael
Tran-Hagos, Vicki
Turner, David
Vice, Stephen
Vidales, Kristy

15 Years

Abdullah, William
Acevedo, Barbara
Akers IV, Oma
Allen, Michael
Allstead, Dennis
Amaral, Greg
Anderson, Tim
Andrews, Rocky
Bagley, Dale
Baird, Greg
Barragan, Reynaldo
Beene, Adam
Bruguier, Brian
Burdick, Lorrin
Burgos, Rafael
Burleigh, Cory
Burton, Danielle
Campbell II, William
Chelini, Kevin
Ching, Romeo
Coe, Allen
Coe, Chandra
Colon, Ruben
Davila, Juan
Dos Santos, Jacinta
Dydo, Gregory
Ebojo, Rachel
Escobar, Elkin
Esparza, Desiree
Eto, Richard
Farris, Richone
Ferebee, Curtis
Flanders, Thomas
Fletcher, Mike
Fritz, Matthew
Frost, Timothy
Garcia, Kristin
Gifford, Stephen
Gonzales, Gwendolyn
Gorham, Brandon
Griffis, William
Guardado, Francisco
Hall, Jr., Edward
Henry, Eric
Hescock, Chris
House, Robert

Howton, Mark
Hubbard, Hattie
Husakow, Gregory
Jackson, Keith
Johnson, Jeffery
Johnson, Steven
Keiser, Jaime
Knorr, Kevin
Kyle, Yvonne
Latorre, Francisco
Ledbetter, Robert
Leon, Eric
Lindner, Dennis
Lopez, Jason
Lucila, Daniel
Maki, Cecil
Marsee, Bobi
Martin, Kyle
McCoy, Jesse
McClain, Sean
Merritt, Robin
Moore, Ben
Moore, Michael
Moore, Stella
Murphy, Ralph
Navarete, Eduardo
Patrick, Eugene
Patterson, Kellie
Plasencia, Hector
Pronovost, Rejean
Reed, Daniel
Reinoso, Marvin
Riss, Paul
Robinson, Brenda
Rose-Calilan, Deborah
Rulon, Wendi
Ryan, Dave
Sankey, David
Sewell, Steven
Simmonds, James
Solomon, Fiona
Speers, Trent
Taylor, Angie
Tolentino, Aser
Towne, Nadine
Tran, Tuan
Trigeiro, David
Urps, James
Vidales, Carlos
Waggoner, Stuart
Wagner, Daniel
Wales, Dennis
Wilkes, Jamal
Williams, Audrey
Williams, Kristian

10 Years

Agcanas Jr, Pedro
Alba, Rommel
Allen, David
Allen, Derek
Amaya, Alexander
Ambrosini, Joe
Anderson, Jesse
Anguiano, Carolyn
Arambula, Miguel

Arrostuto, Anthony
Baker, Duane
Banish, David
Barraza, Vivian
Bates, Justin
Belardi, James
Bell, Patrick
Blackshire Jr, Harold
Bognar Jr, George
Boisa, David
Bomgardner, Kurtis
Bower, Laurence
Bryant, Andre
Burks, Jason
Burridge, Christopher
Camatti, Kimberly
Campos, Donna
Canlas, Mario Melo
Capel, Braden
Card, Dale
Carpenter, Kevin
Carr, Rick
Cassi, Daniel
Ceccarelli, Wayne
Chavez, Boris
Cliff, Evan
Cook, Kelly
Cooper, Stacy
Cordbache, Noeven
Cowart, Elizabeth
DeClue, Jeremy
Del Gaizo, Brandon
Del Valle, Augustine
Dennis, Daniel
Desart, Jeremiah
Diaz, Carlos
Diaz, Francisco
Dickson, Joseph
Estes, Michael
Faddis, Tredy
Fanoni, Annemarie
Fisher, Matthew
Ford, Joseph
Fox, Cary
Frederick, David
Fuller, Ian
Garcia, Eduardo
Garcia, Rita
Garcia, Uriel
Gardiner, Joseph
Ghormley, Donald
Gibbons, Jeffrey
Gonzalez, Jose
Gray, Jacob
Gray, Jennifer
Grebner, Keith
Gutierrez, Angelica
Hansen, Miles
Henslee, Josh
Hernandez, Artemio
Hess, Grayson
Heuer, Hans
Hollis, Stacey
Hough, Diana
Huanaco, Jose
Hunt, Frances

Hurd, Tyson
Hylton, Neil
Jakobs, Vincent
Jarka, Robert
Jobe, Stephanie
Jones, Kathrine
Juarez, Jammi
Khamis, Erik
Krzyminski, Jakub
Kuzinich, Kyle
Lajara, Richard
Larsen, Edward
Lawrence, Isaac
Lawson Jr, Kenneth
Le, Tan
Littell, Rich
Lomeli, Adrian
Madson, Darin
Maeller, Daniel
Magallanes Sr, Mario
Maneri, Jason
Marinaccio, Michael
Mathews, Amy
McDonald, Chad
McDonald, Matthew
McNally, Teresa
Medina, Raul
Meyer, Michelle
Miles, Chris
Moldenhauer, Nick
Moniz, Christopher
Mosier, Clark
Mumma, David
Musgrove, Mike
Musgrove, Robert
Narayan, Rajesh
Nelson, Matthew
Nguyen, Anthony
Nipper, David
Padilla, Josh
Peer, Dagmar
Pelto, Andrew
Perez, Ricardo
Philpot, Jason
Quesada, Shane
Raley, Joshua
Reamer, Howard
Ruiz Jr, Gonzalo
Ruiz, Adriana
Ruiz, Martin
San Pedro, Susan
Sanchez-Beltran, Jose
Semon III, John
Sheehan, Patrick
Shipman, Julie
Siembab, Thomas
Smith, Ryan
Smith, Teresa
Soper, Donchele
Spencer, Sherwood
Starr, Michael
Stout, Timothy
Tague, Eric
Tang, David
Turk II, Richard
Turner, Kevin

Underwood, Michael
Vasconez, Anthony
Velasquez, Rose
Wakelee, Kenneth
Wong, Jamie
Zachary, Keele

5 Years

Alpuerto, Zenin
Alexander, Gregory
Angello, Jonathan
Angioli, Richard
Atangan, Christopher
Barkey, Amy
Barnes, Glen
Bartz, John
Bay, John
Bishop, Linda
Blanks-Louis Sr, Bryan
Block, Kreeana
Bobo, Teneka
Bonney, Keith
Bonney, Natalya
Boswell II, Gregory
Boulet, Jerry
Brace, Candice
Brunius, Eric
Busse, Sandi
Caddick, James
Caesar, Tonya
Carmichael, Russell
Carrillo, Georgette
Carrillo, Luis
Carty, Ian
Chapman, Dustin
Chernoff, Marilyn
Clark, Donald
Clinger, Jeremy
Cokley, Alexander
Cook-Page, Alicia
Croskey, Yolanda
Crouss, Cary
Cruz Martinez, Rene
D'Ambrosio Jr, Joseph
Dawson, Garth
Dawson, Jeffrey
Dayoan, Anna
Delapaz, Nicholas
Dequine, Wes
Dewitt, Tyler
Doyle, Tony
Eddings, Charles
Ellstrom, Brandon
Escamilla, Jesus
Federmeier, Robert
Flowers, Richard
Fritzinger, Jerehmy
Galves, Michael
Garcia, Juan
Garcia, Nilda
Garcia, Robert
Girga, Robert
Gregorio, Arlen
Hammond, Justin

continued on page 46

Sacramento Honorees, from page 45

Hammond, Troy
Harris, James
Haymer, Kevin
Herdal, Bryan
Hestead, Nickolas
Hill, Edwin
Hill, Scott
Hish, Jake
Hodgkinson, Brandon
Houser, Jason
Huartson, Darin
Hyatt, Alexander

Jackson, Marjahni
Jimeno, Jeffrey
Johnson, Aljinon
Johnson, Dwight
Johnson, Ryan
Jones Sr, Tarik
Jones, Robert
Kelly, Patrick
Kennedy, Robert
Kennedy, Sonya
Kurutz, Jennifer
Lambert, Ryan

Lara, Marisela
Lara, Simon
Lentine, Shane
Leverett, Kelcey
Lucchese, Jess
Lynch, Sean
Manriquez, Mario
Martinez Jr, Carlos
Martinez, Nancy
Mathis, Andrew
McCormick,
Toshinobu

McCoy, Hadrian
McGhehey, Garrett
Medeiros, James
Meeker, William
Miller, Arguster
Miller, Perry
Moore, Michael
Musgrove, Brett
Myers, Steven
Navarro, Miguel
Nevarez, Manolo
Nicora, Christopher
Noxon, Matt
Pearson, Gysele
Pepiot, Rick

Perez-Rojas, Uriel
Pestoni, Wade
Pristupa, Vasilii
Provance, Richard
Purdue, Duane
Rakkar, Amrik
Reamer Jr, James
Recht, Warren
Reese, Lance
Rendon, Michael
Reynaud, Brian
Riccobuono, Patrick
Rice, Micheal
Riddagh, Matthew
Roberts, Ralph

Robertson, Brian
Robison, Steven
Roediger, Israel
Rose, Gregory
Rubio, Alec
Rutherford, Scot
Seastrunk, Donald
Seemster, Anthony
Shelton, Travis
Sherwood, William
Shipp, Deshawn
Silva, David
Simpson, Rusty
Smith, Jeremy
Snyder, Joseph

Spangler, Rick
Stansbury, Brian
Stevens, Charlotte
Swank, Ashton
Swesey, Anthony
Tanger, Gregory
Thornton, Steffen
Tkachenko, Nikolas
Torres, Katrina
Tucker, Jason
Tyden, Wing
Van Rijckevorsel,
Bryan
Ventura, Jose
Vetter, John

Walden, Scott
Walker, Nicole
Watson, Trevor
Weber, Donald
Wehner, Randy
Welsh, Michael
Weston, Randal
Wilkins, Brittney
Williams, Joseph
Woleslagle, Matthew
Youngquist, Erik
Zakhary, Magdy



SERVICE AWARDS

Oroville February 6, 2016



40 years

From left: Business Manager Tom Dalzell with 40 year members Richard Walls and Raymon Deiss.

Photos by John Storey



35 years From left: John Benzel with Business Rep Todd Wooten and Senior Assistant Business Manager Bob Dean.



25 years From left: Clarence Boss, Gary Welch and Michael Jessen.



20 years From left: Willard Schlesener, Larry Peasley and Martin Sparks.



15 years From left: Logan Bartolome, Kimberlee Ingraham and Stuart Waggoner.

Congratulations on your service!



10 years

Front row, from left: Ernie Flud, Alan Finley and Angelo Clouse. Back row, from left: Matthew Archer, Carl Klink, Stephen Meyers and Ryan Johnson.

HONOREES

45 Years

Hopper, Doug

40 Years

Devlyne, Connie
Dreiss, Raymon
Gobel, Tim
Pinocchio Jr.,
James
Walls, Richard

35 Years

Benzel, John
Elliott, Gary
Harriger, Robin
Kirby, Carl
Lopez, John
Martin, Leonard
Martin, Ralph
Mc Cullough, Rick
Ruxton, David
Stangelan, Judy
Tissot, Stephen

30 Years

Bodoh, Gary

Brandt, Nicholas
Garis, Jamie
House, Russell
Kelly, David
Uccelli, Dean
Vollman, Terry
Walker, Pauline
Williams, Wade
Wooten, Todd

25 Years

Angel, Michael
Bischel, Jason
Boss, Clarence
Givens, Clint
Jessen, Michael
Landingham, Carl
Reavis, Timothy
Santo, James
Stephenson, Ellyn
Wait, Charles
Welch, Gary

20 Years

Barr, Fritz
Brooks, Denise
Cook, David

Fridrich, Jeff
Halford, Robert
Layfield, Michael
Moreno, Steven
Peasley, Larry
Sanchez, Greg
Schlesener,
Willard
Sparks, Martin
Velasquez, Gary

15 Years

Antonetti,
Christoph
Barrie, Jesse
Bartolome, Logan
Bowman, Cayleb
Clark, Darin
Hale, Justin
Heter, Lawrence
Hill, James
Ingraham,
Kimberlee
Johnson, Clay
Lundahl, Thomas
Menzel, Kile
Mijares, Ricardo

Miller, Leanne
Mills, Branson
Oliver, Gwen I
Pippitt, Ross
Rice, Karen
Rodriguez, Robert
Sweet, Philip
Warren, Morgan
Zastrow, Kurt

10 Years

Agee, Bobby
Altamirano, Jose
Archer, Matthew
Bartee, Jeremy
Baxter, Craig
Bernardez, Phillip
Bird, Loren
Brown, Linnea
Cherry, Robert
Cibrian, Hector
Clouse, Angelo
Cook, Scott
Cottle, Lenny
Deiser, Clancy
Eggleston, Jeffrey
Eley, Dustin
Finley Jr, Alan
Flud, Ernie
Foster, Spencer
Grindrod Jr,

Edward
Hacker, Jesse
Henbest, Gerald
Johnson, Ryan
Johnston, Larry
Kent, Martin
Klink, Carl
Lee, Michael
Lewis, Eric
Luna-Zuniga,
Federico
McNeil,
Christopher
McCauley,
Charles
McMahan, Shawn
McQuay, Mark
Medina, Jose
Meyers, Stephen
Montgomery,
Robert
Mootz, Mitchell
Morehead,
Mathew
Petty, Richard
Pitney, Jess
Retallack Jr,
Thomas
Short, Brian
Stockton,
Christopher

Tarvin, Kerry
Thatcher, Owen
Trent, Shelly
Wallis, Paul
Warden, Julie
Warren, Steven

5 Years

Arellano-Flores,
Eduardo
Austin, Jeff
Benson, Grant
Beymer, Wesley
Brawley, Douglas
Brodie, Thomas
Butler, Brian
Chambless, Scott
Clark, John
Clement, Drake
Cross, Timothy
Dalmas, Sharon
Deaton, Evan
Deppe, Adam
Downs,
Johnathon
Foreman, Mark
Garcia, Louie
Gordon, Brian
Hammond, Justin
Hinely, John
Jordan, Karl

Keslinger, Cassidy
Krotki, Brendan
Lancieri, Anthony
Lane, Robert
Leonard, Derek
Lower, Hubert
Martinez, Rodolfo
Mills, Sky
Murphy, Adalena
Nevers, Cory
Perez, Juan
Pitt, Charles
Ruland, Carl
Sigle, Nicholas
Skipple, Shelly
Skower, Joseph
Smith, Cody
Smith, Samuel
Soria, Eric
Stark Jr, Michael
Steward, Richard
Stocks, Steven
Taylor, Zachary
Valadez, Felix
Varrone, Marshall
Weisgerber, Betsy
Winona, Christy
Woodruff, Jerry
Wucherer, Karl
Zuniga, Julio



5 years Front row, from left: Adam Deppe and Samuel Smith. Back row, from left: Timothy Cross and Grant Benson.



SERVICE AWARDS

Bakersfield

March 4, 2016



30 Years

From left: (Dean), Anthony Sakamoto and Sidney Lemay.



15 Years

From left: (Dean) with Alycia Brown.



40 Years

From left: Senior Assistant Business Manager Bob Dean with 40 year members Steven Miller and LB Williams.

Photos by John Storey



10 Years

Front row, from left: Arturo Flores and Ruben Martinez. Back row, from left: Michael Rodriguez and Willson Ireson.

Congratulations on your service!



10 Years Front row, from left: Michael Lodien, Jesse Morelos and Gavin Salcido. Back row, from left: Matthew Taylor and Shawn Kelly.



5 Years Front row, from left: Cole Siemens, Jordan Chene and Nick Smith. Back row, from left: Zachery Doty, Michael Vaughn, Aaron Allred and Timothy Moore.

HONOREES

40 Years

Miller, Steven
Williams, LB

35 Years

Lopez, Phyles
Miller, Max
Truitt Jr., Roy

30 Years

Castro, John
Garcia, Mario
Haas, Donald
Lemay, Sidney
Patt, Mark
Petropoulos, Dean
Sakamoto, Anthony
Saso, Michael

25 Years

Brewster, Richard
Bryant, Jerry
Crane, Robert
Diaz, Gabriel
Jacks, Ramona
Long, Sherry
Manes, Brody

20 Years

Acuna, Danny
Hill, Robert
Martinez, Tere
Payne, Jason
Roberts, Jonathan
Stubblefield, Patricia
Urena, Martin
Winterly, Kathy

15 Years

Brown, Alycia
Gallardo, Francisco

Garza, Francisco
Gordon, Edward
Mihal, Dianne
Scully, Lynne

10 Years

Anderson, Catherine
Ervin, Shirley
Flores, Arturo
Fulks, Trevor
Garcia, Eric
Ireson, Willson
Keathley, Grace Marie

Kelly, Shawn
Kristy, Jake
Leyendecker, Thomas
Lodien, Michael
Martinez, Reynaldo
Martinez, Ruben
Mason, Josh
Ochoa, Taylor
Rodriguez, Michael
Salcido, Gavin
Stacy, Mark
Tallman, Sean
Taylor, Matthew
Turman, Douglas

Walker, James
Williams, Brandie
Williams, Bryan

5 Years

Allred, Aaron
Arretche, Mark
Bailey, Michael
Barker, Todd
Burns, Bryan
Doty, Zachery
Forbes, Jack
Gwaltney, Cody

Hernandez, Manuel
Hirst, Valeri
Jernigan, Kyle
Koenig, Stephen
Madison, Aaron
McAtee, Carson
Moore, Timothy
Rodriguez, Maria
Siemens, Cole
Smith-Chene, Jordan
Surprenant, Robert
Valencia, Jose
Van Der Horst, Jeffrey
Vaughn, Michael

