

Inside:



Utility Reporter



Volume 66 No.2 • April-June 2017

UNITY IS STRENGTH

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IBEW member Bob MacAllister works on a transmission tower at the Oroville Dam. Story on page 10.



Tom Dalzell
BUSINESS MANAGER

Elon Musk and the Fight for Our Future

You can't go far these days without hearing about Elon Musk, the futurist and chief executive of Tesla and its subsidiary, Solar City. He has been called 'The Savior' by the Wall Street Journal, and 'a prime example of everything we want our business leaders to be' by the New York Times. But many of us who work in the power industry don't see it that way, for two reasons.

First, his best known products — residential solar panels and luxury cars — are only accessible to the wealthy. Ignoring large swaths of consumers (the middle class, renters, working people and most retirees) means Musk can't create the market volume required to truly transform the energy economy and benefit all of us. Second, he has shown total disregard, if not outright hostility, for the men and women at his companies who are working hard to execute his vision.

Take his stewardship of Solar City. Musk made a decision early on to prioritize Residential Rooftop Solar (which powers one home at a time) over Community Solar (large-scale solar panel installations that feed directly into the grid). That was a mistake — residential solar is the domain of the wealthy. Even with generous incentives, installing solar panels still costs between \$12,000 and \$40,000 in California, and is generally available only to homeowners, not renters. That cuts the vast majority of individuals and

businesses out of the market.

For solar power to be truly transformative, it has to be made available to all users. Community Solar is the right way to do this — it's more cost-effective to build, it delivers low-cost, clean power to the grid, and anyone can access it. And the jobs that come along with it are often union, with good pay and benefits.

The same is true with battery storage. One Tesla home battery — the 14 kWh Powerwall unit — runs \$6,200 before taxes and fees, and adds approximately \$.25 to the cost of a kWh. That is prohibitively expensive for everyone but a handful of the wealthiest consumers. But community-based, utility-scale grid storage is cost-efficient and available to everyone.

None of Musk's ideas, innovative as they are, will be transformative unless they are adopted broadly. But the people who could provide that necessary market share — renters, the working people and the middle class — don't seem to have a place in the future Musk envisions, even as consumers.

And neither do workers. Musk has been vehemently anti-union at Tesla and Solar City, even as he pays far below the market rate for manufacturing and installation work. Utility power distribution work pays well — but similar

positions at Solar City are dead-end jobs that average just \$30,000 a year. That's not a salary you can build a future on, especially not in areas with high costs of living. At Tesla's plant in the Bay Area, non-union manufacturing workers make just \$18 an hour — far below the \$29 an hour national average.

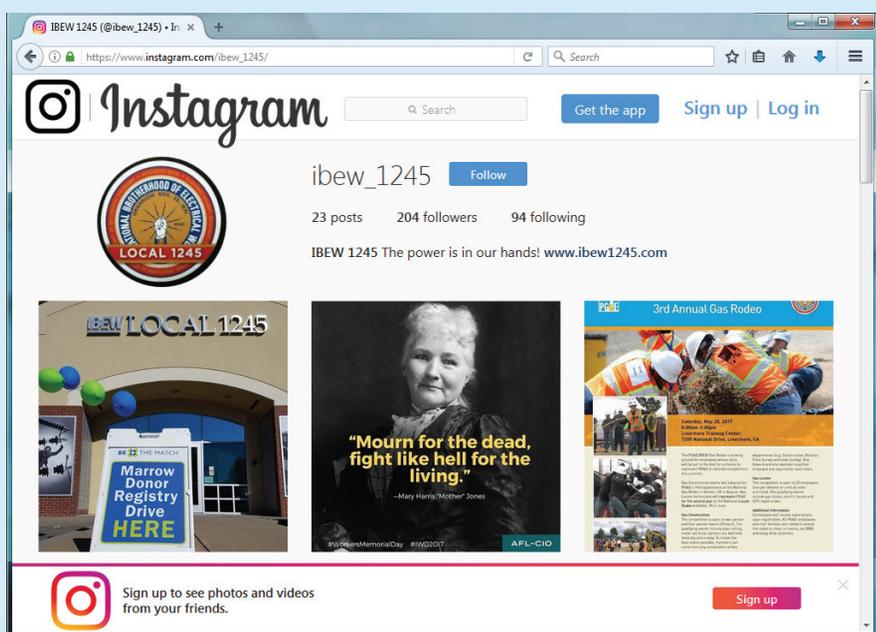
Henry Ford was also an innovator. But in the future he saw, workers could afford to care for their families and participate in their communities. Ford went union and helped build America's middle class, and its workers were paid enough to buy the cars they produced. There is no way that a Tesla manufacturing worker could afford a Model S or X — it would take two years of saving 100% of their pay to afford the list price of one of the cheaper models.

Which leads us to the ultimate question: what kind of future is Musk trying to build? Given his fascination with driverless cars, robots replacing workers, and "the machine that builds the machine," as he's said of his factories, one wonders if there are any people at all in the future he imagines.

The good news is that no one man defines the future. That job belongs to all of us. And working together, we can make sure that our jobs and our families are protected, even as the industry changes around us.

IBEW 1245 is now on Instagram!

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Unit meeting changes

Unit #3715, Lakeport, has moved its unit meeting location to DJ's Pizza, 16135 Main Street, Lower Lake, CA. The time and date will remain the same (first Tuesday of the month at 5pm).

— Mark McCrea,
IBEW 1245 Business Rep

Unit #1218, City of Lompoc, has changed its unit meeting location to the Lompoc Water Treatment Plant, 601 East North Ave., Lompoc, CA. The time and dates will remain the same (first Wednesday of each month at 6pm).

— Jaime Tinoco,
IBEW 1245 Business Rep

CALENDAR

May 18: Hold the Pull Safety Summit, Vacaville

May 19: Service Awards, Monterey

Jun 2: Service Awards, SLO

Jun 16: Service Awards, East Bay

Jun 17: Clay Shoot, Hilmar

July 21: Service Awards, Reno

July 22: Advisory Council, Reno

Sept 28: Public/Private Sector Negotiator Training, Vacaville

Oct 28: Advisory Council, Vacaville

UNION STRONG

Learn what's happening.
Speak your mind.
Build our unity.

Go to ibew1245.com/unit-meetings/ to find your local meeting.



Attend your unit meeting!

Use the search function at ibew1245.com/unit-meetings/ to find the meeting schedule for your unit. **Please Note:** All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.

Find by location

or find by unit number

or Enter your zip code to find the meeting closest to you

or Find by the location of your phone or computer.

(Make sure Location/GPS setting is 'on' for your mobile device, or click 'allow/accept' in your browser window to enable the Find Me function.)

FIND ME

IBEW
Local 1245

See you there!



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Local 1245 Members Join Second Training Expedition to Suriname



Seventeen months after IBEW Local 1245 first joined up with the Suriname American Brotherhood Initiative (SABI) to provide skills and safety training to linemen in the small South American country of Suriname, a second group of Local 1245 members once again travelled down to Suriname with another SABI delegation in March of 2017.

The SABI team was comprised of members from several IBEW locals, including Local 1245, Local 77 and Local 111. SMUD Lineman Carl Keehn, NV Energy Lineman Samson Wilson and IBEW 1245 Business Representative Ralph Kenyon (who were all part of the first Suriname trip in 2015), along with NV Energy Mechanic John Wilson, as well as PG&E Linemen Cloudeell Douglas and Andrew West, all represented Local 1245 on the mission.

"I've been wanting to be part of a team to help impoverished or underdevelopment countries for years," said PG&E Lineman Cloudeell Douglas. "After viewing (SABI Founder) Brady Hansen's presentation ... I was sold. I would've risked wealth and health to be able to assist in bringing our skills, safety training, and practices from the States to the lineworkers abroad because I felt compelled."

"Other than a minimal language barrier, we were able to work side by side with the local Surinamese linemen to complete the work safely and effectively," said NV Energy Lineman Samson Wilson. "The crews here are bonded together just like the crews we work with in the States. They eat together, joke, rib each other and laugh, just as we do. They truly are their brother's keepers."

"For all the differences between our countries, there are some things that just don't change," said PG&E Lineman Andrew West. "They have the same daily challenges; job starting late because the wrong material showed up, the truck broke down. They even have the same personalities, like the hotshot cowboy lineman who will take shortcuts to get work done faster just to show off, the professional who is fast, smooth and does it the right way, and everything in between."

"All of the hands that I worked with were excellent and eager to improve the safety and reliability of their company," said Douglas. "They have the heart and determination of the Founders of the IBEW. They're keeping the lights on in a place where the jungle is constantly trying to take over any and every structure they've erected."

"The work that Brady Hansen started four years ago is paying off, and the work we've put in is taking hold and

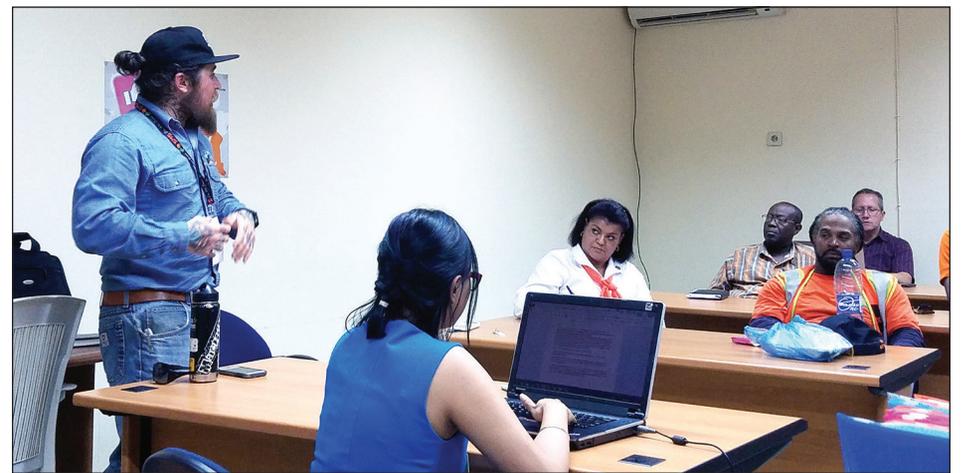
having an effect," West continued. "The linemen in Suriname are actively participating in the development of their own safety culture. The company, EBS, has demonstrated a desire to work with its employees. And SABI is making lasting improvements to the safety standards. Everyone was tremendously welcoming and hospitable. I feel the trip was very successful and productive, and it

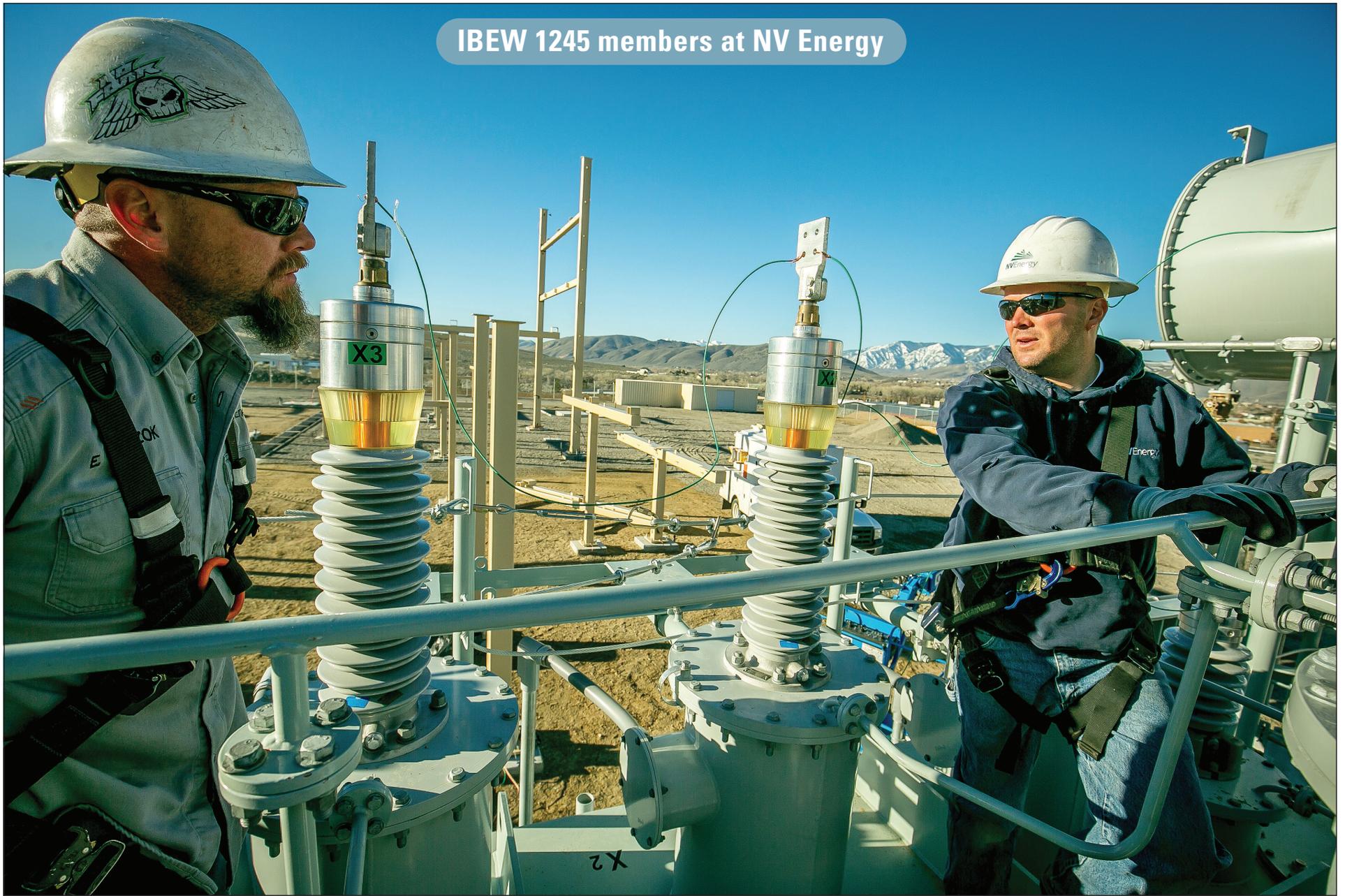
was very rewarding to participate in. I'm very proud of the guys down there and the work they are doing."

"This experience truly shows how hard the IBEW has fought for safety and the progression of the lineman trade. It has taken decades for us, but because of our history I believe we can advance developing countries even quicker," noted Wilson. "My overall takeaway is that

I am eager to do more! I am humbled by the experience and honored. I am extremely proud to be a part of such a forward-thinking Local."

Photos by Samson Wilson, Andrew West, Cloudeell Douglas and Ralph Kenyon





Eric Czczok (left) and Jon Beasley

A Fresh Start for Brunswick Substation

Like most structures, utility substations don't last forever.

NV Energy's Brunswick substation is a prime example. Located just outside of Carson City, Nevada, Brunswick has been serving the region for decades, but the time has come for a fresh start for the facility.

"The equipment here was old and archaic," said NV Energy Substation Electrician and fill-in foreman Eric Czczok. "So we're starting from the ground up,

and expanding it to make it bigger. It's going to make for a much better substation, and more reliable service for the Carson area."

Rebuilding a substation is no small task. In fact, this is one of the largest jobs to come through NV Energy's substation department in the last decade, and another crew from the Vegas area is being called in to assist Czczok's crew in the coming weeks. They expect to complete the new substation in early 2018.

While the job itself is relatively straight-forward, the torrential rainstorms that walloped northwestern Nevada over the past few months have made the ground conditions less than desirable.

"Weather's been a challenge ... we've had standing water out here until just the last two weeks, and that's made for a muddy mess," said Czczok. "But with spring and summer breaking, we're hoping we'll have some good [weather]."

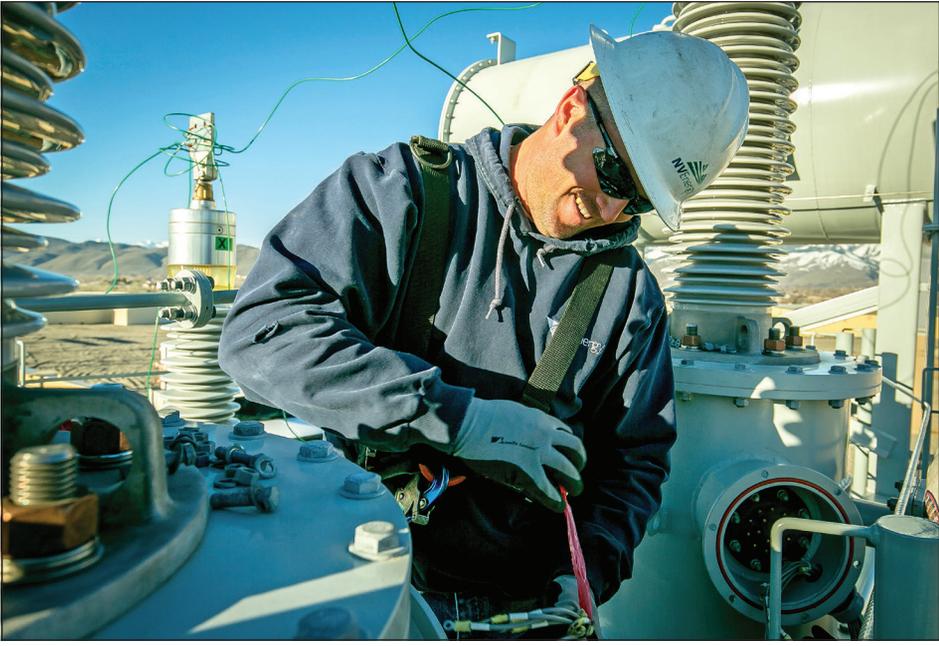
The break from the rain certainly seems to have put the crew in bright spirits, with smiles abounding on the jobsite. But Czczok, a 22-year IBEW member, credits the union, more than the weather, for his co-workers' sunny disposition.

"The union is ... what's keeping spirits up with the guys," he said. "[IBEW] is keeping us working and keeping us safe. They just do wonderful things for us."

Photos by John Storey



IBEW 1245 members (from left to right) Jon Beasley, Ryan Morris, and Eric Czczok at NV Energy's Brunswick Substation near Carson City, Nevada



Jon Beasley



Eric Czezok



[ABOVE, RIGHT AND BELOW] Ryan Morris



Local 1245 Members Shore Up Orinda Transmission Tower Threatened by Mudslide

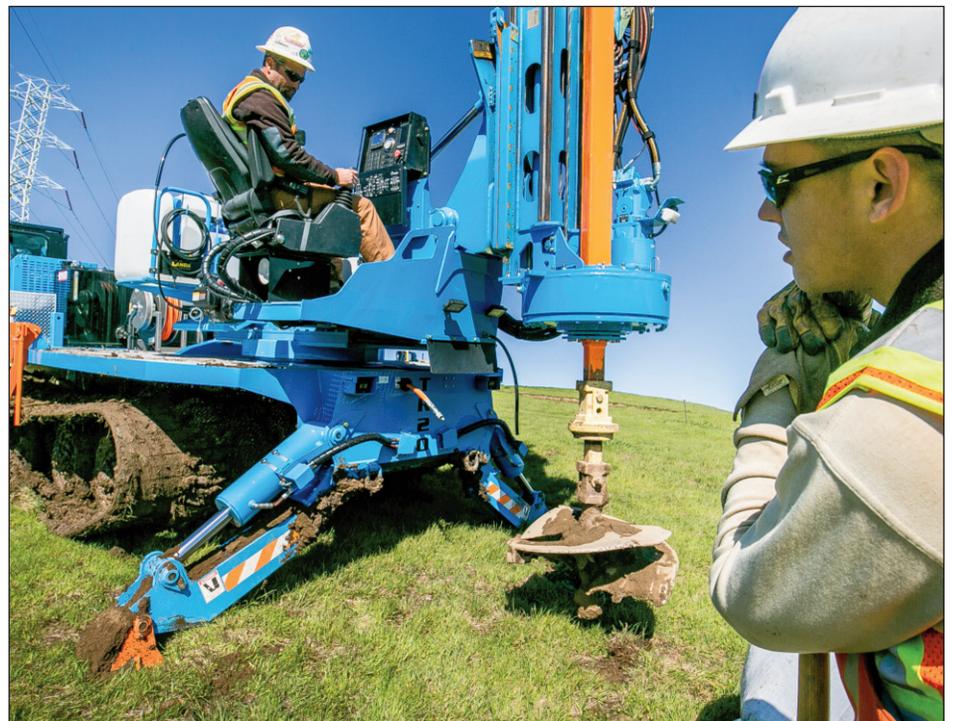


On Jan. 29, PG&E received a report of a mudslide that threatened the stability of a transmission tower near Highway 24 in Orinda. To ensure that the tower remained in place and functional, the area around the tower needed to be shored up — no easy feat, given the back-to-back rainstorms and excessively muddy conditions on the hillside — and dozens of Local 1245 members were dispatched to address the issue.

“The affected tower was shored up by two sagging cats, and tower crews braced up the footing of the tower by adding more steel braces at the bottom of the tower to help,” explained IBEW 1245 Business Rep Mike Saner, who was on the scene for the better part of a week. “The crews had planned to build a shoe-fly to temporarily off-load the conductors from the tower, but the conditions

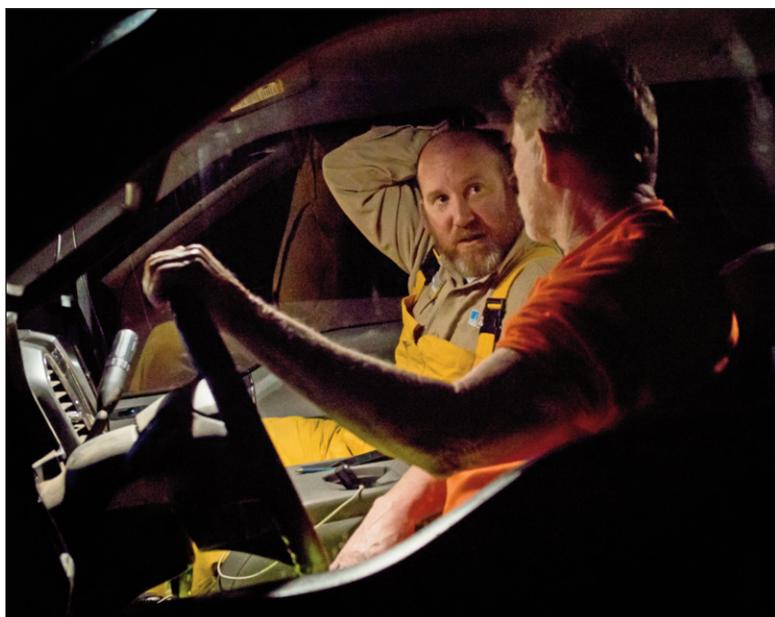
on the hillside presented a number of challenges which resulted in some delays. The equipment was finally able to get the top of the hillside, and the crews went to work digging holes in order to set temporary steel poles. Once the crews got the holes dug, a helicopter flew in the poles to be set, and after the poles were set, the crews then off-loaded the tower by moving the conductors to the temporary poles.”

Crews worked around the clock in severe weather for several weeks, using cranes, tractors, helicopters and off-road vehicles to get the job done. On Feb. 24, the Company announced that the situation was stabilized, and no customers had been affected. Once the hillside starts drying up, which could take a few months due to all the rain, a new tower will be built. But for now, PG&E customers in the East Bay can rest assured that the transmission tower isn’t going anywhere.



Davey Casagrande, Towerman

Dale Brock, (driver), and Stephen Lawson



Photos by John Storey



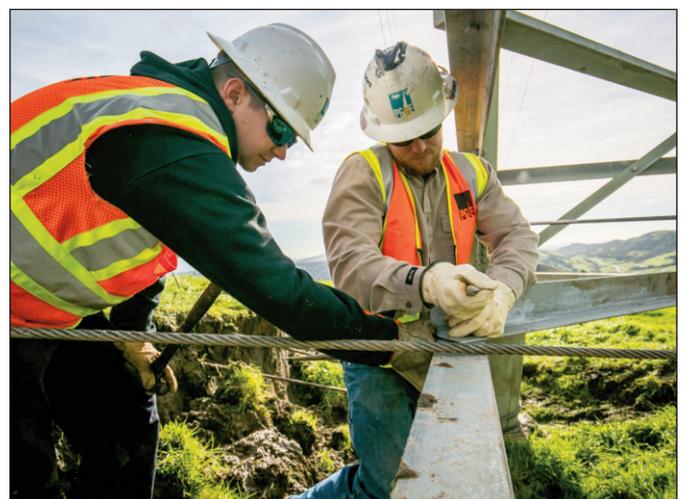
The view from a helicopter



Brandon Bonner hooks up a helicopter lifting a load of wood.



Brandon Bonner, front, and Davey Casagrande put straps on a load of wood to be airlifted.



Jordan Barcelos, left, and Travis Greene at work

PG&E Gas Crew Member Performs CPR on Unconscious Man at Rest Stop

PG&E Construction Operator Michael Musgrove and Working Foreman Clint Grich were driving south on Highway 5 when they decided to pull over at a truck stop near Manteca. They were just about to get back on the road when they noticed a man lying unconscious on the ground. It was clear that he needed help, so the two raced over to the scene to see if they could assist.

When they arrived, a female bystander was already on the phone with 9-1-1, and another gentleman was kneeling down next to the unconscious man, trying to talk to him. The 9-1-1 dispatcher asked if anyone was able to perform CPR, at which point Musgrove and the other man began performing chest compressions, while Grich went in search of an AED (defibrillator).

"We happened to have just had our CPR refresher class two weeks prior, so it was fresh in our minds," said Musgrove, a ten-year IBEW member. "We knew exactly what to do."

As Musgrove and the other man started to perform chest compressions, a crowd began to gather around them. Some of the bystanders urged Musgrove to perform mouth-to-mouth, but he didn't have anything to put over the man's mouth, and he remembered his CPR instructor telling the class to avoid mouth-to-mouth if there's no protective mouth covering available. So the two men continued with the chest compressions in sets of

100; one would count as the other performed compressions, and then they would switch.

"Everything was going really fast at first, but in the moment, it felt like we were moving in slow motion," Musgrove recalled. "It was pretty intense."

They continued with the compressions for approximately 30 minutes, until help finally arrived. The Fire Department showed up first, and took over CPR using an AED. When the EMTs arrived a few minutes later, they quickly loaded the unconscious man into the ambulance and took off.

The following day, Musgrove made some calls in an effort to find out how the man was doing. He wasn't able to get much information, but he did learn that the man still had a pulse when he arrived at the hospital, and the fire chief thanked Musgrove and told him that he did a good job.

Musgrove never expected to have to use his CPR training that evening, but he feels fortunate to have been in the right place at the right time.

"I always pay really close attention during the CPR class when we take it every year, because I have little ones at home," said Musgrove. "You hope that you never have to use it, but when there's an emergency like this, you're happy to have that training. I'm just glad we were able to help."

— Rebecca Band,

IBEW 1245 Communications Director



IBEW 1245 members Michael Musgrove (left) and Clint Grich



Grich captured this photo on his phone as the first responders prepared to transport the man to the hospital.

PG&E Customer Service Rep Killed in Fresno Shooting

It is with a heavy heart that we announce the tragic death of new IBEW 1245 member Zackary Randalls, who was shot and killed while on a work-related ride-along in downtown Fresno on April 18, 2017.

Six weeks ago, Brother Randalls enthusiastically began working as a Customer Service Rep at PG&E in Fresno. He was known for his love of classic cars, tattoos, his family and the LA Dodgers. He spoke often about how excited he was to have finally secured a job at PG&E. His colleagues describe him as "full of life," but his life was cut short far too soon when he became the victim of a senseless shooting that also claimed two other lives.

The Fresno police have called the incident "a random act of violence" and noted that the victims did nothing to provoke the shooting. The suspected shooter has been taken into custody, and police believe this suspect is also responsible for another recent murder of a security guard at a Fresno motel.

Randalls leaves behind his wife, Katie, and two young children, Dutch and Stella. The Company and Union have arranged vacation sale for the family, and details can be found at www.ibew1245.com/files/PGE-docs/LA-17-10-PGE.pdf. Friends are also collecting donations for his family via GoFundMe (see addresses below). Additional information will be posted on the IBEW 1245 website as it becomes available.



www.gofundme.com/rbvnk4-zack-randalls

www.gofundme.com/zackary-randalls-memorial-fund



IBEW 1245 Takes Legal Action to Oppose Drug Testing of PG&E Customer Service Reps

In early February, PG&E announced its unilateral decision to begin drug testing Call Center Customer Service Reps, and issued a voluntary non-compliance statement to the CPUC. IBEW 1245 immediately voiced its opposition to the Company's decision, noting that these workers are not classified as 'safety-sensitive,' and should continue to be exempt from invasive and unnecessary DOT drug testing, as they've been for the last 30-plus years.

Local 1245 promptly filed an unfair labor practice charge against the Company with the National Labor Relations Board (NLRB), and specifically requested that the Board seek 10(j) injunctive relief on IBEW 1245's behalf in federal district court. At press time, the NLRB request was still pending a decision. If the Board agrees to petition for this relief, and the court grants the 10(j), the injunction would most likely: (1) temporarily block the Company from proceeding with DOT drug testing Call Center Customer Service Representatives, (2) force the Company to rescind their unilaterally-implemented policy, and (3) require the Company to bargain with IBEW 1245 in good faith over any changes to the drug testing procedures going forward.

Additionally, IBEW 1245 filed a Business Manager's Grievance on this issue, ensuring that, even if IBEW 1245 is unsuccessful in its claims before the NLRB, the Union will still have an alternative means of challenging the Company's actions through the grievance process, and possibly at arbitration.

Despite the Union's strong vocal opposition, the Company has proceeded with its unneces-

sary and invasive drug testing of CSRs, and in March, the Company informed IBEW 1245 that it would also be adding approximately 220 local office Customer Service Reps to the drug testing pool as well. Local 1245 quickly amended the Business Manager's grievance to include these local office employees, and also amended the charge with the National Labor Relations Board as well. Local 1245's attorneys are also exploring the possibility of litigation against PG&E.

"As the union that represents thousands of clerical and physical workers at PG&E, we firmly oppose the company's determination that Customer Service Representatives should be subjected to random drug testing," said Local 1245 Business Manager Tom Dalzell. "We disagree with the Company's assertion that these workers fall under the purview of the Department of Transportation (DOT) drug testing policy, and believe that subjecting them to urine tests would amount to a waste of ratepayer money, as well as an invasion of the workers' privacy."

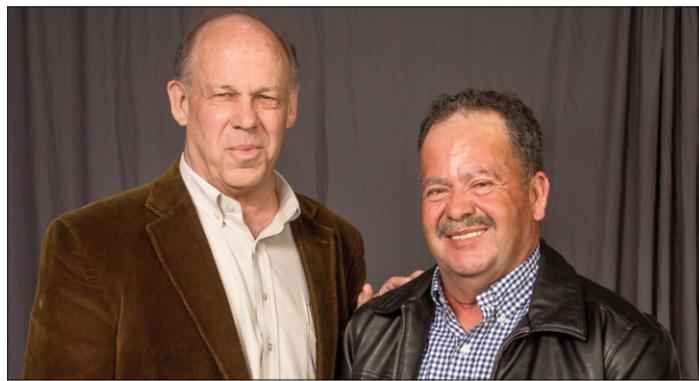
"The Company unilaterally announced its intention to drug test these workers, and we are troubled by this abrogation of the Company's duty to bargain with Local 1245," Dalzell continued. "We believe that it displays an alarming arrogance and anti-union sentiment that is not in keeping with the collaborative relationship that we strive for and which benefits us both in these times of numerous challenges to the Company's existence."

For more information, visit our FAQ page ibew1245.com/2017/02/27/pge-dot-drug-alcohol-testing-frequently-asked-questions/



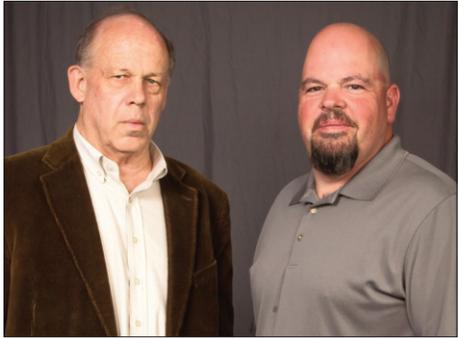
Merced

March 10, 2017



40 Years
From left: Business Manager Tom Dalzell and Jose Urena

Photos by John Storey



20 Years From left: (Dalzell) and Jarrid Fletcher

Congratulations on your service!



15 Years
Front row, from left: Wayne Schortzmann and Ryan Ramsey.
Back row, from left: Vernon Smith and Lee Wilson



10 Years
From left: Christopher Tate, Darren Driscoll and Chad Zumstein



5 Years From left: (Dalzell) and Edward Martinez

HONOREES

- 45 Years**
Romero, Michael
- 40 Years**
Urena, Jose
- 25 Years**
Byrd, William
Chapman, David
Myatt, Richard
- 20 Years**
Campodonico, Gregg
Castaneda, Raudel
Fletcher, Jerrid
Gonzalez, Michael
Lopez, Juan
Olguin, Richard
- 15 Years**
Castillo, Mario
Contreras Sr., Artemio
Dixon, Karen
Garcia, Julio
Garrett, Adan
Luquin, Ramon
Nungaray, Jesus
Ramsey, Ryan
Schortzmann, Wayne
Smith, Vernon
Villalpando, Sergio
Wilson, Lee
- 10 Years**
Accardo, Anthony
- Burnett, Mario
Cavazos, Veronica
Dismuke, Michael
Driscoll, Darren
Evans, Aaron
Frazier, William
Gauthier, Michael
Green, Enoch
Heberline, Joseph
Love, Gregory
Moss, Glen
Perez, Edward
Regert, David
Sanchez, Robbie
Strickland, Wes
Tate, Christopher
Tavare, Michael
Tumbling, Lamonte
Walker, Brian
Zumstein, Chad
- 5 Years**
Calhoun, Madell
Cardenas, Antonio
Carranza, Jaime
Dutra Jr., Bill
Gonzalez Sr., Mario
Grover, Gene
Lovett Jr, Gene
Martinez, Michael
Martinez, Ronnie
McCrummen, Matthew
Reel, Shawn
Russo, Kyle
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Tritthart, Greg
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The union welcomes

- feature articles
- photos
- fictional stories
- letters to the editor
- graphics
- artwork
- poems
- and other creative work by our members

Submissions can be sent to Communications Director Rebecca Band at RGB1@ibew1245.com or P.O. Box 2547, Vacaville CA 95696



IBEW members work to repair damage at Oroville Dam

For nearly 50 years, the Oroville Dam has provided critical flood control, valuable hydroelectric power and essential irrigation as a key component of the California State Water Project. But in February of 2017, all of that changed, and the Dam quickly transformed from a powerful resource to a potential threat.

After a series of massive rain storms tore through the state, the Dam's operators noticed significant damage to the main spillway, which is the primary channel used to prevent flooding. Due to the damage and the ongoing heavy rains, the main spillway was no longer able to drain the water from Lake Oroville quickly enough, and as a result, the Dam's emergency spillway went into operation for the first time since the Dam opened in 1968. However, headward erosion of the emergency spillway meant that there was a serious possibility that the Dam's concrete weir would collapse and cause massive, uncontrolled flooding in the downstream areas around the Feather River.

Emergency protocols quickly went into effect, and nearly 200,000 people were evacuated. Fortunately, the water level dropped, the weir held out, the crisis was averted, and residents returned to their homes. But the damage to the Dam was grave; both the main and emergency spillways require extensive repairs.

On the Scene

IBEW Local 1245 members have been on the scene at the Dam since the very beginning, even before the water hit the emergency spillway. Initially, several crews from PG&E were called in to remove the transmission towers and wires that were in the emergency spill channel. They utilized a helicopter to take down the power lines and towers, and completed the work the day before the lake water entered the emergency spillway. The PG&E crews were then tasked with building a shoe-fly around the spill channel — which consisted of nine locations with 13 light duty steel poles — to restore power to that circuit.

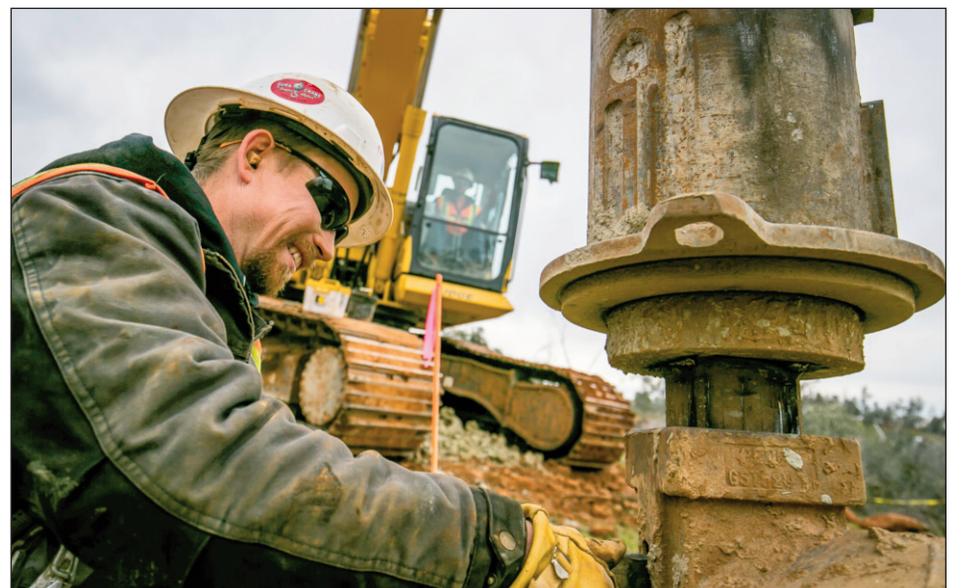
Once the spillways were stabilized and the area was deemed safe, Local 1245 Outside Construction crews were brought in to help with the complex restoration work, which may take months or even years to complete.

"It's extremely challenging because there are 15 different entities, at minimum, that we have to coordinate everything with, and we have to keep everybody safe," said General Foreman Jeff Emerson, who comes out of IBEW Local 47 in southern California. "It's not just us here, there's traffic control, there's people doing inspections on the spillway, there's the rock haul trucks that are moving the rock, the barges that are down there sluicing out the river ...

THE SPILLWAY SAGA



IBEW 1245 operator Spencer Delfs shakes dirt off the drill bit.



IBEW 1245 groundman Bobby Fox changes the drill bit as he drills holes for new poles.



there's so many moving parts here."

The *Utility Reporter* caught up with Emerson and his crew a couple weeks after the crisis. They were working east of the spillway damage, at the base of the dam itself, and Emerson detailed precisely what was going on at the time.

"At first, we had to run an emergency line on the vacant side of the existing 230 lattice structures," he explained. "Once we got that emergency line in and energized so they could energize the powerhouse and run the hydro plant, the next step is to run a temporary shoe-fly to move all the power lines up the hill, away from the spillway and the construction so they can de-energize those lines and work on the spillway safely."

The crews used a helicopter and sky crane to wreck out some of the vacant towers that were being undermined by the spillway erosion.

"My job today was to fly in with the helicopter and to remove insulators and travelers, because the tower is being wrecked out and everything that's loose or could swing has to be removed so it's just the structural steel that's left," said lineman Robert MacAllister, who comes out of Local 104, based in New England. "That way, when the sky crane comes, [what remains of the tower] can be rigged and lifted, and they'll know what they're dealing with as far as balance and load."

Given the exceptionally steep terrain, the helicopter was a vital asset to the crews. What would have taken 45 minutes to traverse in a land vehicle took less than a minute in the chopper.

"Materials, tools and men can be put

into exact positions in astounding time with the helicopter. It's a very efficient process," said MacAllister, who flew on the helicopter's long line, suspended in the air and tethered in with two safety hooks attached to a harness. "It's a very safe, very secure attachment. It's a smooth ride, actually. Like driving a motorcycle, except you're 500 or 1,000 feet off the ground. The wind is in your hair, you can see everything. It's surreal, and exciting."

A Testament to the Union

The main contractor on the scene, Abercrombie Pipeline Services, had just become signatory to Local 1245 shortly before beginning work on the project (Outback Construction also assisted with the shoe-fly by digging holes into the bedrock). A number of the IBEW members working on this job came in from other areas outside of Local 1245's jurisdiction. Most of them had never worked together before, and few had even encountered a job quite like this one. But they all had one thing in common — as IBEW linemen, they were able to draw upon their extensive skills and training, and quickly formed bonds that enabled them to maximize their effectiveness on the job.

"I'll tell you what's great about the union — all of the guys that we've got working here came out with great attitudes," noted Emerson. "They're all working together to figure things out, and as soon as they figure something out, they tell the next crew ... that's the brotherhood of [the IBEW] right there, everybody teaching each other and showing each other the 'tricks' they've

picked up. And the learning curve — how fast they learned how to do all this stuff — it's pretty amazing. It's a great testament to the union."

"I love being in the union. It's a rewarding experience, and [linework] is the job of a lifetime," said MacAllister. "The skills, the people you meet, the knowledge, the work ethic, it's all there. It's the complete package. I love being a part of it, and I want to keep doing it for years and years."

— Rebecca Band, IBEW 1245 Communications Director



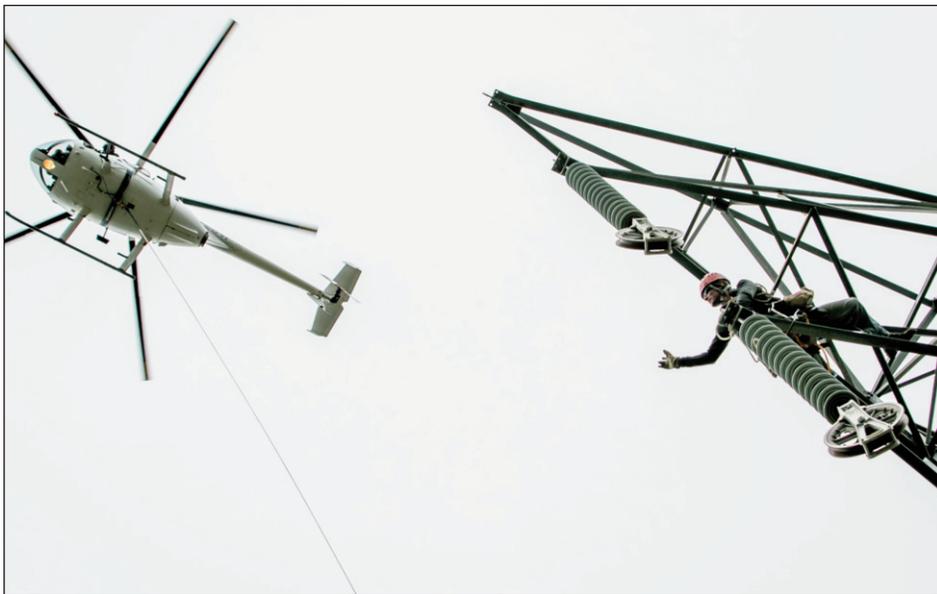
Foreman Jeff Emerson meets with the helicopter crew about flying in new transmission towers.



IBEW outside line members organize poles.



Groundman Bobby Fox digs a hole.



IBEW member Bob MacAllister

Photos by John Storey

Utility Reporter



Operator Chris Lewis digs holes.



A crew from Trees Inc. trims a tree in Turlock.

High Demand for Tree Removal Leads To Increased Subcontracting

In 2016, PG&E contractors removed more than 230,000 dead and dying trees, far surpassing any year in recent memory. California's massive bark beetle infestation, and the subsequent "state of emergency" that has been declared, continues to present a challenge with regards to obtaining enough resources and manpower to meet the demand for tree removal. As a result, the prime contractors are bringing in a large number of sub-contractors — many of them non-union.

The union was recently informed of a tree trimmer fatality that occurred with one of these non-union subcontractors. The details of the event are not entirely clear at this time, but we do know that the subcontractor was Action Tree from Kentucky, which was performing work for Trees Inc. The employee who was fatally injured was 21-year-old Action Tree employee Jorge Garcia Moctezuma from the state of Washington. Initial reports indicate that Jorge was working on a 100 ft ponderosa tree and had just cut a 20-ft. section from the top. The cut piece came down and swung back and forth, causing the tree Jorge was on to break below him. The tree fell to the ground, taking Jorge and live power lines with it. A mandatory safety stand down was held at PG&E headquarters on Tuesday, April 18 and included all prime contractors as well as sub-contractors. The issue of prime contractors subcontracting this work out to all these subs without clearing through the union is a big issue that we will be addressing immediately.

This historically wet year, which followed several long years of drought, has led to a number of events that have impacted Line Clearance Tree Trimmers. Some of the events that have made tree work even more challenging in recent weeks include the feared dam failure that required evacuating a large part of California, a flooding river requiring two evacuations in as many weeks, and State Highways covered by slides closing them for weeks (with some still closed). Additionally, an aerial lift truck was recovered from a sink hole with no damage, narrowly avoiding total loss.

There has also been a tremendous amount of storm work, which has brought a lot of overtime to all the prime contractors and sub-contractors. Some Line Clearance Tree Trimmers report working over thirty-hour stretches. It should be noted that there are provisions in the Tree Agreements for meals and meal periods, but getting a meal — or the time to eat it — has become rare. While the rain has finally begun to subside, we're still seeing powerful winds, which, when coupled with heavily saturated ground, can (and do) tip over a great many trees, leading to loss of electric service.

As previously reported, the first quarter of 2017 started with a death in the Yosemite Division. An employee for Arbor Works died, leaving behind a wife and 10 children. Business Representative Abel Sanchez has been involved in the SIF committee investigating the accident, which is still ongoing four months later. We do believe the two most recent tree accidents involved non-union tree companies. There are those that believe part of problem is unit price, and bonuses paid for working quickly seem to compound the problem. These factors tend to lead to shortcuts in an industry that can turn deadly with a moment of distraction. "Struck by" injuries and fatalities are the greatest problem at this time. IBEW Local 1245 has started a committee to investigate and find solutions to the "struck by" accidents.

Members have been voicing their discontent regarding the medical insurance deductible going up, as the employee cost for insurance went up another \$0.12 cents an hour. It is important for the members to understand that health care costs have increased for all insurance plans since the enactment of the ACA. Lineco is a Taft-Hartley trust, and operating costs are bare bones so that the membership receives high quality coverage. Lineco has the designation of a "Cadillac plan" by the government, and dollar-for-dollar what the membership receives from this plan is second to none. The business representatives continually educate our members on how good their Lineco coverage is, considering the level of cover-

Line Clearance Tree Trimmers

age as a total package.

During the recent IBEW International Construction Conference, the I.O. kicked off the first Line Clearance Council. This new committee will be for all IBEW Locals representing tree members in the US and Canada. We expect good things to come from this Council, for the betterment of IBEW's Line Clearance Tree Trimming members.

Asplundh Tree Expert

NV Energy crews had been split between Reno, Fallon and Carson City. The Nevada tree unit met last month with only a few issues to discuss. The heavy winter storms have impacted all crews in Nevada. We're starting to field questions regarding upcoming negotiations for the new agreement. The contract expires on January 30, 2018.

Davey Tree Surgery (Paso, Atascadero, Santa Maria)

No accidents or near-misses have been reported by members in the area. Membership attendance is very good. They have been working a 4/10 work schedule for a while now. The company sent two crews to the Placerville area to help. Most members did not sign up for the AD&D insurance benefit during the open enrollment period, but they are doing it now.

Davey Tree Surgery & Pole Test & Treatment

We had an issue with the Company regarding progressing employees to Top Climber. Most areas are working 10 hour days. The medical wage deduction was corrected by the Company last month. We had also reported about the Company bringing in crews working outside the jurisdiction coming from the Pacific Northwest and Idaho. These folks were offered permanent positions to work in Northern California on PG&E property. We expect to hold a GRC with the Company this month to resolve the remaining open matters, and all new grievances. The Company had made few management changes in East Bay & Mission Areas. The membership seems to be accepting the changes and are very happy right now!

Mountain Enterprises (Liberty Energy and PG&E)

Only a few crews working at Liberty Energy in Truckee and South Lake Tahoe currently. Mountain crews have been working all over the PG&E system and keeping very busy. We hope to have a Safety Steward appointed soon to represent our members at M.E.

Mowbray (SMUD and PG&E)

We had an issue with the Company not signing up employees for membership, and not reporting all their work hours to Lineco. At SMUD, we had an issue regarding progressions. The matters have been discussed and handled in a timely manner. Several employees had issues with being held up from progression to the Climber Classification.

The Company did progress employees that had this issue. We agreed to do an onsite visit to an employee that was not following Line Clearance protocol, and give him an opportunity to progress after he's given a little more time to learn the proper teachings and skills to progress to the Climber classification.

Utility Tree Service

Crews had returned back to working eight-hour days. We held a Grievance Review Committee (GRC) meeting on March 8 in Modesto, CA. We referred the SMUD-Pro-Rata vacation grievance to arbitration. We have a few remaining grievances we are still working on currently. There were a few pay issues that were finally figured out and corrected in Cupertino. We suggest for every Crew Foreman to make a copy of your weekly time sheet to prove what hours you worked during the week in question.

In Bakersfield, no accidents or near misses have been reported by members in the area. Crews were assigned to the Lakeport area in January, and they are currently in the San Jose area. They are also back to normal 5/8's work schedule. An employee was disciplined for talking on the phone while driving and another was placed on leave without pay based on a reasonable suspicion positive test. Employees have complained that the Company does not provide cell phones and they must use their personal phone.

Synergy Tree Service

We had a crew monitored by another contractor in Grass Valley. All crews must secure their work areas and follow all safety rules and policies. We also followed up with a few more medical coverage and wage issues in Grass Valley.

Wright Tree (SMUD)

The Company held a very negative meeting with the hands regarding production and expectations at SMUD. This meeting made some Crew Foremen second-guess their future at Wright Tree Service. The Company is taking a different approach, and is meeting with each Crew Foreman that is coming in with a low tree count. They consider this a consultation, and verification of the type of day the crew had. We will see where this activity takes us at the end of the month.



Gilberto Venegos from Trees Inc. carries the "Men Working" sign back to the truck.

La alta demanda de remoción de árboles conduce a un aumento en la subcontratación

En 2106, los contratistas de PG&E removieron más de 230.000 árboles muertos o moribundos, superando con creces cualquier año en la historia reciente. La infestación masiva en California de escarabajos de la corteza, y el subsiguiente "estado de emergencia" que se ha declarado, continúa presentando un desafío con respecto a obtener suficientes recursos y mano de obra para satisfacer la demanda de remoción de árboles. Como consecuencia de esto, los contratistas principales están trayendo un gran número de subcontratistas — muchos de ellos no sindicalizados.

Recientemente se informó al sindicato del fallecimiento de un podador de árboles que ocurrió con uno de estos subcontratistas no sindicalizados. Los detalles del suceso no están del todo claros en este momento, pero sí sabemos que el subcontratista era Action Tree de Kentucky, que estaba realizando el trabajo para Trees Inc. El empleado que fue mortalmente herido era Jorge Garcia Moctezuma, un empleado de Action Tree, de 21 años de edad, del estado de Washington. Los informes iniciales indican que Jorge estaba trabajando en un pino ponderosa de 30.5 m (100 pies) de altura y acababa de cortar una sección de 6 m (20 pies) de la copa. La sección cortada cayó y se balanceó hacia adelante y hacia atrás provocando que el árbol donde se encontraba Jorge se quebrara por debajo de él. El árbol cayó al suelo, llevándose con él a Jorge y las líneas eléctricas energizadas. El martes 18 de abril, en las oficinas centrales de PG&E, se celebró una concientización de seguridad de participación obligatoria, que incluyó a todos los contratistas principales y subcontratistas. La cuestión de los contratistas principales que subcontratan este trabajo a todos estos subcontratistas sin la aprobación del sindicato es un gran problema que vamos a abordar de inmediato.

Este año históricamente lluvioso, después de varios años de sequía, ha causado una serie de eventos que han impactado a los Podadores de Árboles para el Despeje de Líneas. Algunos de los eventos que han hecho que el trabajo de poda de árboles sea aún más difícil en las últimas semanas incluyen el temor de la falla de una represa que requirió la evacuación de gran parte de California, un río desbordado que requirió dos evacuaciones en dos semanas, y carreteras estatales cubiertas por

derrumbes por lo que estuvieron cerradas durante semanas (algunas todavía están cerradas). Además, se recuperó sin daños un camión jirafa que había caído en un hueco, evitando por suerte la pérdida total.

También ha habido una gran cantidad de trabajo debido a tormentas, que ha resultado en un montón de horas extras para todos los contratistas principales y subcontratistas. Algunos Podadores de Árboles para el Despeje de Líneas indican que están trabajando en turnos de más de 30 horas. Cabe señalar que en los Acuerdos firmados hay disposiciones para comidas y para tiempo para comer, pero obtener una comida — o el tiempo para comerla — se ha vuelto difícil. Aunque la lluvia ha comenzado finalmente a disminuir, todavía hay fuertes vientos, los cuales, unidos el suelo saturado, pueden (y hacen) que un gran número de árboles se caigan, dando lugar a la pérdida de servicio eléctrico.

Como se informó anteriormente, el primer trimestre de 2017 comenzó con una muerte en la división de Yosemite. Un empleado de Arbor Works murió, dejando una esposa y 10 hijos. El Representante de Negocios Abel Sanchez ha estado involucrado en el comité del SIF que investiga el accidente, investigación que aún está en curso cuatro meses después. Creemos que los dos últimos accidentes fatales con árboles involucraron a compañías de árboles que no pertenecen al sindicato. Hay quienes creen que parte del problema es el precio por unidad, y los bonos pagados por trabajar rápidamente parecen agravar el problema. Estos factores tienden a conducir a atajos en una industria que puede resultar mortal con un momento de distracción. Las lesiones y muertes por recibir un golpe relacionado con el trabajo son el mayor problema en este momento. El IBEW Local 1245 ha formado un comité para investigar y encontrar soluciones a los accidentes por recibir golpes de árboles o equipos en el trabajo.

Los miembros han estado expresando su descontento con respecto al incremento en el deducible del seguro médico, pues el coste del seguro para el empleado subió otros \$ 0.12 centavos por hora. Es importante que los miembros comprendan que los costos de atención médica han aumentado para todos los planes de seguro desde la promulgación de la Ley de Cuidado de

Salud Asequible (ACA por sus siglas en inglés). Lineco es un fideicomiso Taft-Hartley, y los costos operativos son básicos para que la membresía reciba cobertura de alta calidad. Lineco tiene la designación de un "Plan tipo Cadillac" por el gobierno, y dólar por dólar, lo que la membresía recibe de este plan es insuperable. Los representantes de negocios educan continuamente a nuestros miembros sobre lo buena que es su cobertura de Lineco, considerando el nivel de cobertura como un paquete total.

Durante la reciente Conferencia Internacional de la Construcción de la IBEW, se dio inicio al primer Consejo de Despeje de Líneas. Este nuevo comité será para todos los Locales IBEW que representan a los miembros podadores de árboles en los EE.UU. y Canadá. Esperamos cosas buenas de este Consejo para mejorar las condiciones de los miembros Podadores para el Despeje de Líneas del IBEW.

Asplundh Tree Expert

Las cuadrillas de NV Energy habían sido divididas entre Reno, Fallon y Carson City. La unidad de árboles de Nevada se reunió el mes pasado con solo unos pocos temas para discutir. Las fuertes tormentas de invierno han

impactado a todas las cuadrillas en Nevada. Estamos empezando a recibir preguntas sobre las próximas negociaciones para el nuevo acuerdo. El contrato vence el 30 de enero de 2018.

Davey Tree Surgery (Paso, Atascadero, Santa Maria)

Los miembros de la zona no han informado sobre ningún accidente ni accidentes potenciales. La asistencia de los miembros es muy buena. Han estado trabajando un horario de trabajo 4/10 desde hace algún tiempo. La compañía envió dos equipos a la zona de Placerville para ayudar. La mayoría de los miembros no se inscribieron en el seguro de AD&D durante el período de inscripción abierta, pero lo están haciendo ahora.

Davey Tree Surgery y Pole Test & Treatment

Tuvimos un problema con la Compañía con respecto a los ascensos de los empleados a Escalador Principal. La mayoría de las zonas están trabajando 10 horas. La deducción salarial médica fue corregida por la Compañía el mes pasado. También habíamos informado que la Compañía estaba trayendo cuadrillas que trabajaban fuera de la jurisdicción, procedentes del noroeste del Pacífico y Idaho. A estas personas se les ofreció puestos permanentes para trabajar en el norte de California en las

continúa en la página 16

Davey Tree Hosts Human Performance Safety Training at Weakley Hall

The Davey Tree Company organized a 2.5-day "human performance" training session on March 6-8, aimed at increasing safety awareness for Davey supervision, general foremen and several Davey employees enrolled in the IBEW 1245 Keep the Clearance peer safety program, including John Simms, Steve Speak, Ken Cook, Jaime Garcia, Brian Branten, Jose Paredes, Mike Clough, Federico Luna and James Hanlon. IBEW Local 1245 Business Representatives Carl Lamers and I also participated in the training, which took place at IBEW 1245's Weakley Hall. Altogether, 34 students studied the basic tenants of safety as it applies to human behavior in relation to jobsite conditions, worker behaviors, organizational processes and human error, all of which can lead to accidents and injuries.

Davey Tree Superintendent Larry Abernathy, who organized the training, addressed the group on the first day and told them the overall purpose of the training was to ask attendees to "think out of the box" about safety.

"I don't care if you pass the class," Abernathy stressed to the group, referring to the fact that the course is certified and sanctioned by the University of Idaho. "I want you to find the gems in this training — like I did — and help us to change safety for the better."

The course instructors, Shane and Peggy Bush, brought a wealth of experience and expertise to the classroom. Shane Bush is a retired safety manager and accident investigator for several utilities across the United States, and he now travels the world teaching human performance training.

The training was fact-filled, interesting and engaging. The two instructors presented information based on human performance training established by the Department of Energy for the nuclear energy industry. Each phase of the class included a case study, in which the class participants interviewed Bush, who was acting as a person involved in a catastrophic incident, to determine contributing factors (both human and company behaviors) that contributed to the event. After some of the case studies concluded, Bush revealed that he was speaking as a person who was actually killed in the accident.

At the conclusion of the training session, the participants had performed four case studies and learned many of the "do's and don'ts" of accident investigation, including the process for staying neutral in an investigation, effective interview techniques and how to identify error precursors that contribute to accidents and injuries.

— Rich Lane,

IBEW 1245 Business Representative

Left to right; Gilberto Venegos, Jesus Solis Jr, and Sam Mendoza from Trees Inc.





WORK OUTLOOK

In California, our members have been extremely busy because of multiple storms, which have mainly been north of Santa Cruz. During one of the storms, a Lineman was burned due to electrical contact. This incident should serve as a reminder to stay vigilant, make sure of the circuit being worked on, and eliminate electrical sources and potential back by grounding, per our Red Book.

We made quite a few crew and yard visits to our trailer park contractors as well as Overhead and Underground contractors. Wilson and Intren have most of the crews in that area. We also did crew visits with our civil crews, and found that a large majority of these members do not carry their IBEW dues receipt with them. Please always carry your dues receipt with you, or save an image of it on your phone.

The trailer park contractors are having issues with de-watering the trenches, and a few are talking about layoffs due to de-watering issues. Hopefully, the weather will dry up soon, as dry weather will also allow contractors to start ramping up with their crews.

We met with Balfour Beatty to discuss the start of the 50-mile CalTrain electrification project from San Francisco to San Jose. All indications point to the work for our members beginning around October 2017, unless some type of Federal funding issue causes a delay in this project. Work is expected to go on for four years, with both daytime and night time work.

In Nevada, work is getting back to normal after a heavier than usual storm season. This year looks to be a good year for line contractors in NV, with Berkshire Hathaway being prone to doing more work with contractors. Work picture continues to improve in eastern NV, with Wasatch putting on people in Elko and Winnemucca for doc work to fill out the shortage of linemen at NV Energy. Wasatch also has a couple of crews doing doc work in various locations around NV Energy's territory. PAR is working on a 4kv/25kv reconductor and cutover which will last another 3-4 weeks in Reno. Titan is wrapping up a 4kv/25kv cutover, and will be moving on to some small underground projects and some doc work to keep their guys busy in the short term. Rosendin is wrapping up a new substation bay at the Apple data center in Sparks, and PAR will go in behind them and pull the UG distribution cables to the pad mount transformers. Summit will be in



Ralph Armstrong

Elko doing a small one-week tower job for NV Energy this spring.

CONTRACT NEGOTIATIONS

Bargaining began on the Outside Line agreement with both the Western Line Chapter of NECA as well as with Henkel and McCoy on April 13 and 14, with both sides still far apart on proposals. On April 24, 2017, IBEW Local 1245 and Local 47 reached a tentative agreement with Western Line Chapter of NECA. The IBEW negotiating committees made it clear that they wanted to see enhancements in retirement and medical, and we feel the tentative agreement achieved that goal. The total package is worth 15.7% over 5 years with increases in the NEAP over the term of 51% and doubling the popular HRA contribution amount by 2019. Ballots and more detailed information will be sent out soon.

GRIEVANCES

We don't have any active grievances right now, and this is in part due to the ability to quickly resolve issues as they come up. We are still having issues with contractors using Fab Techs to do Operator and Groundman work. Please note that we can only address issues that are brought to our attention. We did

recently participate in a Labor Management meeting in Southern California (they do the same when Local 1245 has issues that that go that far in the grievance process).

JATC

We currently have 320 outside line apprentices registered in our JATC program and one traveling apprentice in our jurisdiction.

- 97 Apprentices are working out of Local 1245
- 181 are working out of Local 47
- 1 is working out of Local 396
- 23 are unemployed (41 are technically unemployed — but 18 can't work)
- We have graduated 17 apprentices to journeyman lineman.
- We have indentured 0 outside line apprentices.

EVENTS CALENDAR

- First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento.
- June 17, — IBEW Clay Shoot — Hilmar, CA

ORGANIZING

The following contractors have been organized in the last two months:

California Outside Line Agreement

- Hickman Utility
- Source Power Services, Inc.
- Utility Construction Services, LLC
- Fidelis Green, Inc.
- Jackson Equipment Services, Inc.

We recently signed V. Lopez Jr & Sons General Engineering to a one-time Project Labor Agreement for the Mobile Home Utility Upgrade project with PG&E.

INJURED WORKERS FUND

As of March 31, 2017, the balance of the Injured Workers Fund was \$1,068,294.13. In the first quarter of 2017, the fund paid out two (2) claims.

DISPATCH

Please call the Hotline after hours for daily counts related to actual numbers on the Books. All 1245 OSL members are encouraged to sign up and register your own personal account through the Local 1245 website. Once registered, you will be able to check your books status, make changes to personal information, pay union dues and even check on available jobs without having to call the dispatch office for this information. This is a very useful tool for our OSL members.

Árboles, de la página 13

propiedades de PG&E. Esperamos celebrar una reunión del Comité de Revisión de Quejas con la Compañía este mes para resolver los asuntos pendientes, y todas las nuevas quejas. La Compañía había hecho algunos cambios gerenciales en las zonas de East Bay y Mission. ¡Los miembros parecen estar aceptando los cambios y están muy felices!

Mountain Enterprises (Liberty Energy y PG&E)

Hay solo unas pocas cuadrillas trabajando en Liberty Energy en Truckee y South Lake Tahoe actualmente. Las cuadrillas de montaña han estado trabajando en todo el sistema PG&E y se mantienen muy ocupados. Esperamos contar pronto con un Delegado de Seguridad para representar a nuestros miembros en Mountain Enterprises.

Mowbray (SMUD y PG&E)

Tuvimos un problema con la Compañía por no inscribir a los empleados para la membresía, y no informar de



Jesus Solis Jr. from Trees Inc. trims a tree.

todas sus horas de trabajo a Lineco. En SMUD, tuvimos un problema con respecto a los ascensos. Estos asuntos han sido discutidos y manejados de manera oportuna. Varios empleados tuvieron problemas por no recibir ascensos a la clasificación de Escalador. La Compañía ascendió a los empleados que tenían este problema. Acordamos hacer una visita in situ a un empleado que no estaba siguiendo el protocolo de Despeje de Líneas y darle la oportunidad de ascender después de que haya tenido un poco más de tiempo para aprender las habilidades necesarias para ascender a la clasificación de Escalador.

Utility Tree Service

Las cuadrillas regresaron a trabajar ocho horas diarias. Celebramos una reunión del Comité de Revisión de Quejas (GRC) el 8 de marzo en Modesto, California. Hemos remitido la queja de vacaciones SMUD-Pro-Rata al arbitraje. Tenemos algunas quejas restantes en las que todavía estamos trabajando. Había unos cuantos problemas de pago en Cupertino que finalmente fueron solucionados y corregidos. Sugerimos que cada Capataz de cuadrilla haga una copia de su hoja semanal de horas para probar las horas que trabajó durante la semana en cuestión.

En Bakersfield, los miembros de la zona no han informado de accidentes ni accidentes potenciales. Las cuadrillas fueron asignadas a la zona de Lakeport en enero, y actualmente están en la zona de San José. También han regresado al horario de trabajo normal de 5/8. Un empleado fue disciplinado por hablar por teléfono mientras conducía y otro fue puesto en licencia sin sueldo en base a una sospecha razonable de resul-



Sam Mendoza from Trees Inc. carries branches to a chipper.

tados positivos en la prueba de sustancias prohibidas. Los empleados se han quejado de que la Compañía no proporciona teléfonos celulares y deben usar su teléfono personal.

Synergy Tree Service

Teníamos una cuadrilla que estaba siendo supervisada por otro contratista en Grass Valley. Todas las cuadrillas deben asegurar sus áreas de trabajo y seguir todas las reglas y políticas de seguridad. También hicimos un seguimiento a más problemas de cobertura médica y problemas salariales en Grass Valley.

Wright Tree (SMUD)

La empresa mantuvo una reunión muy negativa con los trabajadores en cuanto a producción y expectativas en SMUD. Esta reunión hizo que algunos Capataces de cuadrillas tengan dudas sobre su futuro en Wright Tree Service. La Compañía está tomando un enfoque diferente, y se está reuniendo con cada Capataz de cuadrilla que tenga un bajo número de árboles. Consideran que esto es una consulta, y una verificación sobre la clase de día que ha tenido la cuadrilla. Veremos a dónde nos lleva esta actividad al final del mes.

7th Annual Line Clearance Tree Trimmers Soccer Tournament/Family Day



7º Torneo Anual de Fútbol y Día Familiar de los Podadores de Árboles para el Despeje de Líneas



Friendship, Unity and Solidarity

Underneath clear, sunny skies, IBEW 1245 tree trimmers and their families participated in the 7th annual IBEW 1245 Soccer Tournament/Family Day in Ripon, California.

Local 1245 Tree trimmers from Davey Tree, Trees Inc., Utility Tree, Mowbray, and Synergy Tree companies celebrated the theme of Amistad, Unidad, y Solidaridad (Friendship, Unity and Solidarity) on the soccer field. Children joined in kids' soccer games and the thrill of a golden, star-shaped piñata. All shared in a delicious feast of barbecue chicken, rice, beans and salsa, served by Local 1245 staff.

Team captains recruited their teams and maintained the spirit of the day. A hearty congrats to our top teams:

- **First Place:** Angels Camp (Utility Tree)
- **Second Place:** Watsonville (Davey Tree)

The annual event is especially important as IBEW 1245 prepares for upcoming contract negotiations which will be led by IBEW 1245 Assistant Senior Business Manager, Ralph Armstrong.

Special thanks to our members' leadership team, staff and volunteers, as well as our sponsors who made the day possible:

- **2017 Team Captains/leaders:** Omar Yepez, Francisco Ferreyra, Jesus Maldonado, Luis Orenadain, and Serafin Hernandez
- **Staff:** Ralph Armstrong, Liz McInnis, Carl Lamers, Junior Ornelas, Abel Sanchez, John Mendoza, Mike Saner, Lou Mennel, Landis Marttila, Richard Ingle, Jaime Tinoco, Eileen Purcell
- **Volunteers:** Jose Artiga
- **Sponsors:** IBEW 1245, Davey Tree, BeneSystems, Mountain Enterprises, Law Offices of Mastagni Holstedt

— Eileen Purcell,
IBEW 1245 Staff Organizer

Amistad, Unidad, Solidaridad

Bajo cielos despejados y un día soleado, los podadores de árboles del IBEW 1245 y sus familias participaron en el 7º Torneo Anual de Fútbol y Día Familiar del IBEW 1245 en Ripon, California.

Los podadores de árboles del Local 1245 de las compañías Davey Tree, Trees Inc., Utility Tree, Mowbray y Synergy Tree celebraron el tema de Amistad, Unidad, y Solidaridad en el campo de fútbol. Los niños se unieron a los juegos de fútbol infantiles y a la emoción de una piñata dorada en forma de estrella. Todos compartieron un delicioso festín de pollo a la barbacoa, arroz, frijoles y salsa, servido por el personal del Local 1245.

Los capitanes de los equipos reclutaron a sus jugadores y mantuvieron el espíritu del día. A felicidades abundantes a nuestros mejores equipos

- **Primero:** Angels Camp (Utility Tree)
- **Segundo:** Watsonville (Davey Tree)

El evento anual tiene especial importancia pues el IBEW 1245 se está preparando para las venideras negociaciones que serán conducidas por el Gerente Asistente de Negocios Senior, Ralph Armstrong.

Queremos agradecer especialmente al equipo de líderes de nuestros miembros, al personal y a los voluntarios, así como a nuestros patrocinadores que hicieron que este día fuera posible:

- **Capitanes de los equipos/líderes de 2017:** Omar Yepez, Francisco Ferreyra, Jesus Maldonado, Luis Orenadain, and Serafin Hernandez
- **Personal:** Ralph Armstrong, Liz McInnis, Carl Lamers, Junior Ornelas, Abel Sanchez, John Mendoza, Mike Saner, Lou Mennel, Landis Marttila, Richard Ingle, Jaime Tinoco, Eileen Purcell
- **Voluntarios:** Jose Artiga
- **Patrocinadores:** IBEW 1245, Davey Tree, BeneSystems, Mountain Enterprises, Law Offices de Mastagni Holstedt

— Eileen Purcell, Organizadora de personal del IBEW 1245



The winning team from Utility Tree of Angels Camp



The second place team from Davey Tree in Watsonville



Control the Pressure Safety Summit Focuses on Gas Safety

On April 20, 36 members of the Control the Pressure peer safety program met to complete their annual training at the yearly CTP Safety Stewards Summit. After a moment of silence for our 29 fallen union brothers who lost their lives at work, the group moved right into sharing stories, progress reports and testimonials related to their safety efforts on the job. The members discussed how the peer counseling process works, the skills needed to relate to fellow peer members in unsafe situations, and the importance of taking the initiative with members in a variety of situations.

The Safety Stewards then broke into specific workgroups — GC, GSR, Equipment Operators, Locate and Mark and Field Worker — to discuss safety-related problems they see in their job classifications. The breakouts gave the Stewards an opportunity to get to know the CTP committee members and identify problem areas that can be brought to the overall group, or the Company.

The Summit featured two compelling guest speakers. The first guest speaker was Brent Turner with the Peer Volunteer Program (PVP), which is a drug and alcohol outreach program developed by PG&E employees and IBEW members. Turner travels to safety kick-offs telling his personal story of addiction and recovery, the toll it has taken on his personal life and how to

find help among peers.

The second guest was Peter Kenny, Assistant Director for GC Gas at PG&E. Kenny shared a personal story of how, as a young welder, he spoke up through the Union to change an unhealthy condition at his shop. His action was not immediately popular with his work group, but in the end, he helped improve the environmental health for his fellow workers.

Kenny asked the group for any feedback and some top issues from the members. Some areas mentioned were a more efficient employee notification system in light of the killing of the PG&E employee in Fresno; manpower issues for GC; and problems related to non-traditional supervision staffing and knowledge of the work. Kenny got positive feedback from the Stewards on his efforts to improve safety for the GC group. Kenny assured the group he would look into the issues raised and get back to CTP with answers.

At the Summit, IBEW 1245 Communications Director Rebecca Band and Business Representatives Casey Kelley and Rich Lane unveiled the recently revamped secure safety forum website, designed to improve communication among the safety stewards. The summit also included a presentation on the PG&E Corrective Action Program (CAP), and Stewards had the opportunity to discuss the program's effectiveness and purpose, and a request was made of safety stewards to report all CAPS to the CTP committee.

— Rich Lane,
IBEW 1245 Business Representative



New Safety Steward Joe Black attended the CTP summit for the first time.



Peter Kenny, Director of PG&E GC Gas, answered questions from the group about gas safety.

Determining the Seriousness of a Workplace Injury

Some IBEW members have very taxing jobs; climbing up poles, trimming trees, running lines etc. When they are injured on the job with a worker's compensation injury, many times they are no longer able to do the physical activity they could do before. One way to measure the result of the injury is by knowing the amount of deconditioning the injured worker has suffered based on the number of METs the injured worker can perform.

METs is a measure of metabolic equivalent tasks you are able to do. It is a term used to represent the intensity of exercise, and can be used as a measurement of your impairment. Most exercise machines at the gym can display the exercise activity in terms of METs. We need to determine the number of METs the worker could do before, and how many he or she can do after the injury. This establishes the amount of deconditioning.

Climbing a utility pole is a task that expends approximately 10 to 12 METs. If you fell off the pole and incurred a severe lower extremity injury and are now only able to sit at a desk for limited periods of time, one way to measure the impairment is to determine the amount of deconditioning you suffered.

In worker's compensation, we use a book called the *AMA Guides* 5th edition to determine what amount of impairment an employee has when he or she is injured. There is a table in the *AMA Guides*, Table 5-12, which can be used to classify loss of conditioning in terms of METs.

The number of METs that a person can do is normally measured on a motor driven treadmill with varying grades and speeds. Once we are able to determine the post-injury capability of the injured worker, we can determine the loss of capacity, and therefore determine what kind of permanent disability and monetary settlement is due.

Here are some examples of various activities and the approximate number of METs it takes to do them:

- Bowling — 2.5 METs
- Housecleaning — 3.5 METs
- Pulling weeds in the garden — 4.1 METs
- Stacking firewood — 5 METs
- Having sex — 6 METs
- Backpacking — 8 METs
- Handball — 10 METs

The ability to exercise is based on three factors — your cardiovascular system, your pulmonary system, and your physical conditioning. If the first two are intact, then the exercise test measures the third. Rating an impairment from an injury using deconditioning is what is referred to

as a rating by analogy. If we know what you were capable of before you were injured — either by previous measurements or by the work you were able to do — we can now measure the exercise you are capable of now, and determine your loss of capacity. We can then go to the appropriate chart in the *AMA Guides* and determine the value of your impairment, and therefore the permanent disability and the amount of an award you would be entitled to. These are some examples of how it would work:

Example 1: A 50-year-old heavy equipment operator sustains a severe back injury.

- Previously in conjunction with operating the heavy equipment, he had to shovel out large portions of dirt. (10 METs)
- Now that he has injured his back, he is only able to sit at a desk for a limited time. (2 METs)
- He has a loss of capacity of 80%.
- Referring to the Pulmonary table, his loss would put him in class IV. (0 to 4.3 METs)
- He would have an impairment of 75% due to deconditioning.

Example 2: A 40-year-old lineman slips and falls and severely injures his knee.

- Before his injury, he could run an 8-minute mile and was expending 12.5 METs.
- Now, he can only walk one mile at 2.5 MPH. (2.5 METs)
- He has a loss of capacity of 80%.
- Using the same table, he would have an impairment of 70% due to deconditioning.

These are only a few of the tools we use at Mastagni Holstedt to determine how to help the injured worker know what we can suggest as a settlement. If you are injured at work, we invite you to contact a Mastagni worker's compensation attorney at no cost to you to determine what your options are.

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



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Local 1245 Member Receives Life-Saving Award for Intervening in a Carjacking

A Little Bit of Luck, A Little Bit of Fate

When IBEW Local 1245 member Marty Gentles arrived at work on December 6, 2016, he had no idea that he would end up intervening in an attempted carjacking and violent assault.

Gentles, a Parks Gardener for the City of Redding, usually works at City Hall, but on that morning, his working supervisor asked him to help out with a demolition project at Enterprise Park, one of the most popular and highly trafficked parks in the City of Redding.

Gentles was working to remove an old play structure at “Kid’s Kingdom” in preparation for a newly upgraded structure to be installed, when he noticed his supervisor a few yards away, waving to get his attention, and looking very concerned. Gentles quickly went over to see what was the matter, and his supervisor told him that someone was attempting to carjack a pickup truck — while the owner of the truck, and elderly gentleman, was still inside the vehicle.

A Split-Second Decision

After confirming that 9-1-1 had already been called, Gentles approached the scene to see what he could do to help. The two men were engaged in a physical struggle, and Gentles’ first instinct was to grab the vehicle keys and throw them into the bed of the truck.

“There were lots of people around — moms with babies in strollers, some ladies jogging, young people playing Frisbee golf — and I wanted to make sure the truck wasn’t going to start and end up taking off and hitting someone,” Gentles said.

Gentles noticed that the owner of the truck had been physically assaulted by the carjacker; there was an injury on his head that appeared to have been caused by a blunt instrument. Gentles found the weapon — a small baseball bat — and removed it from the vehicle cab as well.

The situation was clearly dangerous, with potentially deadly weapons at hand, but Gentles instinctively knew he needed to get involved.

“Doing the right thing is a split-second decision,” said Gentles. “I knew I couldn’t have lived with myself if someone ended up getting killed.”

As the two men continued to wrestle, the perp grabbed a pen in the truck and attempted to stab the vehicle owner in the face and stomach. Gentles knew the situation could go downhill very quickly, and the police had still not arrived, so he attempted to contact them again using his city employee

emergency-access line, but was unable to get anyone on the line.

While Gentles was on the phone, his initial fear came to fruition, as he heard the car’s engine start up.

“I have no idea how that happened, because I had put the car keys in the truck bed,” said Gentles. “I guess he must have found a second set of keys.”

“I Promise He Won’t Get Away”

Gentles had to act quickly, before the perp had a chance to put the car in gear. Fortunately, the truck was a newer model with a button-operated gear shift, so while the perp attempted to figure out how to put the truck in drive, Gentles physically intervened, neutralizing the man’s left hand to keep him from getting away.

In addition to subduing the perp, Gentles also had to talk down the victim, who was extremely agitated and looking to retaliate.

“I remember the owner of the truck was threatening to stab the perp with a knife, but I told him, ‘This guy is not worth even one night in jail, so put the knife away, and I promise he won’t get away.’ Thankfully, he put the knife away.”

The commotion caught the attention of two other young men, who came up to assist Gentles, and thought they could help get the perp out of the car. As they pulled him from the vehicle, he attempted to run away, but Gentles quickly caught up and tackled him. He pinned the perp to the ground in a headlock and pulled his arms up over his head to keep him from fighting back. Gentles has no formal martial arts or self-defense training, but as an avid mixed martial arts (MMA) fan, he was able to recall some of the moves he’d seen and put them to use in that moment.

The perp continued to struggle, so Gentles recruited one of the young men to sit on his legs as they waited for the police to arrive. Gentles had the other young man call 9-1-1 again, and asked him to hold the phone up to Gentles’ ear to he could provide a detailed explanation of the situation, as well as a specific description of their location. All the while, the carjacker was still struggling to break free.

“I told the cops that the suspect was on ground, but they needed to hurry up before things got out of hand,” said Gentles. “And I just held on to the guy for dear life.”

Eventually, the police arrived with a K9 unit. Gentles, who was still on the

ground with the perp, remembers feeling a bit nervous that the police dog might go after the wrong person.

“The cop identified himself as a K9 officer, and told the guy, ‘If you move, I’m going to let the dog loose,’” Gentles recalled. “So I told the officer, ‘He’s not going to move. I haven’t met your dog, and he won’t know the difference between me and [the perp].’”

When the police finally apprehended and cuffed the carjacker, they found a heroin needle in his pocket, which Gentles had suspected might be the case.

“The number-one reason why we usually don’t get involved [in physical altercations] is because of the risk of hypodermic needles,” said Gentles, who fortunately never came into contact with the needle. “There was a lot of things that could have gone wrong, but in the end, it turned out really good.”

A Little Bit of Luck, A Little Bit of Fate

The story became big news in Redding, but Gentles declined to speak to the media about his role in the incident, as he was concerned about the possibility of retaliation from the carjacker or his friends. In fact, he only chose to share his story with the *Utility Reporter* after the man was finally put in prison, several months after the attempted carjacking took place.

Unbeknownst to Gentles, his Local 1245 Business Rep had nominated him for the IBEW’s prestigious Life-Saving Award, and at the April Advisory Council meeting, Gentles graciously accepted the award, and shared his story with the Council.

“It was a little bit of luck, a little bit of fate, a lot of threats and weapons involved,” Gentles told the Advisory



Marty Gentles

Council. “I’m not a hero. We can just chalk this one up for the good guys.”

“There were two sources of pressure on Marty to not to step in; there was his own well-being, but also the fact that we’re told not to be a good Samaritan because of liability,” Business Manager Tom Dalzell said before presenting Gentles with the Life-Saving Award. “But he knew what to do, and he did it. Marty, I know you don’t like to think of yourself as a hero, but the IBEW thinks that you are.”

— Rebecca Band, IBEW 1245 Communications Director



Gentles displays the Life-Saving Award he received from the IBEW International Office.



Gentles told his story to the members of the Advisory Council at the April meeting.

Photos by John Storey



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Local 1245 Business Manager Tom Dalzell to Shop Stewards: “You’re in the belly of the beast.”

In The Crosshairs: Local 1245 Public and Private Sector Shop Stewards prepare for battle

Labor unions are under attack, and working people are caught in the crosshairs. Fortunately, our Shop Stewards are on the front lines, ready for battle, and IBEW Local 1245 is working diligently to arm them with the tools and resources they need to protect and defend the union.

In anticipation of the fights to come, more than 100 public and private sector Shop Stewards came together at Weakley Hall in early March to learn, prepare and strategize for the months ahead. Local 1245 Senior Assistant Business Manager Ray Thomas, who led the day-long conference, kicked it off with an overview of the numerous active court cases that could have deleterious effects on our members, including a state-level pension case in Marin County, as well as the newest legal attempts to do away with agency shops, along the lines of the *Friedrichs vs CTA* case that went to the Supreme Court last year.

That case ended in a 4-4 split decision when Justice Scalia passed away unexpectedly, But the Trump Administration has already appointed a new Supreme Court Justice, Neil Gorsuch, whose track record on worker’s rights indicates that he’s likely to rule against unions on this issue when it comes before the Court

again — and it will.

“By the end of this year, open shop in the public sector will likely become the law of the land, and agency shops [in all sectors] could soon be a thing of the past,” Local 1245 Business Manager Tom Dalzell told the room full of Shop Stewards. “With that in mind, our single greatest agenda item in 2017 must be the preservation of our very strong presence [in the public and private sectors]. We will put whatever resources we have into maintaining all the gains we have achieved at our properties. You are in the belly of the beast, and you are our highest priority this year.”

Much of the day focused heavily on the tools and policies that Shop Stewards have at their disposal, and the best ways to make good use of them. Business Rep Jennifer Gray presented a detailed overview of Weingarten and Garrity rights, which offer specific protections to union workers when they are faced with potential disciplinary action. Weingarten gives all union employees the right to union representation — usually a Shop Steward — to be present during an investigatory interview with management. Garrity specifically protects public sector workers from self-incrimination by giving them the “right

to remain silent,” as laid out in the 5th amendment to the Constitution.

Business Rep Al Fortier led a discussion on Shop Steward “Do’s and Don’ts,” guided by the policies set forth by the National Labor Relations Board. He identified several specific rights that Stewards have as worker representatives, including carrying out investigations, requesting information, and the “equality principle” which gives Stewards the same rights as the bosses during grievance discussions.

Business Rep Sam Glero reviewed the seven measures of “just cause” which Stewards can use to determine whether disciplinary action taken by the management was fair or not. “Just cause” is the standard that distinguishes fair and reasonable judgement from unduly harsh, unfair, biased, prejudiced or arbitrary action. If one or more of the seven measures was violated, it means that “just cause” was not satisfied, or was seriously weakened.

Just before the lunch break, Senior Assistant Business Manager Ray Thomas talked about the elements of a grievance and how to determine if a grievance exists, based on the contract, the laws and company policy. After lunch, Business Rep Randy Osborn continued the discussion with more details pertaining to grievance handling, including investigation, note-taking, interview skills, and of course writing and presenting the grievance.

Business Rep JV Macor followed the grievance presentation with a detailed overview of two key laws — the Family and Medical Leave Act and the California Family Rights Act — that provide workers with time off when health and/or family needs arise. While FMLA and CFRA overlap in some areas, they are not identical, and Macor dutifully pointed out the similarities and differences in the two policies.

Business Rep Charley Souders reviewed the union’s Duty of Fair Representation (DFR), which is the legal requirement that compels unions to provide representation to all workers within the bargaining unit, regardless as to whether they have paid union dues. He presented a brief history of DFR, including several Court decisions that led to this requirement, and he also outlined the key steps that must be taken to fulfill DFR. Additionally, he addressed some



Senior Assistant Business Manager Ray Thomas



The Public and Private Sector Shop Stewards Conference at Weakley Hall on March 2, 2017



Dozens of Shop Stewards also attended a similar conference in Reno.

of the most frequently asked questions pertaining to this requirement.

The final staff presenter of the day was Organizer Eileen Purcell, who walked the Stewards through an engaging and informative presentation on the various threats and challenges that the union is facing under the new Administration. She noted how all three branches of the federal government are attacking Labor on all sides, and encouraged each and every Shop Steward to do all that they can to build power and solidarity within their respective worksites.

The day-long conference concluded with a presentation about the union's new Accidental Death & Dismemberment (AD&D) insurance policy that went into effect this year. A representa-

tive from the third-party administrator encouraged the Stewards to designate beneficiaries for these benefits, and ensure that the members at their worksites do the same, to avoid a potential probate situation for their survivors.

Similar Shop Steward trainings also took place in Reno and Lompoc, and a separate Shop Steward conference for manufacturing is set for later this month. In April, the union will be hosting a series of trainings for Shop Stewards at PG&E.

If you're interested in becoming a Shop Steward, talk to your Business Rep.

— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey and Ray Thomas



TID bargaining committee members, from left: Steve Johnson, Mike (Pat) Patterson, Business Rep Sheila Lawton and Jordon Lellhame. Not pictured: Cody Sanders

New Agreement Ratified at TID

The members of Turlock Irrigation District recently ratified a new five-year agreement, effective Jan 1, 2017–December 31, 2021. The agreement provides for a 3% wage increase each year of the agreement, and also includes improvement in CTO, meal allowance and education assistance. Members will also receive a reimbursement for work boots. During the term of the agreement the members will maintain a 85%–

15% medical premium split with the District. Members agreed to some changes in the medical plan design occurring over the term of the agreement.

The bargaining committee was comprised of members Cody Sanders, Steve Johnson, Mike (Pat) Patterson, Jordon Lellhame and Local 1245 Business Rep Sheila Lawton.

— Sheila Lawton,
IBEW 1245 Business Rep



The City of Lompoc Shop Stewards posed for a photo during their Steward Conference.

Members Approve New Agreement at Merced Irrigation District

IBEW 1245 members at Merced Irrigation District vote to approve successor MOU, which will be in effect until March 31, 2021, and includes 3.0% salary increases for the top rates of pay in years 2017, 2018, 2019, and 2020.

Under the new agreement, emergency call-outs in Energy Resources and Water Maintenance are to be paid at two times the hourly rate. Members now have three medical options; Blue Shield PPO 2250, Blue Shield 200-90-70, or Opt Out, and the retirement plan now includes a 2W CalPERS Survivor Benefit.

Negotiating on the committee were MID members John Ellet, Craig Tatum, Rodrigo Flores, Shane Peck, Danny Goodson, and IBEW 1245 Business Representative Charley Souders.

— Charley Souders, IBEW 1245 Business Rep

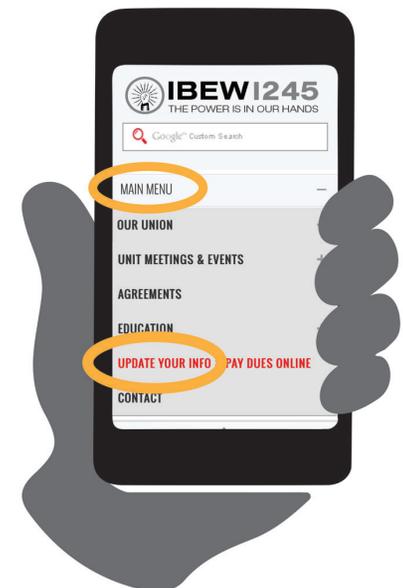
IMPORTANT!

Update your contact info online

The times, they are a-changing, and the way we communicate is changing as well. Email, cell phones and text messages are quickly replacing land lines and paper mail, and in order to ensure that the union is able to reach you in the quickest and most effective way possible, we need to have your current, personal email address and personal cell phone number on file.

We are urging each and every member to log on to our secure web portal right away to make sure that the union has all your current personal contact info – particularly your personal email address and cell phone number – correct in our files. **It only takes a few minutes, and can be done from any computer, tablet or smart phone with internet access.**

If you prefer to update your info over the phone, you can call the front desk at 707 452 2700 during regular business hours and our staff will be happy to help you. You can also contact your Business Rep to request a contact info update card.



Log on at www.ibew1245.com/update-contact-info

Your username is your Union card number, and if you've never logged in before, your initial password is your last name and the last four digits of your SSN (you'll be prompted to change your password upon logging in for the first time).



[ABOVE] Arnaldo Lizzaraga tests a switch.



Lead painter Ruben Hernandez

Just about every electric service provider would be unable to maintain reliable service without well-crafted switchgear. These critical, complex components are in high demand, and the IBEW 1245 members at Trayer Engineering are hard at work every day, manufacturing a wide variety of safe, reliable switchgear products for hundreds of utility and power distribution companies worldwide.

The technology and products offered by Trayer Engineering (“Trayer”) cover the entire spectrum of low-to-medium voltage operation. Trayer specializes in storm hardened, submersible and vault-mount equipment, as well as padmount versions. High levels of automation and SCADA capability are the hallmarks of Trayer’s designs.

The Local 1245 members who work at Trayer are involved in every step of the manufacturing process, from assembly to painting. They appreciate the fact that the company is a good union employer with a solid relationship with the IBEW, and they take great pride in the work that they do as Trayer employees.

Twenty-year IBEW member Ruben Hernandez serves as head painter at the plant, and is involved in many of the finishing aspects, from the painting itself, to the application of decals and nameplates. He explained how the finishing process has changed over the years since he first started at Trayer.

“We used to use an epoxy, which was high VOC – that means it had a lot of volatile organic compounds. But a few years ago, we changed it up to water-

THE BIG SWITCH
 Local 1245
 members
 manufacture
 utility switchgear
 at Trayer
 Engineering

based,” he explained. “We also switched over to stainless [steel casings], which has made the painting process quicker and easier, just one coat instead of four.”

Electrical Assemblyperson Logan Crump explained his role in the assembly process as he took a break from working on an automatic transition switch for one of Trayer’s utility customers.

“I work in the final test area. We do the final testing of all the switches that go through the shop. Kind of like quality control in a way,” said Crump, a five-year IBEW member. “I work with one other



[ABOVE] Trayer Engineering crew

[LEFT] Bill Murphy does shipping and receiving.

[BELOW] Logan Crump checks on all the components on a switch before it gets shipped out to a customer.



person, and we are the last to see [these devices] before they go out the door.”

“The Union’s Got Our Back”

The Local 1245 members at Trayer (who were formerly represented by Local 2131 before the merger in 2014) recognize the value of having union wages and benefits in the San Francisco area, where cost of living has continued to rise.

“I’ve been in the electrical industry for 35 years, but this is the first union shop I’ve worked for,” said John Lightning, an electrical technician who started work-

ing at Trayer last year, after spending over 20 years working in Australia. “I’m glad the union’s here. It’s good for everybody. It gives us all a voice, and it gives us things that we need to live, like medical [insurance], because it’s expensive around here!”

Crump recalls the vital role that the IBEW played during the last round of contract negotiations.

“The union really stuck with us when we were going through some rough times here. They helped us get our contract so that we could solidify our jobs and keep on working here,” he said.

“I like having the union here, they really support us,” Crump continued. “A lot of times where I’m wearing my union sweatshirt out, people will come up to me, shake my hand and say ‘Hey, how ya doin’ brother?’ and that’s nice. The union is always supporting us; they

make us feel welcome wherever we go. And with the union, we know that someone’s always got our back.”

—Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey



Christopher Dahl

Photos by John Storey

The Value of Experience

Local 1245 Members Upgrade Wiring at SMUD Substation

At SMUD's Hedge substation, IBEW Local 1245 members are hard at work, installing wiring for two major projects that are going on simultaneously.

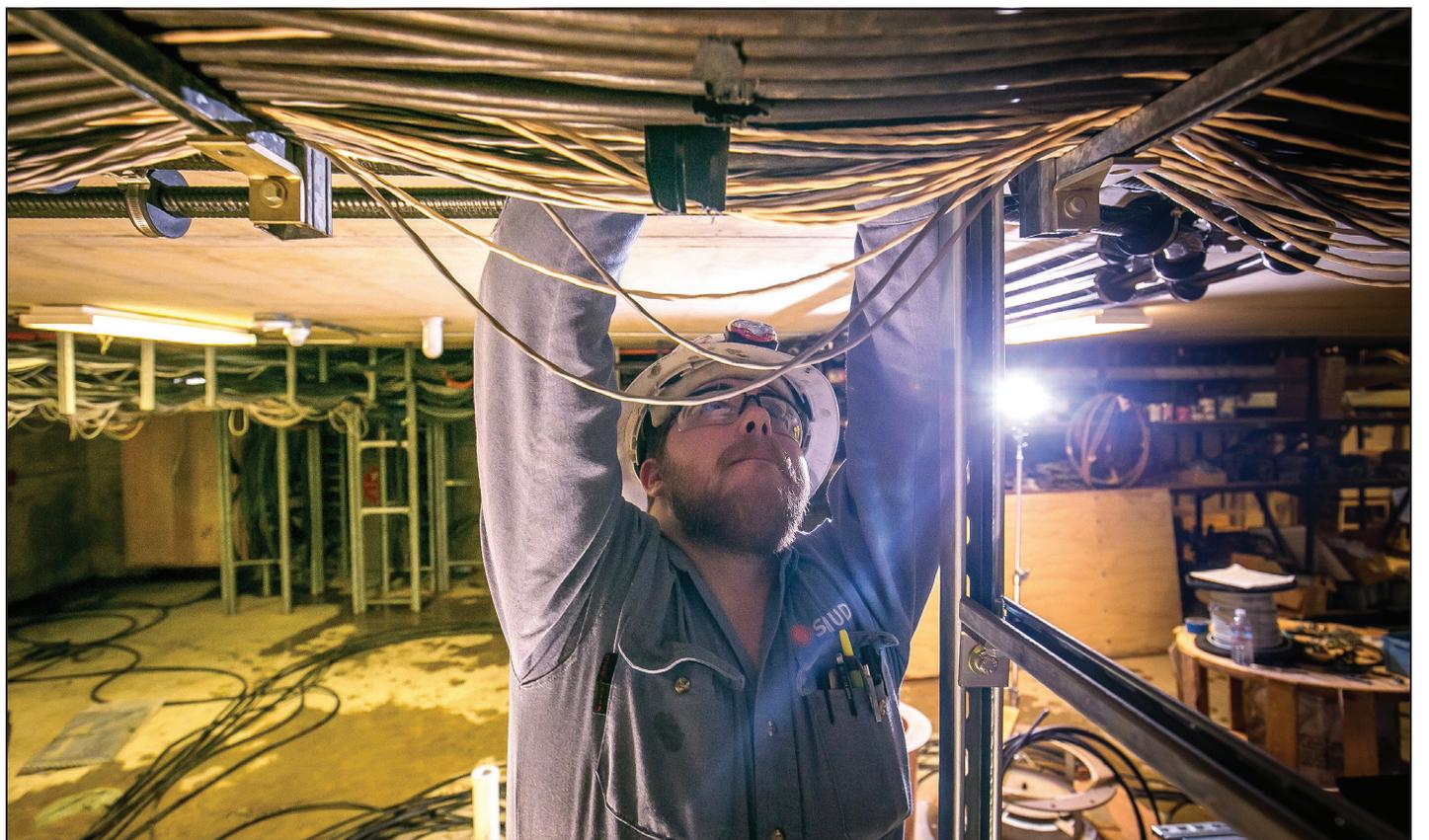
"We are upgrading a 115kv circuit breaker, so we're taking out the old style oil circuit breaker, and we're putting in a new SF6 gas breaker," explained SMUD Construction Foreman Jimmy Ferris. "And we are also doing 69kv relay upgrade. We have eight 69kv breakers out in the field, and they all have old style electromechanical relays in there. So we're taking all that out, and pulling all new wiring into the house. And we're installing new panels and new relays."

PILOT PROJECT

The second project, involving the 69kv breakers, is actually a pilot of sorts. Ferris and his crew are working on the first relay upgrade of this type, and once they determine the best and most efficient process to get the job done, they'll use that as the standard to do the same sort of upgrade at SMUD's other major substations.

Like most new projects, this one is not without its challenges.

"I came into this project when it was



Craig Akers

already part of the way into production and engineering. Some of the players that were involved in the beginning didn't have as much experience in construction," said Ferris. "Just because you

draw it on paper doesn't always mean it's going to work out in the field. We know from experience whether this [approach] is going to work, or this is going to work better, or this is just not going to

work at all."

THE VALUE OF EXPERIENCE

Ferris, a 16-year member of Local

1245, understands the value of experience, both at work and within the union. He's been at SMUD for 12 years, and before that, he worked for four years at the City of Roseville. He's been able to see the major gains and improvements that the union has made for the workers at SMUD over the years, and he appreciates having that perspective.

"I've been in the union for a long time. I know where we were when I first got here, and I understand the things that we didn't have then, as opposed to what we do have now," said Ferris. "Honestly, this is the first job I've ever had where we get the kind of benefits that we have now. If I'm too sick to come to work, I still get paid, and I don't have to use my own truck, and I don't have to buy my own tools. I remember the days [when we didn't have any of that] ... the union has fought this really long and hard fight to get us these decent working conditions. I'm very proud of that, I'm very grateful."

IBEW 1245 members, left to right; Christopher Dahl, Craig Akers, Stephen Oberson, Jimmy Ferris, Toshi McCormick and Dennis Lindner



You could win
\$500 in the



IBEW 1245 PHOTO CONTEST



One winner will be selected each quarter, so you have four chances to win each year.

**Photos should be job-related.
Each prize is \$500.**

Open to all active IBEW 1245 members. Members may submit up to five photos each quarter. Submissions should be in a high-resolution format, and must be received by the first of the month in January, April, July and October. Winners will be announced later that month at the quarterly Advisory Council meeting.

Photo submissions should be sent to Communications Director Rebecca Band: **RGB1@ibew1245.com** (if your image size is large, make sure it went through) or by mail: **P.O. Box 2547, Vacaville CA 95696.**



By submitting a photo, the photographer grants permission to the Union to publish it on the internet and in printed materials.

Photos by John Storey

Advisory Council Mourns Local 1245 Member Killed In Fresno Shooting

Less than a week after IBEW 1245 member Zackary Randalls was shot and killed during a work-related ride-along in Fresno, the Local 1245 Advisory Council took the time to mourn this tragic loss at the beginning of the quarterly meeting in April.

“Every fatality we experience is a great tragedy and great loss, but this is a particularly poignant one,” said IBEW 1245 Business Manager Tom Dalzell.

Dalzell noted that even though Randalls had only been employed at the Company for six weeks, he had already approached Local 1245 Business Rep Gracie Clark to talk about the union, and had completed his union paperwork right away, which makes his family eligible for the union’s \$25,000 death benefit. The Union and the Company also signed a letter agreement to establish a vacation sale



Union staff and Advisory Council collected more than \$4,300 for the Randalls family.

for the Randalls family.

The IBEW 1245 union staff and Advisory Council passed the hat to collect donations, and raised more than \$4,300 for the family of the fallen

brother. The California Labor Federation did a similar collection at its statewide Legislative Conference in Sacramento on April 24, and raised an additional \$3,700 for the Randalls family.

SCHOLARSHIP WINNERS RECOGNIZED

We are pleased to announce two of our annual scholarship winners.

Allan Hambly is the 2017 recipient of IBEW 1245’s new Survivor’s Scholarship. This scholarship is specifically for surviving children, grandchildren or spouses of an IBEW 1245 member or retiree club member who was in good standing at the time of their death. Allan’s maternal grandfather, Rick Salvadori, was an IBEW 1245 member working at the City of Healdsburg when he lost his life in the line of duty. Allan’s father, David, is also a Local 1245 member in Healdsburg. The Hambly family will have three children in college simultaneously, and they greatly appreciate the



Rick Salvadori

financial assistance for Alan’s tuition.

Allan has been accepted at the CSU Maritime Academy in Vallejo, where he intends to major in Marine Engineering Technology, and will be housed on a training ship during his freshman year. He told the Advisory Council that he hopes to one day have the opportunity to join Local 1245, following in the footsteps of his father and grandfather.

Jordan Rowe is the 2017 recipient of the Al Sandoval Memorial Scholarship. The Sandoval scholarship is a competitive essay contest, and this year’s topic prompted applicants to write about the impacts that Presidential Executive Orders can have on unions and the labor movement.

“Executive orders enable the president to act solely on large policy changes, making them extremely controversial,” Jordan wrote in her essay.

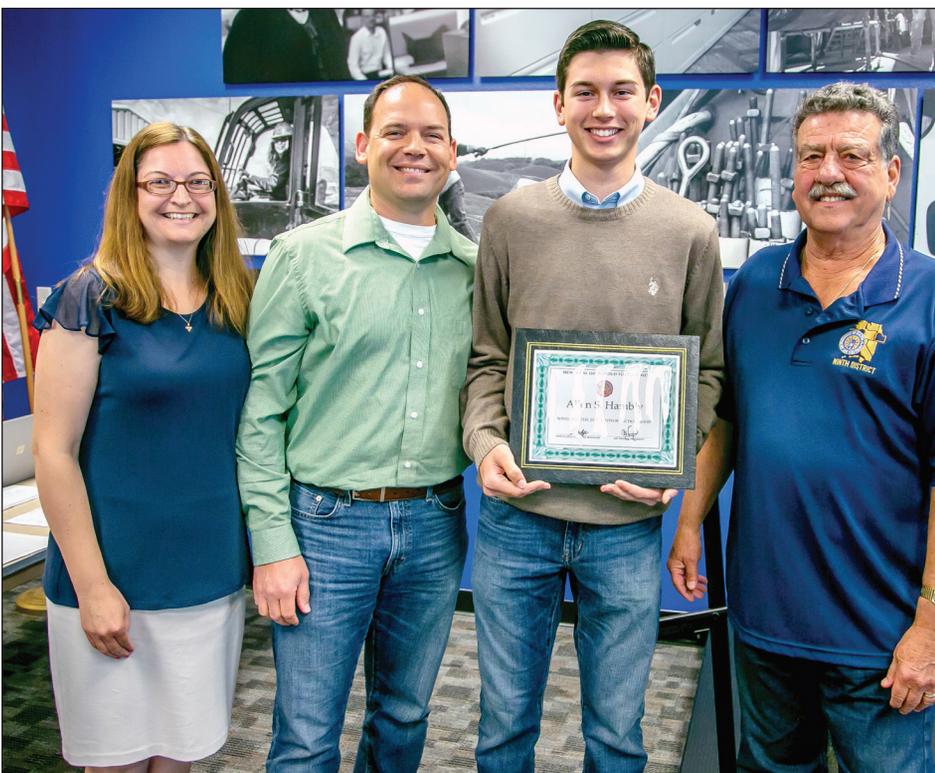
“While the president is able to effect great change at ease through executive orders, their ideas may not always coincide with the cumulative thoughts of the nation as a whole. The president has the power to pass executive orders that would drastically change our labor force as we know it, and it would be a large adjustment for everyone.”

Jordan’s father, Nate, is an IBEW 1245 member working for PG&E out of Santa Rosa. Jordan will be attending California Polytechnic State University in San Luis Obispo this fall, and plans to major in Wine and Vitaculture. The Rowes also have another daughter in college at UC Davis.

A heartfelt congrats to Jordan and Allan! The winners of the two other scholarships were unable to attend the April Advisory Council meeting, and will be recognized at the next meeting in July in Reno.

Advisory Council Screens New “Fist Full Of Lightning” History Video

The Advisory Council had the opportunity to watch the latest installment of the “Fist Full of Lightning” union history video series at the April meeting. The first three parts of the seven-part series are online at www.ibew1245.com/historyvideos, and the final four installments will be rolled out in the coming months.



Survivor’s Scholarship winner Allan Hambly, with his parents and Local 1245 President Art Freitas. The Hamblys are from Healdsburg, CA.



Sandoval Scholarship winner Jordan Rowe, of Santa Rosa, with her parents and Local 1245 President Art Freitas.

Local 1245 Executive Board Announces New Photo Contest

Inspired by some of the powerful images that IBEW Local 1245 members have been sharing on social media, the union's Executive Board announced a new quarterly photo contest at the April Advisory Council meeting. Winners will receive a prize of \$500.

"Our members are taking spectacular pictures every day with smartphones," Business Manager Tom Dalzell told the Advisory Council as he announced the new contest. "As much as we appreciate and respect the professional photography of our union photographer, John Storey, we know that there's also some good stuff happening out there, and we want to see it. We hope this contest catches on!"

All active 1245 members are eligible to participate in the contest. Members may submit up to five photos per quarter. Submissions should be sent to Communications Director Rebecca Band at RGB1@ibew1245.com or by mail to P.O. Box 2547, Vacaville CA 95696, and must be received by the 1st of July, October, January and April. By submitting photos, the owner grants the union permission to post and publish the photos as it sees fit.

As the contest judge, John Storey will select one winner each quarter, and the winners will be announced and awarded their \$500 prize at the quarterly Advisory Council meeting. The winning photos will appear in the *Utility Reporter*, and will also be featured on the walls of Weakley Hall.

ALSO AT ADVISORY COUNCIL:

Life-Saving Award presented to Marty Gentles. See story on page 17.

Organizing Stewards Share Experiences from Georgia Special Election

Just days after returning from Georgia, a group of Local 1245 Organizing Stewards attended the Advisory Council meeting to share some highlights from their time in the Peach State.

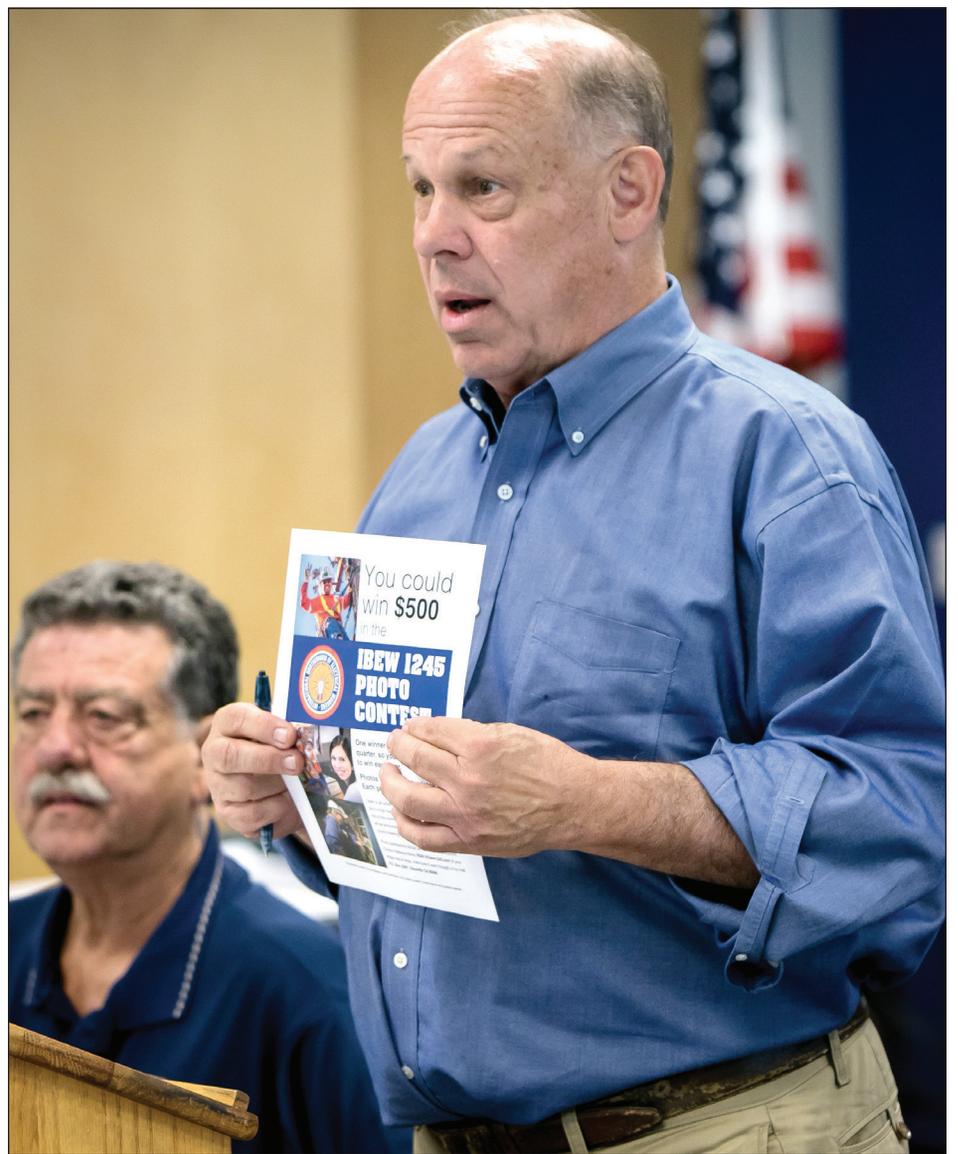
"The Organizing Steward program is no longer new, but it continues to add new luster to our name. Our latest exercise involved sending a group to Georgia's sixth congressional district to get experience and training working on the special election there," Business Manager Tom Dalzell said just before introducing the group. "And this race matters to us, because we are looking at very real possibility of national Right to Work being voted on in Congress this year, and we need every single [union-friendly] vote that we can get in the House of Representatives."

"There's a vacant seat that opened up when Price was appointed as HHS Secretary. [The Labor-backed candidate is] Jon Ossoff, a young guy with a lot of momentum behind him," Lead Organizing Steward Charlotte Stevens told the Advisory Council. "The political dynamics are very different in Georgia compared to California, but there are a lot of people out there who are very upset with the current administration and want to see a change. We teamed up with the Georgia AFL-CIO, knocked on doors, phone banked, and got to know the people by talking to them and hearing what they had to say. We focused on the issues, and explained that Jon Ossoff is for working families, for unions, for protecting our wages."

In a crowded race against 17 other candidates, Ossoff came in first place, capturing 48% of the vote. He will now advance to a runoff election, which has been scheduled for June 20, and Local 1245 will likely send another team of Organizing Stewards back to Georgia to support Ossoff once again.

More highlights from the Georgia special election will appear in the next edition of the *Utility Reporter*.

Lead Organizing Steward Charlotte Stevens shared highlights from the Georgia special election.



Business Manager Tom Dalzell holds up a flyer publicizing the photo contest.



Willie Brown

Willie Brown: "Don't Give Me Back My Delegation — Give Me Back My Country!"

Willie Brown is something of a political legend in California. He served as the first African-American Speaker of the California State Assembly, as well as the first African-American Mayor of San Francisco, and he gained national notoriety with his now-infamous "Give me back my delegation" speech at the 1972 Democratic National Convention.

It was that speech — a stirring, fiery plea for justice — that IBEW 1245 Business Manager Tom Dalzell recalls as one of the most eye-opening moments of his youth.

"When I saw Willie Brown give that speech at the DNC in '72, my 21-year-old eyes opened up, and ever since then, he's been a hero of mine," Dalzell told the Advisory Council. "He was my hero when he was Speaker of the State Assembly, he was my hero when he was

Mayor of San Francisco, he was my hero when he came out here in 2012 to help us fight Prop 32, and he's still my hero today."

At 83 years old, Willie Brown remains one of the most inspirational and compelling speakers to ever grace the stage at an IBEW 1245 Advisory Council meeting. He captured the attention of every member in the room as he shared anecdotes, insights and motivating words of encouragement in regards to the political power of organized labor.

"We need to do the work to make sure labor doesn't become an asterisk in this country. We have an incredible opportunity ... I personally believe there's not a district in this nation that we can't win," Brown told the Advisory Council. "It is time for us to go back to where I was in 1972. Don't give me back my delegation, but give me back my country!"



More than 100 Local 1245 members attended the “Changing the Narrative” training on Feb. 25.

Going on Offense

IBEW 1245 members join the fight to change the narrative on unions

On February 25, more than 100 members of IBEW Local 1245 attended a day-long training on “Changing the Narrative,” lead by Steve Smith and Rachel Warino of the California Labor Federation. Most of those in attendance voluntarily gave up their Saturday to join the training because they recognize how important it is to rebuild public support for the union movement.

“We’ve needed this for a long time,” said new Organizing Steward Terell Waggoner. “I’m really glad to be here.”

Going on Offense

Forty years ago, a powerful coalition of CEOs and corporate lobbyists decided to mount a concerted smear campaign against labor unions. For decades, these opponents of the working class have been parroting anti-union rhetoric as forcefully and frequently as they possi-

bly can, with the goal of convincing the public that unions are antiquated, corrupt, greedy and harmful.

This smear campaign has proven to be wildly effective, and as a result, when people hear the word “union,” negative connotations often spring to mind, despite the fact that these connotations have little or no basis in reality. The effects of this shift in public opinion have left lasting impacts on working families. As public support for unions has waned and union membership has declined sharply, the middle class has diminished, wages have stagnated, and inequality has skyrocketed.

After decades of attempting to defend unions from these attacks, the Labor Movement has finally shifted gears. Now, we’re going on offense by changing the narrative about Labor, union members, and the important role that unions play in protecting the middle class.

The California Labor Federation has been spearheading this effort for almost a decade. Using in-depth public opinion research, the Federation has developed a new approach to talking about unions in a way that can effectively shift public perception and help people see unions for what they really are — working people standing together for the betterment of the middle class.

Unprecedented Threats

The training kicked off with a candid discussion about how the public in general sees unions, including all the misconceptions, half-truths and complete falsehoods that have been pushed by our opponents for years. The attendees compared those notions with the truths that they know about the benefits of unions, based on their first-hand



California Labor Federation Communications Director Steve Smith

experience.

The conversation then shifted to the numerous attacks on unions that we are already seeing under the new administration. From the White House to Congress to the U.S. Supreme Court, there’s no question that working families are



up against an unprecedented level of opposition to our way of life. And labor unions remain the last and best line of defense for the middle class.

“Right now, we are facing threats that we’ve never faced before, and our movement depends on how we react,” noted Smith. “The work that you as union members are doing to change the narrative is going to be what makes or breaks the middle class.”

Working People Standing Together

According to Smith, in order to truly change the narrative, unions need to take a page from our opposition’s playbook and use the same tactic that the CEOs and their lobbyists have employed

for decades – a tactic known as message discipline. Simply put, that means adhering to a set of compelling messages that have been proven to be effective when it comes to changing the way people view unions.

The steps to accomplish this goal are relatively simple. First, we remind people that unions are “working people standing together.” This key phrase resonates well with individuals from all walks of life, and helps provide more context for those who have had little or no direct contact with unions. Then, we reframe the problem by pointing out that it’s the CEOs and corporations — not regular working people — who are systematically dismantling the American Dream. Finally, we put a human face on union members by painting a

mental picture of who a union worker really is, and evoking gratitude for the work that they do.

This three-part approach is the antidote to years of aggressive anti-union rhetoric, and the more often we use it, the more effective it will be. Clearly, we won’t be able to change public opinion overnight, but by sticking to this framework and endeavoring to incorporate at least one (if not two or all three) into every conversation we have about unions, we can slowly but surely redefine public perception of unions to more accurately reflect who we are and what we stand for.

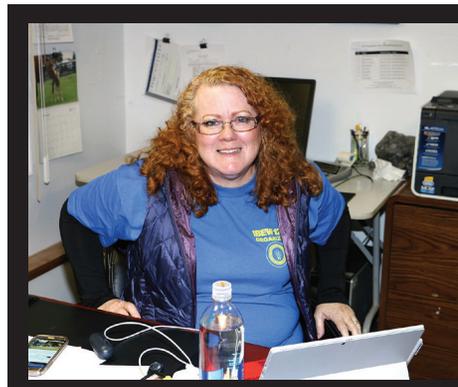
By the end of the training, the members in attendance clearly understood what it would take to effectively change the narrative, and were already brainstorming new and creative ways to inte-

grate this approach into their everyday conversations, both in person as well as online via social media. The members in attendance also enthusiastically committed to making their voices heard about the importance of the Affordable Care Act at upcoming town hall meetings.

“Of all the IBEW trainings I’ve been to, this one is my favorite,” said Organizing Steward Pam Pendleton. “[Changing the Narrative] is the most important thing we can do to keep the union going strong.”

Learn more at www.WorkingPeopleStandingTogether.com.

— Rebecca Band, IBEW 1245
Communications Director
Photos by Steve Marcotte
and Rebecca Band



Kristen Rasmussen used her expertise to help set up the phone-banking software.



Steve Marcotte made dozens of phone calls to constituents.



Xzavier Knox (right) with New Hampshire AFL-CIO President Glenn Brackett



Jammi Juarez held a pow-wow with other organizers outside the Capitol.

Local 1245 Helps Defeat Right-to-Work in New Hampshire

It’s no secret that so-called “right-to-work” legislation is 100% wrong for working families. Workers in states with right-to-work laws have lower wages, fewer benefits, higher poverty rates and more workplace fatalities. So when a new right-to-work bill came up in the New Hampshire state legislature this year, IBEW Local 1245 quickly volunteered to send a team of organizers across the country to help defeat the union-busting legislation.

The team from 1245 — comprised of staff organizer Jammi Juarez, seasoned Organizing Stewards Kristen Rasmussen and Steve Marcotte, and prospective Organizing Steward Xzavier Knox — arrived in New Hampshire just a few hours before dawn on Valentine’s Day, and quickly went to work. The vote on right-to-work was expected to take place just two days later, so the team knew there was no time to waste. They joined up with organizers from the New Hampshire AFL-CIO and began knocking on doors, with the goal of urging New Hampshire residents to call their state representatives and urge a “NO” vote on right-to-work.

“Knocking on doors can be exhilarating and heartbreaking,” said Xzavier Knox, who had never worked on a campaign of this nature before. “It was an eye-opener. It was a great experience. It’s good to know that people come together for a good cause.”

The New Hampshire organizers had planned to phone bank that evening, but they weren’t familiar with the new phone-banking system and ran into



Rasmussen passed out materials outside the Capitol.

some challenges when it came time to set it up. Fortunately, Local 1245 Organizing Steward Kristen Rasmussen had worked with that exact software before, and was able to quickly and easily get the phones up and running.

The following day, the team went out to canvass in a remote, rural area north of Manchester, and they certainly had their work cut out for them. The snow was heavy, the houses were spread apart, and the people at the doors were not always receptive to what the organizers had to say. But despite the many challenges, the Local 1245 team surpassed their canvassing goals. They returned to the AFL-CIO office that evening to make even more calls, and patched through

15 constituents to their representatives.

“Tonight, the serenity prayer comes to mind,” Rasmussen said that evening, after a long day of canvassing and phone-banking. “Acceptance that not everyone agrees with us. Courage to continue the fight and wisdom to be able to walk away. Today...we did all of this.”

On the day that the State Legislature was set to vote on the right-to-work bill, the Local 1245 team, along with dozens of other labor activists, flooded the state capitol with signs in hand, for a final tour de force before the vote. Their goal was to demonstrate that right-to-work was clearly wrong for New Hampshire, and the legislators should do the right thing by voting “NO.”

It was clear that their presence and their voices were heard. When Senate Bill 11, the right-to-work legislation, came up for a vote, it was soundly defeated, with 200 lawmakers voting no, and 177 voting yes. Shortly thereafter, House Bill 520 — which would indefinitely postpone right-to-work — passed narrowly, 193-184. And when the proponents of right-to-work made a motion to reconsider that indefinite postponement, it failed, 194-no to 185-yes.

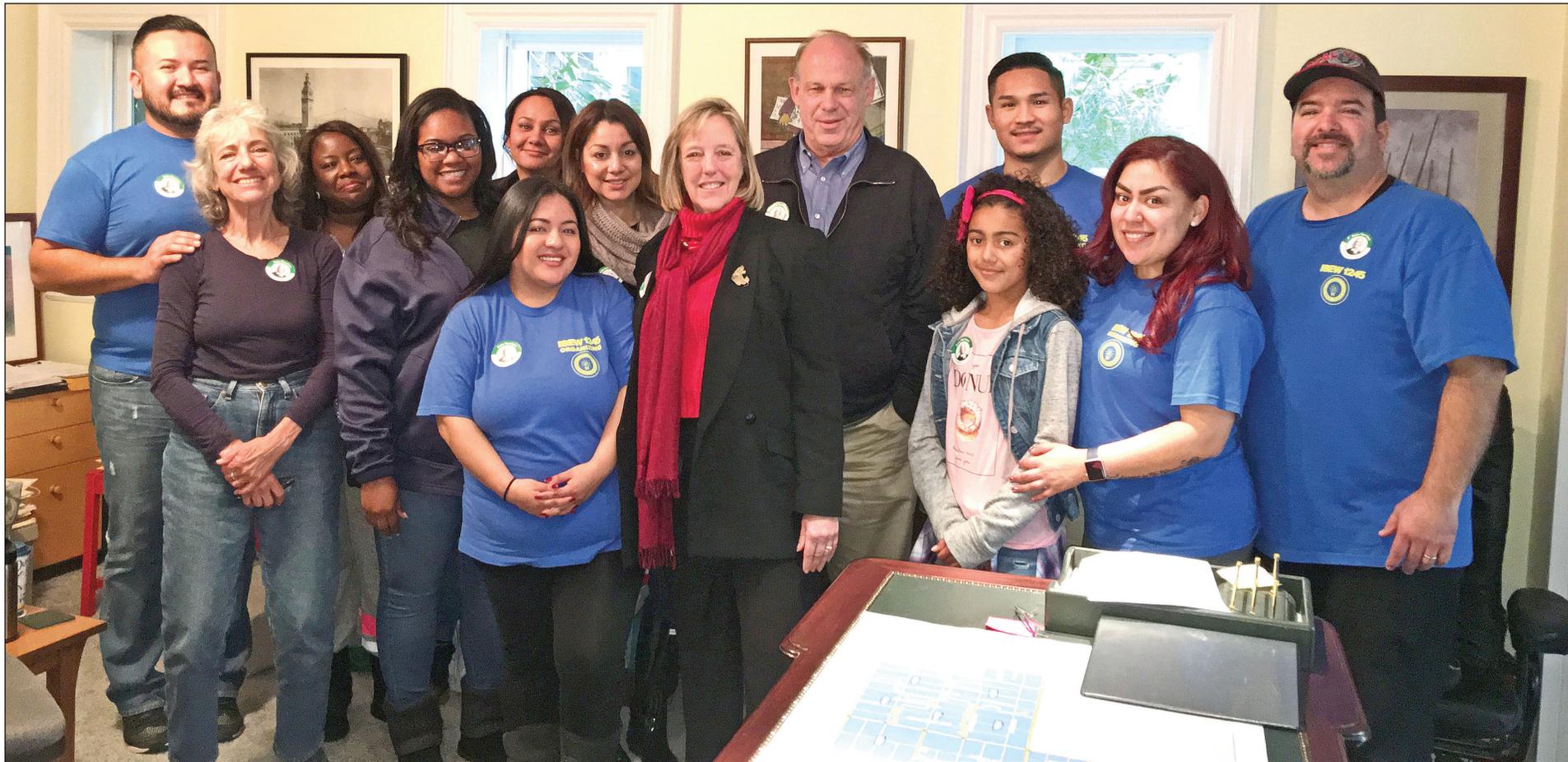
“We did it! We did it! We stopped right-to-work cold in its tracks of the New Hampshire snow,” said Organizing Steward Steve Marcotte. “It was awesome!”

“Defeating right-to-work in New Hampshire is monumental. I am so thankful to have been a part of this!” said Local 1245 Staff Organizer Jammi Juarez. “The 1245 team worked hard and were able to make a difference to help achieve this victory! We were told by the NH AFL-CIO that we helped deliver six votes from Republican Reps who were initially on the fence. The multiple calls generated from constituents to these target Republicans did the trick! The Reps told the staff that their *no* vote on SB 11 was a direct result of hearing from their base. Receiving five calls a day/night from constituents regarding a vote is unheard of for these unpaid elected officials.”

— Rebecca Band, IBEW 1245
Communications Director

Jammi Juarez contributed to this report.

Local 1245 Propels Harrison to Victory in Berkeley City Council Special Election



The team with Kate Harrison and Local 1245 Business Manager Tom Dalzell

When Berkeley City Council member Jesse Arreguin was elected as the city's new Mayor in November, IBEW Local 1245

was quick to endorse candidate Kate Harrison to fill Arreguin's seat on the City Council. Not only does Harrison have a strong track record when it comes to supporting working families, she has also vowed to stand with IBEW Local 1245 on Community Choice Aggregation, a key issue that is of the utmost importance to the union.

In February, more than a dozen Organizing Stewards from Local 1245 went to work on Harrison's campaign, which was set to be a mail-only ballot, with votes to be counted in early March. Given the fact that it was a special election, with no formal "Election Day," voter turnout was expected to be on the low side, and a strong Get-Out-the-Vote campaign would be critical.

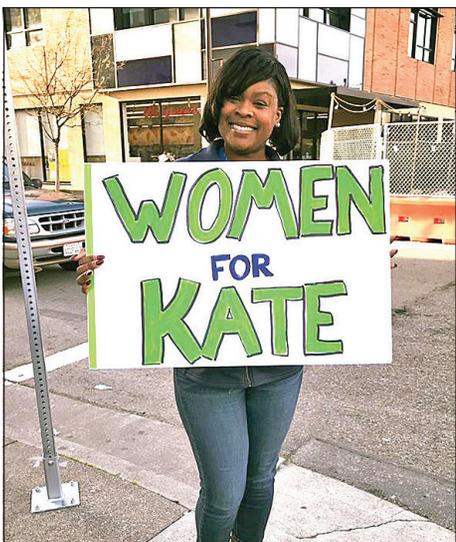
The Local 1245 team spent the better part of a month working diligently

on Harrison's campaign. Each afternoon, they phone-banked for several hours, and in the evenings, they went door-to-door, in order to have as many face-to-face conversations with voters as possible. They also worked on Saturdays, to further increase the level of voter contact they were able to achieve.

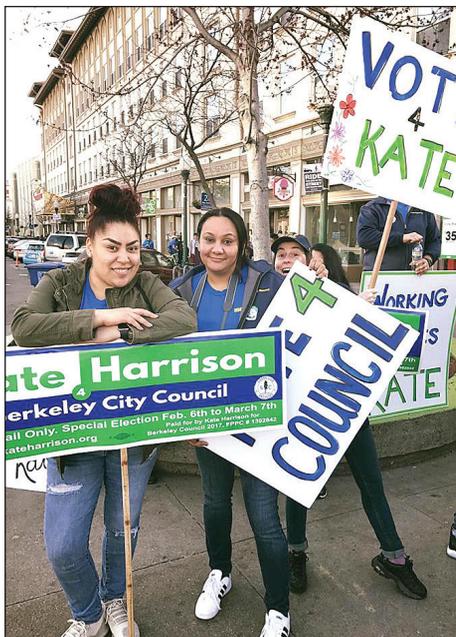
"Most of the time, Kate Harrison was right there with us, doing the phone calls and walking the precincts," noted Organizing Steward Rene Cruz Martinez, who led the team from Local 1245. "When we were phone-banking, Kate encouraged us to send over the unsure voters to her, so she could talk to them directly. She definitely showed us that she wanted this, and she worked tirelessly herself, which was inspiring to all of us."

Many of the campaigners from

Local 1245 were first-timers, with no previous experience working on a political campaign before. Cruz Martinez made the strategic decision



Brittney Santana knocked on doors.



The team drummed up support for Harrison at a rally in downtown Berkeley.



David Ly made dozens of phone calls for Harrison.

to pair up the newer organizers with others who had more experience. This strategy, along with a whole lot of commitment, dedication, innate skills and ability to learn quickly, allowed them to achieve more than they had ever thought possible.

Thanks in large part to the team's

hard work, Harrison handily defeated her opponent by a margin of nearly two-to-one. Harrison received 62% of the votes, while her opponent, Ben Gould, received just 38%.

"Even though sometimes it felt as if we were losing, we never gave up. And in the end, we ended up on top with a

newly elected City Councilmember!" said Cruz Martinez. "The wide margin proved that we did what we had to do — not only to defeat the opponent, but also to show the commitment we had to getting Kate elected."

Organizing Stewards on Campaign: Alicia Rodriguez Cordero, LaDrena

Gunn-Swagin, Jasmine Williams, Miko Banks, Nancy Martinez, Felicia Martinez, Melissa Fernandez, Brenda Balcazar, David Ly, Ruben Hernandez, Brittney Santana, Arnaldo Lizarraga, Rene Cruz Martinez

— Rebecca Band, IBEW 1245
Communications Director

“Fighting for Our Union”

On Saturday, April 8, upwards of 100 IBEW Local 1245 Organizing Stewards, prospective Organizing Stewards and union staffers participated in an interactive training seminar entitled “Fighting for our Union.”

The seminar featured two special guest speakers. Nevada State Sena-

tor Yvanna Cancela — who previously served as the Political Director for UNITE HERE Culinary Workers Local 226 — shared her experience of organizing in Nevada, which is a “Right to Work” (for less) state. She also explained why politics matter, and inspired the group with her message about securing 100%

voluntary membership. Former Western Regional Labor Department leader Elmy Bermejo spoke about the role of the Labor Movement in safeguarding workers' rights, and underscored the importance of building unity in this time of division.

Organizing Stewards Nilda Garcia, Steve Marcotte and Rene Cruz Marti-

nez also led parts of the agenda. Members held break-out sessions on how to effectively take our message to our co-workers. Many thanks to all who participated, and to Steve Marcotte for taking pictures.

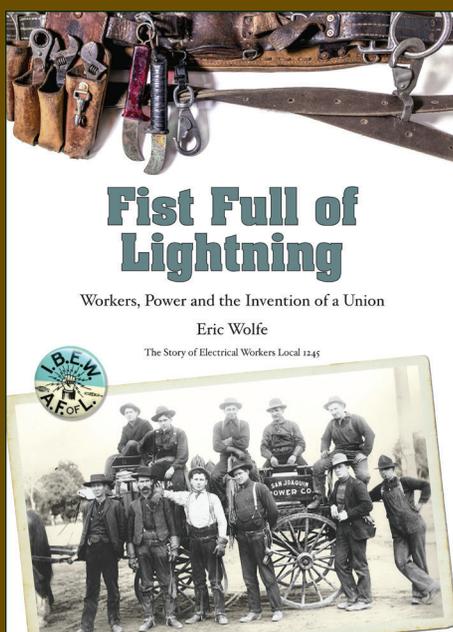
— Eileen Purcell, IBEW 1245
Staff Organizer



More than 100 Local 1245 activists joined the “Fighting for Our Union” training.

photo by Steve Marcotte

The limited-edition ***Fist Full of Lightning*** history book is still available!



“Eric Wolfe has produced a fascinating history of an important union — thoroughly researched, fast-paced and eminently readable. It is a valuable contribution to the history of the Bay Area and the U.S. labor movement.”

— Carl Wood, Commissioner, California Public Utilities Commission (1999-2004); Director of Regulatory Affairs, Utility Workers Union of America

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.

— David Moberg, Senior Editor, *In These Times*

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)



Chico

February 25, 2017

*Congratulations
on your service!*



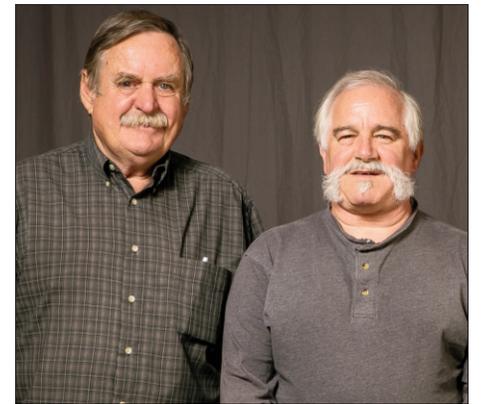
45 Years From left: Business Rep. Carl Lamers, Arthur Iwasaki, Rexiford Pickering and Business Manager Tom Dalzell



40 Years From left: Senior Assistant Business Manager Bob Dean, Robert Chiavola and (Dalzell)



35 Years From left: Dean Evans, (Dalzell) and John Hursh



25 Years From left: (Lamers) and John Millard

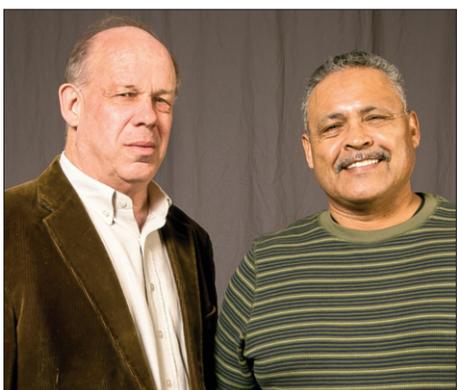


20 Years
From left: Scott Dawson, Tony Banchio and John Ricker

Photos by John Storey



15 Years
From left: Rowdy Shaw, Robert Beaver and Gabe Lerossingnol



10 Years From left: (Dalzell) with Lonnie Bolden



5 Years From left: (Dalzell) with Allen Gordon

HONOREES

45 Years

Iwasaki, Arthur
Massey, Kent
Mckinley, Don
Pickering, Rexiford

40 Years

Chiavola, Robert
Cook, Aric
Malacky, William
West, David

35 Years

Evans, Dean
Franklin, John
Garcia Jr., Andres
Hursh, John

30 Years

Babcock, John
Branch, Scott
Costa, Frank
Gerlach, David
Kemp, Gary
Mastelotto, Guy
Medlin, Stephen
Osborn, Ron
Sobrero, Brad
Wagner, Greg

25 Years

Cole, Jonnie
Dockrey, C. Dean
Dockter, Rueben
Fujii, Craig
Jorgensen, Craig
Millard, John
Nielsen, Mike
Romero, Jose
Velasco, Steven

20 Years

Banchio, Tony
Beeler, Douglas
Burke, James
Burton, Paul
Campbell, Scott
Daniels II, Terry
Dawson, Scott
Diefenderfer, Michael
Free, Austin
Gandolfi, Gino
Henderson, Jamie
Hetzell, William
Hurte, Joseph

15 Years

Leach, Kenneth
Lee, Robert
Malloy, Mark
Pendo, Ned
Ranney, Roger
Ricker, John
Roland, Lesa
Sanchez, Tammy
Sharp, Jeffrey
Walkup, Nathan
Woodmansee,
Matthew

15 Years

Beeler, Brent
Burnett, Larry
Burson, Michael
Cappello, Dave
Caswell, Kelli
Caulfield, Casey
De Hoff, Scott
Deatherage Jr.,
Herman
Devlin, Buck
Dilbeck, Steven
Draper, Virginia
Fortner, Adrien
Garrett, Robert
Kear, Neil
Kelly, Shawn
Kirin, Brian
Lerossingnol, Gabe
Luiz, Patrick
Marino, Tony
Martin, Sandoval
Mattingly, William
Mays, Sean
McDonald, Allen
Mills, Dustin
Null, Melvin
Palade III, Wesley
Pollard, Aaron
Robertson, Chad
Rodriguez, Carlos
Santana, Jose
Scratchfield, Frank
Sedar, Mark
Shade, Brian
Shaver, Jeffrey
Shaw, Rowdy
Shirley, Karl
Thorne III, Allan
Whitman, Michael

10 Years

Acain, Gage

Aceves, Ricardo
Aebly Jr, Lawrence
Arambula, Fernando
Arambula, Javier
Ballou, Ashley
Barrick, Kenneth
Bejerano, Eduardo
Bellefeuille, Lucas
Bolden, Lonnie
Bragg, Lori
Brown, Tyler
Carrell, Robert
Casey, Michael
Chandler, Todd
Clark, Dennis
Craig, Stephen
Crisman, Tim
Delima, Arnold
Fernandes, Greg
Freeman, Linda
Gleed, Scott
Hart, Michael
Hawes, Keith
Highley, Jake
Lowman, Christopher
Martin, Guy
Medrano, Michael
Myers, Arleen
Navarete, Enrique
Niegel, Samuel
Parish, Terrence
Pritchard, Lisa
Ruiz, Maria
St Clair, Brett
Stone, Dwayne
Stone, John
Velasquez, Leonardo
Velasquez, Michelle
Vieira, Chad
Watanabe, Alan
Wolcott, Brian

5 Years

Adlam, Sanjay
Ames, Michael
Anderson, Wesley
Auer, Sheldon
Baldwin, Shad
Begley, Bruce
Bell, Michael
Berg, Jeremy
Branch, Caroline
Cano, John
Carr, Chad
Chavez-Supnet,
Jessica
Cornwell, Lafa

Donaldson, Dale
Embrey, John
Erisman, Wyatt
Forbes, David
Fox, William
Givens, Colby
Gordon, Allen
Guynes, Heidi
Harbert, James
Harmon, William
Hersh, Courtney
Howell, Joshua
Jauregui, Robert
Karnegas, Aris
Kingdon, Michael
Kraack, Michael
Latta, Andrew
Laursen, Tim
Lee, Thomas
Lewis, Timothy
Lima, Louis
Litchfield, Michael
Ludy, Matthew
McClure, Jacob
McDonald, Kirk
McLellan Jr, Michael
McMains,
Christopher
Murphy, Andrew
Odle, Donovan
Oliver, Marina
Paustian, Michael
Pearce, Michael
Pearson, Charles
Powell, Edward
Rau, Michael
Roach, Austin
Rodriguez, Jose
Rodriguez, Joseph
Rorie, William
Roth, James
Self, Jesse
Sheldon, Derek
Shrider, Brenda
Snipes, Steven
Starzer, Nick
Stier, Richard
Tantardino, Joe
Thompson, Joel
Vaught, Darren
Warner, Bryce
Warta, Timothy
Webber-Smith,
Michael
West, Benjamin
White, Austin
Willard, Tiffany
Worden, Michael
Wroten, Walter
Zala, Praful

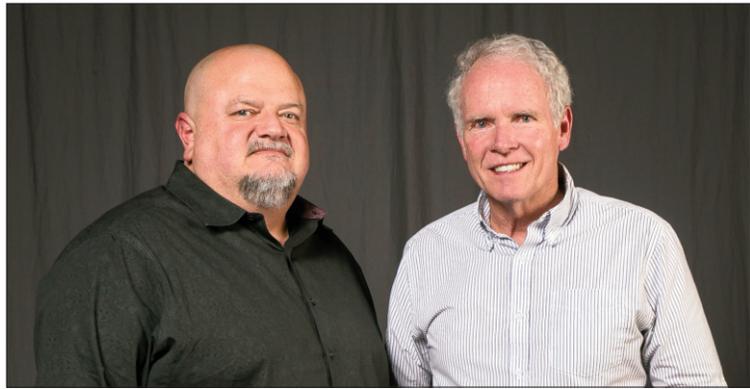


Redding

February 24, 2017



30 Years From left: (Dean), Paul Sydow and John Marzolla Jr.



20 Years
From left:
(Dean) and
Daniel Langford

Congratulations on your service!



10 Years
From left:
Michael Baker
with (Dean)



5 Years Front row, from left: Jeff Geraci, Christopher Isbell and Jackson Estes. Back row, from left: Brian Branton, Eric Davis and John Dowdy

Utility Reporter



40 Years
From left: Aric Cook and Bryan Coleman with Senior Assistant Business Manager Bob Dean

Photos by John Storey



25 Years
From left:
(Dean) and
Theresa Santo



15 Years Front row, from left: Rex Woodward and Paul Snyder. Back row, from left: (Dean), James Parks and Michael Briggs

HONOREES			
45 Years Deuel, Alan Griffin, Gary Mannix, Timothy	40 Years Amaral, Steven	35 Years Carter Jr., James Hiser, Donald Olson, Mary Petersen, Roger Rhodes, Karen	30 Years Anderson, Frank Carnahan, Micheal Dennis, Glen Hollingworth, Steven Marzolla Jr., John White, Ralph
25 Years Bodner, Robert Conner, Mike Frisbie, Troy Noack, Tim Oehmigen, Mimi	20 Years Abbott, Layne Berry Jr., Robert Colgate, Calem Goehring, Ben	15 Years Brenner, Ted Briggs, Michael Burnham, Michael Cerro, Richard Clark, Dale Doolittle, Joe Dungan, Joseph Garrison-Carter III, A Geeter Jr., Donald Harris, Luke Hendrix, Brett Ingram, Jeff Knaup, George Laughlin, Ronald Moore, John Pack, Dale Parks, James Powers, Lance Snyder, Paul Woodward Jr, Rex	10 Years Armstrong Jr., Ralph
5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess
5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess	5 Years Baer, Brett Barone, Shannon Branton, Brian Bunting, Mattie Carpenter, Kevin Carrier, Jess

THE TOKEN BEARERS

By Mike Cottrell

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

Chapter 24

CONCLUSION OF CHAPTER ONE. RIDGECREST, CALIFORNIA. 2004.

Harvey had gone back to look for Snuffy and Bull and found the truck off down in the canyon a shattered mess. Bull's body was still in the wreckage and Snuff's had been thrown clear. A jug would be found and disappear from the site. The coroner's office would still pronounce their blood levels higher than authorized for driving in his report. They would have all day every day to drink running Harvey's work for him just like they had done for years riding on the back of the guys turning the nuts on the bolts and stacking steel to install the wire.

Slim got up off the dock and put the quarters in his pocket and burped, cussing the over done eggs the old gal had served him and thought about how inconsiderate they had been to him and how Harvey had made them jump to it to get his breakfast going just like he would make them all jump to it every day on the high line.

"Takes all kinds," he thought, "just like the head scratcher told me. Smart ones, dumb ones, old ones, young ones. Lazy or energetic, drunk or sober, all kinds." He reached down in his left front pocket and pulled all the coins out of his Levi's and filtered through them respectfully until he found it and then put the quarters in his right pocket after clumsily relaying them to his right hand. He admired the brass token, worn down now after miles of travel and wear in a dark world contained by the lent of all those pants from the past. He thought of the ones before him who had carried it and thought of the head scratcher who had called him recently up to his death bed in Marysville to pass it on and instruct him of the force and responsibility he would have while carrying it forward. Slim pinched it hard between his forefinger and thumb. He looked out across the cold mid-morning air and surveyed the route of the tower line.

They were all gone now. The head scratcher, Kenny, John, Jesse, the Pep and dirty Mac, all of them and most of their wives. Their kids off in their own worlds, some of them in the trade and son-in-laws too. Honed out of a past inspired by the free movement of the dads and moms of the craft who braved the call of the road and became part of the surface of the ever changing highway of Americana. Forged from the hardships of negotiating changes for the working class. Tempered by wars and depressions; Pinkertons and strikes. Great labor leaders in suits and ties and the dogs of management bound to make money off the backs of men unwilling to part with their freedom to be docile recipients of poor conditions, wages, health care and retirement. Bound in the covers of a vast, unpredictable and complex book of labor undaunted and unwilling to bow down to anything less than fair, and some to give up and sacrifice all for the next generation.

We did not go quietly into the next generation hamstrung by our sweat shops and false promises. We did not lie down under the pressure of one job, toiling under God's good sun to watch backs broken by the constant strain of labor and management. We did not meekly approach them with our request. We did not cry in the night for more, rather we united as one under that grand logo and though sometimes shooting our own foot encouraged our better destiny with the wisdom of need to work for fair

compensation.

Thus let it be known that we are a force to reckon with and that we will negotiate in good faith for a rightful existence in the workplace. Towering high over the bigotry of self need and greed we stand to unify others around the planet unable yet to maintain or even visualize the hope that we once had and fight for daily, to come to their needs as the world around us grows smaller and world trade promenades not hearing the cry in the night of other workers who wish to do better and have the essentials that the big dogs enjoy over us with the sleight of hand.

Our work is never done at the brotherhood of humanity and never compromised at the trough of hope. Let us strive not to blend in to the waves of the downtrodden, yet lift the surging walls of work place securities to rise above the tide of golden parachutes and hefty bonuses that devour common, hard working folks every minute of every day into a shameless pit of financial depression.

Harvey came back from the canyon and announced their deaths. It was not exactly a yard full of bereavement, although some of the young hands who did not know them were much more horrified than the rest. It settled in as a bad deal for all standing there.

Slim put the token in his left front pocket and walked over and whispered into the job stewards' ear.

The steward removed his hat and stepped up on the dock in one agile motion. The large crowd of men gathered around and waited for the words to relay what Slim had hinted at in his ear.

"We lost ole' Snuffy and Bull to the road. They went off down in the canyon and are dead now. I'm goin' to pass the hat and we'll be doin' it ever week for a while. This is going to be a good overtime job and we should all prosper well here for a while. I expect everybody to make as sizeable a donation as you can during the weekly safety meeting. I know a lot of us been out of work for a while so I'll expect the collection for their families to get better as the weeks go by."

So the hat went forward and was filled to the brim. Harvey started surveying the hands to find some prospects he could depend on to yield some production as foremen. Slim reached in his wallet and pulled out a fifty and wadded it up and put in the steward's hat, then stuck his hand in his left front pocket and rubbed the token and thought that was a good start on his road trip with the coin. He pulled it reverently to the day light and looked upon the one side and the other. The ladies hat was still dominant enough, the bun in her hair

raised off the surface of the token. She had that seductive look still about her and the eye in the profile expanded her mystery. Oh yes, it was wearing but still clear and lasting well for traveling so many miles in Henry, Skyrocket, Fancy, the Headscratcher and now Slim's trousers of the trade. He looked down on it, held there between his thumb and forefinger and read side one with the profile of the seductive lady of the past. And it said, "Stoley's Dance Hall St. Louis Mo." He turned it over and read the other side and it said "five cents a dance."



Retirees' Corner



Santa Rosa Retirees Club Supports Girls' Athletic Program at Lower Lake High School

The IBEW 1245 Santa Rosa Retirees Club recently presented a \$750 donation to Lower Lake High School. The donation will be used to support girls' athletic programs. Retiree Red Olin graciously presented the check, and the students expressed their gratitude to IBEW 1245 and the retirees.

— Mark McCrea, IBEW 1245 Business Rep

You may have retired from your job, but there's still a place for you in the union!

IBEW 1245 Retirees Club

The Local 1245 Retirees Club is open to retired members from all Local 1245 employers. Spouses of active or deceased members are also eligible for membership.

Join today! Dues are just \$36 per year, paid on a fiscal year basis (July through June). Download the membership form at ibew1245.com/ibew-1245-retirees-club/.

The Local 1245 Retirees Club offers a host of benefits, including:

Utility Reporter. Retirees Club members continue to receive the union newspaper.

Dental Plan. Retiree Club members have a one-time opportunity to join local union-sponsored dental plans (available only to club members who retired on or after January 1, 1987.)

Credit Union. Retiree Club members are eligible to join the Organized Labor Credit Union, which offers loans at prevailing rates and offers above-average interest savings accounts.

Free Legal Advice and a huge array of **discounted services and products** are available to Retiree Club members through the Union Plus program.

Monthly meetings:

East Bay Chapter: Meets 2nd Thursday each month, 10 a.m., IBEW

Local 595, 6250 Village Pkwy, Dublin, CA

North Bay Chapter: Meets 1st Tuesday of each month, 10 a.m., Marvin's of Cotati, 7991 Old Redwood Hwy, Cotati, CA

Central Valley (Merced) Chapter: Meets 1st Tuesday each month, 10:30 a.m., Merced Senior Community Center, 755 W. 15th St., Merced, CA

Reno/Sparks Chapter: Meets 3rd Wednesday each month, 8:30 a.m., Denny's Restaurant, 205 E. Nugget Ave, Sparks, NV

Yerington Chapter: Meets 4th Wednesday each month, 10:30 a.m. social time, 11:00 am meeting, Pioneer Crossing Yerington, 11 North Main Street, Yerington, NV

Carson City Chapter: Meets quarterly, 4th Thursday in January, April, August & October, 9:00 a.m., Grandma Hattie's Restaurant, 2811 S. Carson St., Carson City, NV

Winnemucca Chapter: Meets quarterly, 1st Wednesday in March, June, September & December, 11 a.m., Round Table Pizza, 1043 W.4th St., Winnemucca, NV.

If there isn't chapter near you, start a chapter of your own! Just send an e-mail to Local 1245 Office Manager Tonya Alston tfa3@ibew1245.com or call her at 707-452-2718.

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

Robert Alicea 47 years Denair, CA	Samuel Brown 42 years Encinitas, CA	Jamie Farris 32 years Lakeport, CA	Sara Hayes 10 years Berkeley, CA	Kevin Lifto 34 years Roseville, CA	Betty Miller-Stinnett 29 years Lodi, CA	John Quintana 7 years Las Vegas, NV	James Smith 32 years San Luis Obispo, CA	Wade Williams 31 years Chico, CA
Steve Anderson 33 years Santa Rosa, CA	Bradley Burgess 37 years Chico, CA	Russell Faulkenberry 14 years Pico Rivera, CA	Richard Heineman 30 years Grover Beach, CA	George Lindsey 40 years Concord, CA	Donald Mitchell 32 years Jamestown, CA	Ruth Reynolds 22 years Stockton, CA	Richard Staley 22 years Chico, CA	John Williams 33 years Magalia, CA
Susan Anton 38 years Fresno, CA	Richard Burgess 43 years Alameda, CA	Larry Finch 27 years Laytonville, CA	Sean Higgins 33 years Merced, CA	Raquel Lopez 17 years Phoenix, AZ	John Molette 37 years Arroyo Grande, CA	Wayne Richardson 43 years Bakersfield, CA	Darrel Stout 37 years Kingsburg, CA	Kenneth Williams 40 years Auburn, CA
Brenda Arceneaux 15 years Rancho Cordova, CA	Stephen Burket 35 years Nipomo, CA	Al Flores 28 years Stockton, CA	Marchelle Hill 18 years Huntsville, AL	Mary Lugo 17 years Los Osos, CA	Joseph Montellano Jr. 29 years Foresthill, CA	Clifford Rinear 37 years San Ramon, CA	Heidi Sturm 16 years North Fork, CA	Anthony Wire 36 years Atascadero, CA
John Areola Jr. 37 years Stockton, CA	Richard Ceballos 33 years Weeki Wachee, FL	Robert Gerstle 37 years Cameron Park, CA	Michael Hill 29 years Bakersfield, CA	J Lumsden 31 years Everett, WA	Lenny Morales 3 years Marysville, CA	Debra Robertson 36 years Grass Valley, CA	Diana Tanquary 5 years Grover Beach, CA	Gary Wong 38 years San Mateo, CA
Michael Arriola 43 years Antioch, CA	Steve Clark 43 years Redlands, CA	Gary Giese 40 years Santa Ynez, CA	James Hilliker 32 years Placerville, CA	Gloria Lynch 32 years Clovis, CA	Vernon Morris 37 years Napa, CA	Christine Robertson 38 years Oakland, CA	Jerome Todd 4 years Portland, OR	Michele Woods 33 years Sacramento, CA
Donald Asay 38 years Petaluma, CA	Kevin Conley 32 years San Lorenzo, CA	Gilbert Gilman 30 years San Jose, CA	Fred Jones 46 years San Jose, CA	Woodie Martin 36 years Tracy, CA	Oscar Navarro Jr. 37 years Brentwood, CA	Brian Rodriguez 37 years Fresno, CA	Stan Uyeda 37 years Rocklin, CA	Barney Wright 20 years Hollister, CA
Johnny Austin 32 years Bakersfield, CA	Daniel Costa 37 years Brentwood, CA	Robert Greer 26 years Prather, CA	Raymond Kinder 33 years Brentwood, CA	Virginia Martinez 34 years Roseville, CA	David Ayers 50 years Lodi, CA	Pamela Crawford 37 years Yuba City, CA	James Hall 43 years Soquel, CA	Jeffery Kunz 37 years Sanford, NC
Michael Bilicka 31 years San Luis Obispo, CA	Scott Cunningham 33 years Granite Bay, CA	Peter Hansell 44 years Pine Grove, CA	Marc La Cross 39 years Arroyo Grande, CA	Martin McDonald 19 years Nipomo, CA	Michael Nordgreen 36 years Boise, ID	Walter North 32 years Santa Rosa, CA	Thomas Patterson 31 years Stockton, CA	Bruce Mattson 45 years Gilroy, CA
John Black 44 years Pismo Beach, CA	Danny Davis 37 years San Luis Obispo, CA	Michael Hanssen 37 years Sebastopol, CA	Steven Lacey 32 years Bakersfield, CA	Marshall McElrath 45 years Martinez, CA	Walter North 32 years Santa Rosa, CA	Thomas Patterson 31 years Stockton, CA	Frank Perez 45 years Gilroy, CA	Russell Peterson 18 years Rohnert Park, CA
Donald Boydston 43 years Napa, CA	Barbara Dzedzic-Cole 21 years Petaluma, CA	Richard Harness 37 years Martinez, CA	Jack Latiolais 20 years Redding, CA	Harry Medina 23 years Selma, CA	Thomas Patterson 31 years Stockton, CA	Frank Perez 45 years Gilroy, CA	Robert Shine 32 years Ridgecrest, CA	Deshawn Shipp 5 years Sacramento, CA
James Brager 42 years Fresno, CA	Bonnie Eby 10 years Bay Point, CA	Robert Hawkes Jr. 32 years Pacifica, CA	Bowe Lemmon 11 years Olympia, WA	Linda Melanson 36 years Sacramento, CA	James Pinocchio Jr. 41 years Chico, CA	Byron Polin 6 years Bakersfield, CA	Robert Porter 35 years Pacifica, CA	Jessie Sierras 32 years Stockton, CA
								Eddie Silva 38 years Clovis, CA
								Gary Silver 46 years Ukiah, CA

Congratulations Retirees!

**We want you to
STAY CONNECTED**



to IBEW 1245.



Left to right: Todd Carlson, Travis Carlson, Nick Chan, Anthony Chan, Mike Chan, Sal and Cindy Culcasi, and Bill Martin



Phuong Tran, Paul Regalo, Bao Tran, Bao Nguyen Mac, Thien Tran, Karl Bade, Tai Huynh, Tien Huynh, and Kulmeet Grewal



Anthony Brown, Roberto Balisteri, Casey Salkauskas, and Charley Wright



Larry Torres, Rich Perry, Charlie Forbes, Logan Smith, Jose Leal, Bob West, and Kelsey Newman



Travis Carlson



Thien Tran



Karl Bade



Anthony Chan watches Nick Chan shoot.



Matt Mrofka, left, laughs with Matt Ramey.



Dan Smith



Approximately 140 eager shooters braved less than ideal weather conditions to participate in the 6th Annual IBEW Northern California Clay Shoot at Raahauge's Pheasant Chukar and Sporting Clays in Dunnigan, CA on April 8th, 2017.

The day started out cold and overcast, and by mid-morning, a steady, light rainfall set in, presenting shooters with an added challenge. But the wet weather didn't dampen any of the enthusiasm of all the IBEW members, family, and friends who showed up with the goal of breaking as many of the orange clays seen streaking across the sky as possible.

Spread out over a course that included 17 unique shooting stations, each participant took aim at 100 targets over a span of about three hours, leading up to an eagerly anticipated lunch. The walk-

ing and shooting primed everyone's appetites for what has become one of the event's many highlights, a tasty lunch featuring delicious pulled pork sandwiches. This year, everyone was in for a treat as carnitas tacos, chucker and pheasant were among the mouth-watering menu choices available.

The real treat of the day was served up after lunch, as nearly two dozen shotguns and hunting rifles were raffled off. As has become the tradition at this event, all participants under 17 walked away with great raffle prizes. As the kid's raffle concluded and attention turned to the highly anticipated adults raffle, the sun finally made an appearance to put the finishing touches on a family-friendly day of lightly competitive shooting.

No high scores were announced this year (maybe so as not to make those of



Dan Smith, Josh Smith, Ray Smith, and Rey Rodriguez



Taylor Flosi, Matt Mrofka, Matt Ramey, and Anthony Wynn



Kendall Williams, Andrew Maffei, Brian Maffei, and Sean Hill



Chris Alfaro and Dean Bower



Hans Heuer, Joe Dray, Sean Stevens, Matt McMullen, Roman Guerrero, Luna Guerrero, and Alin Persia



Bao Nguyen Mac with the shot gun he won at the IBEW 1245 Clay Shoot

us semi-average shooters feel too bad about all the clays that fell to earth in one piece during the day). Everyone left the day with a memorable day of shooting and Union brotherhood, as well as knowing this event continues the tradition of raising money that is distributed to deserving charitable causes throughout Northern California.

This year's clay shoot was hosted by Local 340, which showed great hospitality, and will determine the distribution of the charitable funds raised from the event. The second clay shoot in Hilmar, which was originally set to take place on the same day, has been rescheduled for June 17 due to the ground conditions.

— Anthony Brown, IBEW 1245 Assistant Business Manager

Photos by John Storey



Cameron Douglas, left, sits with Justin McDowell.



Jeff Wolford, Rick Wolford, Bill Martin, and Richard August

Local 1245 Members Volunteer at Junior Achievement Through EWMC

On January 27, 2017, Rene Cruz Martinez and I volunteered with Junior Achievement (JA) at Mather Heights Elementary school located in Sacramento, CA. We are both IBEW 1245 members employed at Pacific Gas & Electric Company (PG&E), and also officers of the Electrical Workers Minority Caucus (EWMC) Solano County Chapter.

The 4th grade lesson I participated in involved teaching the children about businesses and entrepreneurs. I told them I work for PG&E, a company that provides gas and electricity to customers in California. I explained that since I work for PG&E, I'm also a member of a union called the International Brotherhood of Electrical Workers (IBEW). The word "interdependence" was in their school lesson, so when it came time to teach them this word, I presented an example

specific to my own experience.

"IBEW helps members by speaking with PG&E to protect the employees' wages and benefits, so that we can provide a good life for ourselves and our families," I told them. "IBEW helps ensure workers have safe working conditions and are treated fairly by the company. PG&E and IBEW are an example of an interdependent relationship."

I later explained that IBEW also helps in various communities by providing service (which was another word in their lesson), making many donations to schools and volunteering for their programs, including Junior Achievement. I explained to the children that myself and fellow member René were volunteering today on behalf of a community group within IBEW called the Electrical Workers Minority Caucus (EWMC). I explained

that the EWMC is an organization made up of IBEW members that volunteer at schools, shelters, veteran facilities, help feed and supply services to the homeless, and are considered activists in their communities. I told the class that the IBEW and the EWMC also have an interdependent relationship.

"It was an amazing experience! I loved the enthusiasm from the students. They were ready to learn and asked questions! They are our future, so we need to be spending more time with them and explaining to them the importance of good union jobs," Rene Cruz Martinez said after teaching a 4th grade class.

I have a Masters Degree in Criminal Justice with a Minor in Psychology, since I wanted to be a juvenile counselor, and so for me having this opportunity to teach students about skills



From left: Donchele Soper and Rene Cruz Martinez

they can use to apply in the real world was exciting! I wanted them to know they can be whatever they aspire to be, and can financially support themselves and their families. This experience allowed me to represent my union and the importance of a trade occupations.

About Junior Achievement

According to their website, "Junior Achievement's purpose is to inspire and prepare young people to succeed in a global economy. JA helps students realize that the education they are getting today will help them to have a bright future tomorrow. JA's volunteer-delivered, kindergarten-12th grade programs foster work-readiness, entrepreneurship and financial literacy skills, and use experiential learning to inspire students to dream big and reach their potential. Junior Achievement USA reaches more than 4.8 million students per year in 209,651 classrooms and after-school locations. JA programs are taught by volunteers in inner cities, suburbs, and rural areas throughout the United States, by 109 Area Offices in all 50 states. Junior Achievement's 237,680 classroom volunteers come from all walks of life, including: business people, college students, parents and retirees. Our programs help prepare young people for the real world by showing them how to generate wealth and effectively manage it, how to create jobs which make their communities more robust, and how to apply entrepreneurial thinking to the workplace. Students put these lessons into action and learn the value of contributing to their communities."

JA's many volunteers (including us) add their personal experiences, which may influence students to pick a trade as a career or become young leaders and activists in their communities. Having the knowledge that these lessons provide, knowing that there are diverse career options available after high school, and learning about shared experiences from volunteers helps the students realize that, with dedication and commitment, they can be financially successful and contribute to their community at the same time.

Questions regarding JA and volunteer opportunities? Email volunteer@ja.org.

— Donchele Soper,
IBEW 1245 Organizing Steward and
EWMC Solano Chapter President



Units lend a helping hand

All of the following unit donations to various charitable organizations from February through April 2017 were approved by the IBEW 1245 Executive Board.

Merced Irrigation District Unit #1122 donated \$250 to the Merced Adult School's Open House event.

Fresno Unit #1111 donated \$250 to the Education & Leadership Fund c/o Gusmaro & Bernard P. Reyes Scholarship.

Merced Irrigation District Unit #1122 donated \$250 to the Handicap Fishing Day event.

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

Diablo Canyon Unit #1220 donated \$250 to the American Cancer Society/Relay for Life "Canyon Crusaders" team.

Richmond Unit #2318 donated \$250 to the Hercules Running Rebels track team.

Stockton Unit #2509 donated \$200 to the Village Oaks Alternative High School to help purchase prizes for their writing contest.

Lompoc Unit Donates \$250 to Aspiring Lineman

On Feb. 1, 2017, Unit #1218, City of Lompoc, presented a \$250 donation to Justin (JD) Aguilar, a Lompoc employee currently working in the Urban Forestry Department. The Community Fund donation is intended to assist JD as he pursues training at Northwestern Lineman School in Oroville, CA.

JD has requested a 90-day unpaid Leave of Absence from the City to be able to attend the training, with the hope of getting a Lineman position with the City of Lompoc in the Electric Department. The members of the Lompoc Unit want to wish JD good luck at school and in his future endeavors with the City.

— Gary Silbaugh, Lompoc Unit Chair



From left: Alvin Allen (Electric Dept. Substation/Organizing Steward), Gary Silbaugh (Lompoc Unit Chair/Chief Steward), Justin (JD) Aguilar (Urban Forestry, recipient of the donation), Isaac Rodriguez (Unit Recorder/Treasurer, handing the check to JD) and Shawn Wynne (Unit Co-Chair/Water Treatment Plant Steward)

MID Unit Supports Merced Adult School

Unit #1122, Merced Irrigation District, voted in March to contribute \$250 from the union's Community Fund to support the Merced Adult School open house and awards ceremony, which took place on April 6, 2017. The funds were used to purchase food for the event, and Local 1245 members Craig Tatum and Jerrid Fletcher, both employed at MID, volunteered their time to prepare and serve meals to the attendees.

Merced Adult School offers free classes for people working toward a high school diploma, GED-preparation classes in Spanish and English, and English as a second language (ESL) classes, as well as U.S. citizenship test preparation assistance. The school also provides low-cost career technical education courses that include computer and office technology, solar panel installation and energy auditing class.

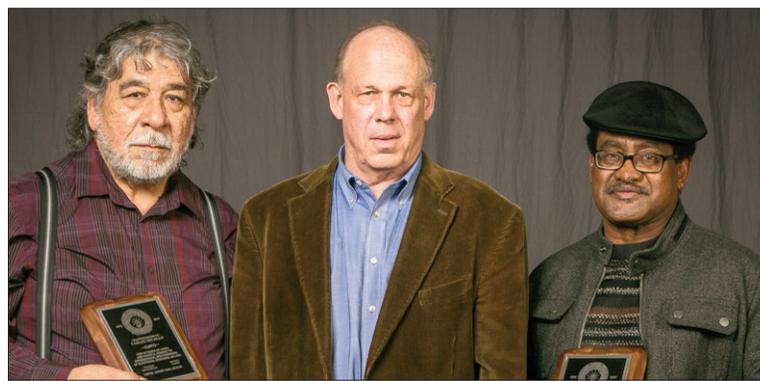
Photo provided by Craig Tatum





SERVICE AWARDS

San Jose February 17, 2017



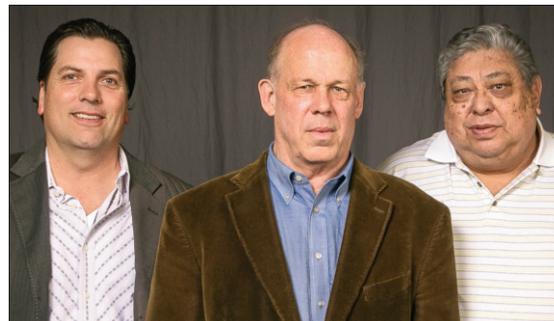
45 Years
From left:
Carlos Trujillo,
Business
Manager Tom
Dalzell and
Curtis Riley.



40 Years
From left:
(Dalzell)
and
Jeanette
Hering.



35 Years
From left:
(Dalzell) and
Patricia
Beltramo.



25 Years
From left: Tony
Juarez,
(Dalzell), and
David Amaro.



15 Years
Front row,
from left:
Louise Martin,
Joe Estrada Jr.
and Judith
Blanton. Back
row, from left:
Michael
Ramirez, Sonia
Garcia and Joel
Sigala.



15 Years
Front row,
from left:
Boone
Sayavong and
Maria Solia.
Back row, from
left: Nanette
Lopez, Jose
Cornejo and
Fernando
Carranza.

Congratulations on your service!



10 Years
Front row,
from left:
Eileen
Katayama and
Elvira Bernal.
Back row, from
left: Gregory
Miller and
Domecq
Rivera.

Photos by
John Storey



5 Years Front row, from left: Ramon Reynaga, Delma Rodriguez and Mondale Ego Jr. Back row, from left: Griselda Fernandez, Sabrina Pickett and Marc McNicoll.



5 Years Front row, from left: Felicia Martinez and Evangelina Corona. Back row, from left: Guillermo Hernandez, Erika Urrabazo and Carlos De La Torre.

HONOREES

45 Years

Himan, Nancy
Perez, Frank
Riley, Curtis
Ryan, Linda
Storment Jr., Ralph
Thompson, Dennis
Trujillo, Carlos
Walsh, James

30 Years

Beltramo, Patricia
Bornaman Jr,
Richard
Fluitt, Lawrence
Gandolfi, Dawn
Melesurgo, Lori
Miranda, Ronald
Ratto, Larry
Tapia, Emilio

40 Years

Capwell, David
Darbyshire, Keith
Hering, Jeanette
Marotti, Robert
Robles, Magdalena
Sakoda, Harold
Schaefer, Gregg
Waterhouse, Philip

30 Years

Bowling, Gilbert
Gilman, Gilbert
Mahler, Kevin
Smith, George
Thompson, Kathryn

25 Years

Amaro, David
Coursey, Phillip
Juarez, Tony
Reyna, Ruben
Vanzuylen, William

35 Years

Alcorn, David

20 Years

Amann, Mark
Carlsen, Gwynneth
Figueroa, Richard
Grunder, Gary
Lindquist, Craig
Lindsey, Michael
MacCool, Casey
Reduta, Benjamin
Sandoval, Maira
Trayer, David
Welsh, Mark
Winterhalder,
Patricia
Zorn, John

15 Years

Amos, Sheldon
Andrews, Shawn
Aparicio, Jose
Blanton, Judith
Bradford, Todd
Brunelle, Normand

Camera, Stephen
Carranza, Fernando
Cornejo, Jose
Cross, James
De Anda, Michael
Deras, Nobel
Dow, Andrew
Estrada Jr., Joe
Flores, Jon
Garcia Jr., Donald
Garcia, Michael
Garecht, Brenda
Godinez, Roberto
Gomez, Eric
Goodrich, Jon
Griffis, Ross
Hahn, Scott
Hall II, Jerry
Holladay Jr., Ken
Isais, Jeffrey
Johannes, Gregory
Kubo, Shane
Lopez, Nanette
Luna, James
Macias, Robyn
Majewski, Piotr
Martin, Louise
Martinez, Joel

Mui, Milton
Nguyen, Nghia
Porras, Bobby
Ramirez, Michael
Rush, Nathan
Salgado, Michael
Santos, Antonia
Sato, Jonathan
Sayavong, Boone
Sigala, Joel
Solia, Maria
Som, Saronn
Sooahoo, Linda
Tabuno, Joel
Varni, Tony
Vasquez, Richard
Williams, Frank
Zandate Jr.,
Humberto

10 Years

Alanis, Edward
Alday, Felixberto
Alger, Kenneth
Bernal, Elvira
Bowles, Mitchell
Bozzi, Fabio

Bueno, Eric
Burnett, Monique
Calata, Joseph
Chavez, Michael
Collins, Shane
Contreras Jr, Ernest
Cortes, Homero
Coulter, Michael
Garcia, Eddie
Garcia, Michael
Garrett, Kimberley
Gerhardt-
Thompson, Jeffrey
Glysson, George
Hernandez, Jimmy
Huckins, Tonda
Hunt, Michael
Johnson, Tayari
Katayama, Eileen
Letuligasenoa,
Faavae
Mendoza, Michael
Miller, Gregory
Olvera, Christopher
Percival, Dianne
Perry, William
Peterson, Shannon
Ramirez-Delgado,

Javier
Ramos, Angel
Reyes, Fernando
Reynolds, Malik
Rico, Ramon
Rivera, Domecq
Romero,
Christopher
Santos, Raul
Santos, Rick
Schultz, Harold
Som, Jonny
Soto, Vanessa
Thorson, Joel
Valverde, James
Vasquez, Hector
Wittman, Stephen

5 Years

Agens, John
Altemueller, David
Alvarado, Joanna
Arvizu-Olvera, Juan
Black, Thomas
Bohorquez, Jose
Brodeur, Georges
Brown, Danny

Campos, Miguel
Clausing, Michael
Corona, Evangelina
Crump, Logan
Dan, Martin
De La Torre, Carlos
Deleon, Jeremy
Delmundo,
Benjamin
Donohue, Schyler
Fernandez, Griselda
Galaviz, Gabriel
Graves, Robert
Aaron
Greanias, Mark
Harunaga, Alan
Henning, Jeffrey
Hernandez,
Guillermo
Jones, Phillip
Jordan Jr, Glen
Kesil, David
Lawson, Matthew
Leanos, Linda
Limon, Armando
Lipunou, Oleg
Lopez, Esmeralda
Lopez, Sandra

Lopez, Steven
Marquez, Amanda
Marsh, Edward
Martinez, Felicia
Martinez, Tannis
Mcnicoll, Marc
Mele, Alison
Pavlova, Julie
Pickett, Sabrina
Pinon, Eric
Pizziol, Kevin
Ramirez, Jaime
Ray, Todd
Reynaga, Ramon
Roberts, Guy
Rodriguez, Delma
Salazar, Arturo
Sandoval, Kelvin
Scrimsher, Jesse
Solis-Martinez,
Harald
Souza, Carla
Tarkovskiy, Arsen
Tomasulo, David
Urrabazo, Erika
Vetere, Therese
Webber, Cody
Wood, Michael



SERVICE AWARDS

Sacramento

March 17, 2017



35 Years From left: Lucy Venegas, Kevin Deryk and Julie Cosgrove-Garcia



25 Years From left: Joe Christ with Business Rep. JV Macor



25 Years

Front row, from left: Karen Reale and Lauren Bartlett. Back row, from left: Charlene Griffin and Dennis Cardin



40 Years

Front row, from left: Lawrence Gouvila and Theresa Clary. Back row, from left: Jimmy Ramirez and Joe Ojeda Jr.

Photos by John Storey



30 Years

Front row, from left: Nancy Sweeney and Toni Boyd. Back row, from left: Donald Edwards, David Armstrong and Kevin Krummes



20 Years

Front row, from left: Julie Lunsted and Jeff Terrell. Back row, from left: Steve Speak and Mauricio Quintanilla

HONOREES

55 Years

Branson, William

50 Years

Starnes, Leo

45 Years

Hatrup, Jim
Leahy, Dennis
Ortiz, Ramiro
Smith Jr., Leonard
Steele, Brent

40 Years

Amaral, Kenneth
Boyce, Daryl
Clary, Theresa
Coleman, Bryan
Dialogo, Saniata
Gouveia, Lawrence
Guice, Eric
Jackura, Michael
Johnson, Richard
Lay, Christine
Meitzenheimer, Cheryl
Middlebrooks, Adrienne
Ojeda Jr., Joe
Ramirez, Jimmy

Ramirez, Thomas
Reed, Curley
Reimund, Roy
Sand, Denise
Sivesind, Bonnie
Tong, Sandra
Williams, Jerlean
Williams, Kenneth

35 Years

Arave, William
Blasquez, Richard
Bulfinch, Cynthia
Cosgrove-Garcia, Julie
De Vaughn Sr., Kevin
Deryk, Kevin
Feeley, Paul
Newman, Denise
Price, Jack
Rose, Lance
Sawyer, Chris
Seyford, Alton
Steed, Gregory
Venegas, Lucy

30 Years

Ambrose, Cynthia
Archer, Norman
Armstrong, David
Boyd, Toni

Edwards, Donald
Gay, Donald
Hernandez, Jimmie
Jensen, Steve
Krummes, Kevin
Martinez, Jim
O'Brien Jr., Robert
Sweeney, Nancy
Talamantes, Daniel
Thompson, Archie
Woodward, Phillip
Yee, Alicia

25 Years

Bartlett, Lauren
Beaubier, Jeffrey
Brown, Julius
Campbell, Shannon
Cardin, Dennis
Carrillo, Joel
Cervantes, Richard
Christ, Joseph
Daley, Thomas
Fassett, Thomas
Griffin, Charlene
Groth, Mark
Hall, Scott
Humphreys, Rory
Huskey, Michael
Jones, Miguel
Lehne, Frank

Lyons Jr., Walt
Martinez, Ramon
Medina, Michael
Mercado, Daniel
Montoya, Anthony
Moon Jr., James
Moon Jr., Paul
Naputi, Maria
O'Neill, Barbara
Reale, Karen
Remer, Tirian
Serra, Monica
Sessions, Susan
Simon, Annette
Smith, Ben
Smith, George
Snyder, David
Steiner, Joseph
Valentin, Stacy
Varner, Guy
Villarreal, Guadalupe
Welch, Brian

20 Years

Allen, Bill
Alpine, Joshua
Barnes, Steven
Bigley, Myron
Bruzenak, Dan
Carvalho, Anthony
Coffey, William
Crouson, Michael
Downen, Mike
Farr, Cynthia

Franks, Donald
Gregg, Larry
Grind, Jonathan
Hancock, Gary
Hanns, Thomas
Hickman, Benjamin
Hicks, Timothy
Holm, Gregory
Hyland, Travis
Janssen, Ernest
Kincade, Jacob
Krugman, Cindy
Langley, Aaron
Leung, John
Luna, Marcos
Lunsted, Julie
Madigan, Diane
Mastan, Pati
Matthews, Tricia
Mckinney, Jason
Montgomery, Troy
Pagan, Victor
Pickering, Austin
Plunkett, David
Quintanilla, Mauricio
Rawlins, Barry
Rodabaugh, Nick
Rosario, Monica
Rudi, Aaron
Ruiz, Johnny
Rutherford, Brian
Sanchez, Russell
Silva, Bob
Speak, Steve
Spearman, Michael

Stinson, Gerald
Swift, Andrea
Tank, Jonathan
Terrell, Jeff
Toothman, Michael
Towle, Steve
Van Nieuwburg, John
Wiley, David
Woodford, Sabrina
Zanders, Tyrone

15 Years

Alexander, David
Alvarado, Juan
Alvarez, Anthony
Archibeque, Sherri
Archuleta, Louis
Arnold, Ryan
Ashley, Thomas
Aurelio, Nicolai
Baeza, Heriberto
Bagg, Jared
Bains-Sohal, Raj
Bandy, Danny
Bath, Travis
Begley, Darren
Bellestri, Ana
Bringino, Frank
Brown, Read
Bunce, Robert
Busch, Thomas
Cabezuela, Joel
Camarena, Elias
Carlin, Jeremy

Cason, Mike
Chaudhry, Tanveer
Chavez, Dina
Chavez, Eduardo
Cole, Adam
Corbett, Josh
Cutts, Jennifer
Davidson, Alvina
Davidson, John
Davidson, Tyler
Davis, Kevin
Delucchi, Steve
Diaz, Jesus
Dillard, Stephen
Doerflinger, David
Dorais, Michael
Dours, Paul
Ellis, Michael
Fackler, Steven
Farley, Peggi
Finsterbusch, Steve
Francis, Raoul
Galindez, Martin
Garcia, Isaac
Gastelum, Eliseo
Gastelum, Jorge
Gianandrea, Gib
Gonzalez-Nieto, Alfredo
Greer, Jay
Haena, David
Hale, Travis
Hancock, Phillip
Hangs, Michael
Harris, Gregory
Helms, Charles

Hernandez, Serafin
Hopson, Mark
Hutchison, Israel
Istvanick, Brian
Jennings Jr, Brett
Johnson, Douglas
Jurgensen, Jason
Kennedy, Donald
Kulhavy-Garcia, Rhiannon
Landgraff, Dorothy
Landis, Bill
Le, David
Littlefield, Dwayne
Llamas, Emiliano
Lund, Dan
Mahnke, John
Maldonado, Jennifer
Maldonado, Ramon
Mancuso, Stephen
Markiewicz, Troy
Marquez-Lupien, Lynnette
Mathews, David
McEwen, Jason
McDonald, Teddy
McKinnis, Steven
Medina, Bulfrano
Mendoza, Edward
Mendoza, Javier
Michel, Miguel
Miller, Rob
Millis, Kevin
Montoya, Federico
Moreno, Lisa
Murillo, Amador

Nelson, John
Nelson, Larry
Nelson, Shayne
Nguyen, Hoa
O'Loughlin, Michael
O'Quelly, Joseph
Padilla, Samuel
Parks, Keith
Petrilla, Ralph
Pratt, Eric
Ramirez, Miguel
Renn, Richard
Reyes, Jose
Rhodes, Anthony
Romero, Daniel
Rushton, Orenthal
Ruvalcaba, Alfonso
Ryon, Shawn
Sanchez, Valerie
Savoy, Trina
Shamp, Roger
Smith, Scott
Smith, Thomas
Soley, Thomas
Somerville, Fred
Sorrels, Michael
Southworth, Zachary
Stephens, Wendy
Stockton, Janelle
Stone, Elisa
Stone, Frank
Trathen, William
Union, Ryan
Valdez-Gonzalez, Feliciano



15 Years

From left:
Wendy Johnson
and Adrien
Fortner



10 Years

Front row, from
left: Brigitte
Blackburn,
Emilio Cisneros
and Jocelyn
Davis. Back row,
from left:
Ronald Corah,
Darrick
Alexander and
Charles Forbes

Congratulations on your service!



10 Years

Front row, from
left: Heather
Staley, Danielle
Robbins and
Lori Bragg. Back
row, from left:
Dean Jones,
Harold Twig and
John Smith



5 Years

Front row, from
left: Michael
Hansen, Roberto
Chavez and
Jonathan
Watzig. Back
row, from left:
Jose Bugarin,
Kerina Mendoza
and Paige Smith



5 Years

Front row, from
left: Lacy Gray
and Ladrena
Gunnswangin.
Back row, from
left: Brandon
Cardoza and
Jose Garcia



5 Years

Front row, from
left: Andrea
Sanchez and
Cecelia Cristo.
Back row, from
left: Julia Barnes
and Kierstin
Dalbinco

Vera, Alberto	Dodson, Gary	Herrera, Peter	Munoz Sr, Manuel	Van Matre, Judson	Bernardasci, Gina	Fletes, Gustavo	Kimsey, Melissa	Rios, Juan
Viale, Jason	Dray, Joe	Hlavaty, Brian	Musgrove, Jazmin	Vanpal, David	Bottoni, Vincent	Floyd, Darin	Koskinen, James	Romero, Roberto
Wilkes, Renee	Drouillard, Jonathan	Hooton, Nicole	Odom, Sterling	Vassey, Dante	Boyd, Steven	Foydl, Janie	Koskinen, James	Ruf, Audrey
10 Years	Dyar, Brett	Hopkins, Zachary	O'Neal, Shawna	Wade, Matthew	Briasco, Christopher	Frazier, Allen	Langham III, Norman	Salinas, Hector
Adams, Alexander	Eaton, Steven	Horton, Amber	Pitner, David	Walker, Jacob	Buchholz, Daniel	Frizzell, Gregory	Lanz, Joseph	San Nicolas, Antonio
Albarran, Monique	Ene, Emanuel	Howton, Lance	Pompei, Stephanie	Washington, Anthony	Buck, Diallo	Garcia, Mark	Lattof, Theodore	Sanchez, Andrea
Alexander, Joel	Erthal, Derek	Huson, Randy	Preciado, David	Washington, Shawntay	Bugarin, Jose	Garcia, Jose	Lenz, Christopher	Sanchez, Daniel
Alonso, Lucila	Esparza, Hercules	Jacques, Eugene	Pulsifer, Jackson	Webster, Jon	Burch II, James	Garrett, Sara	Malmborg, Ryan	Sanchez, Zachary
Bandy, Glen	Faller, Dean	Jones, John	Reijonen, Michael	West, Darla	Burnett, Blake	Garrett, Jerry	Martin, Jacob	Schneider, Kevin
Barr, Jeffrey	Farnsworth, Gregory	Kammerer, Dana	Riddle, Brandon	Whitcomb, Patrick	Burnett, Virgilio	Geist, Ira	Mazzone Jr, Ron	Schoenauer, Levi
Barragan, Katie	Fish Sr., Gregory	Kaupanger, Jordan	Ridenour, Diana	Wildman, Timothy	Burns, Adrienne	Geller, Gary	McDougal, Robert	Scholl, Michael
Bassett, Benjamin	Fitting, Nicholas	Knouse, Daniel	Roa, Armando	Wing, Chad	Busalacchi, Brian	Germescheid, Jason	Mcintosh, Lisa	Slusher Jr, Ricky
Beach, Anthony	Fleming, Micheal	Lambert, Timothy	Robbins, Danielle	Winter, Peter	Cantrell, Ralph	Giesser, Kyle	Mears, Shannon	Sneed, William
Beaman, Michael	Forbes, Charles	Lavalle, Tammy	Rodrigues, Mark	Wolfe, Haley	Cardoza, Brandon	Gomez, David	Medina, Josefina	Sommerfeld, Daniel
Beauclair, Dane	Forrette, Michael	Lee, David	Rodrigues, Veronica	Wright, Alissa	Carlson, Matthew	Gonzales, Mary	Mendoza, Kerina	Steve, Dante
Bedoy, Cody	Foster, Kevin	Lee, Vincent	Rodriguez, Felipe	Wright, Evan	Chavez, Roberto	Gonzalez, Ernie	Miller, Heather	Stocking, Chris
Berry, Scott	Fragra, Carmen	Lilley, Janisha	Rodriguez, Jose	Zanelli-Martinez, Dushawn	Corpus, Arlene	Good II, Charles	Miller, Jessica	Tang, Vinh
Black, Brent	Freitag, Christopher	Luster Jr., Edward	Romero, Iram	Zellner, Kenneth	Crawford III, Albert	Goodwin, Corbett	Mitchell, Gregory	Terry, Wesley
Blomquist, Neil	Gaffney, Daniel	Lux, John	Sanders, Josiah		Crawford, Andrew	Grivette, Gregory	Mochel III, Glenn	Thomason, Andrew
Breda, Dasheena	Gallow, Steven	Maciejewski, Nicholas	Sanders, Shawn		Cristo, Cecelia	Guinto, Edwin	Nagore, Marisa	Trujillo, Jabyne
Bridges, Gregory	Garcia, Benjamin	Maffei, Brian	Schick, Christopher		Cruz, Amanda	Gunnswangin, Ladrena	Nelson, Conrad	Tyler, Kenneth
Cisneros, Emilio	Garcia, Melisa	Magenheimer, Christopher	Shaw, Kikuyu	5 Years	Curry, Brandon	Gunski, Adam	Newman, Ronald	Valenzuela, Garrett
Connelly, James	Garner, Susan	Marable, Jason	Simmons, Wesley	Adams, Mark	Cuthbert, Nicholas	Hame, Matthew	Nurse, Theodore	Vang, Daniel
Contreras, Karen	Gladden, Charles	Martinez, Pete	Smith, Casey	Alibrando, Alicia	Dalbiano, Kierstin	Hansen, Michael	Okoegwale, Evelyn	Vollman, Joshua
Cook Sr, Rodney	Godina, Armando	Mathews, William	Smith, John	Allen, Carter	Darosa, Michael	Hudson, Jim	Palileo, Samantha	Wagner, Todd
Cook Sr, Rodney	Goelz, John	McDonald, Joshua	Solorio, Michael	Alvarado, Fermin	Dean, Michael	Hunter, Susan	Partlow, Andrew	Watzig, Jonathan
Cooley, Kristen	Gonzales, Nicholas	Mcqueary, David	St Clair, Danny	Arnoult, Brian	Douglas Sr, Paul	Hunter, Susan	Phillippe, Joseph	Whiseant, Scott
Corah, Ronald	Grammer, Mason	Mibach, Richard	Stelz, Travis	Arvizo, Kristopher	Dow, Rowan	Jack, Lucas	Phu, Hoi	Williams, Jasmine
Cortright, Michael	Grant, Mike	Miller, Robert	Stuckey, Mark	Azar, Dario	Doyle, Jimmy	Jauregui, Diana	Pichler, Bret	Willis, Charles
Cox, Thomas	Gumban-Griffin, Angela	Montoya, Richard	Thompson, James	Baker, William	Duggan Sr, Robert	Jensen, Heather	Quinlan, Matthew	Woolridge, Aisna
Craig, Robbie	Gutierrez, Miguel	Morris, Andrew	Tom, Edwin	Barnes, Julia	Facht, Joshua	Johnson, James	Quintanilla, Santos	Wooster, Trent
Black, Eric	Hall, Steven	Moss, Robert	Trumbull, John	Beardsley, Richard	Faupula, Elias	Jones, Lincoln	Raines, Jason	Worthey, Timothy
Davis, Jocelyn	Hamel, Vincent	Mtshali, Xochitl	Truong, Hanh-Nhan	Behnke, Mark	Figueroa, Jorge	Jordan, William	Ramey, Matthew	
De Leon, Jeffery	Harrington, Albert		Twigg, Harold	Benton, Amy	Flatland, Mark			
Dean, Michael	Haymore, Dennis							

RIGHT TO WORK

IS WRONG

HAVE YOU HEARD ABOUT THE POSSIBILITY OF A NATION-WIDE RIGHT-TO-WORK LAW? PEOPLE ARE SAYING THAT IT WOULD GET RID OF CLOSED UNION SHOPS LIKE THE ONES WE HAVE IN CALIFORNIA. I'M REALLY WORRIED ABOUT HOW IT WOULD IMPACT US.

WHAT COULD BE SO BAD ABOUT HAVING A RIGHT-TO-WORK IF IT MEANS PEOPLE GET TO CHOOSE WHETHER OR NOT THEY WANT TO PAY UNION DUES? OPEN SHOP SOUNDS LIKE A GOOD IDEA TO ME!

THAT'S EXACTLY WHAT THE ANTI-UNION BACKERS OF RIGHT-TO-WORK WANT YOU TO THINK. IT REALLY HAS NOTHING TO DO WITH EMPLOYEE CHOICE. THOSE LAWS SERVE JUST ONE PURPOSE -- TO WEAKEN UNIONS AND DRIVE DOWN WAGES AND BENEFITS.

YOU SAID IT! MY BROTHER LIVES IN ONE OF THE 28 STATES THAT ALREADY HAS RIGHT-TO-WORK LAWS, AND THE WORKERS THERE HAVE LOWER WAGES, FEWER BENEFITS, AND HIGHER WORKPLACE FATALITY AND POVERTY RATES.

I DON'T UNDERSTAND. WHAT DOES RIGHT-TO-WORK HAVE TO DO WITH ALL THAT?

JUST LOOK AT WHAT THE UNION DOES FOR US. THANKS TO OUR ABILITY TO BARGAIN COLLECTIVELY, WE HAVE BETTER WAGES, BENEFITS AND WORKING CONDITIONS COMPARED TO NON-UNION WORKERS. PLUS, WE HAVE A GRIEVANCE PROCEDURE, SO WE HAVE LEGAL PROTECTION IF THE BOSSES TRY AND VIOLATE OUR CONTRACT.

I NEVER THOUGHT ABOUT IT LIKE THAT. HOW CAN WE MAKE SURE WE KEEP THOSE RIGHTS?

WE HAVE TO RESIST! AND THAT MEANS MAKING SURE ALL OF OUR CO-WORKERS STAY IN THE UNION, EVEN IF RIGHT-TO-WORK BECOMES THE LAW OF THE LAND. I'M GOING TO TALK TO SOME OF OUR CO-WORKERS ABOUT IT TODAY AFTER MY SHIFT. DO YOU WANT TO COME?

YOU BET! WHATEVER IT TAKES TO PROTECT OUR PAYCHECKS!

THAT'S RIGHT. NOW THINK ABOUT IT -- IF WORKERS CAN OPT OUT OF PAYING UNION DUES, OUR MEMBERSHIP WILL DECLINE. OUR RESOURCES WILL DECLINE. OUR ABILITY TO STAND UP TO OUR EMPLOYERS WILL DECLINE. OUR WAGES, BENEFITS AND WORKING CONDITIONS WILL ALL DECLINE. IN REALITY, IT'S RIGHT-TO-WORK FOR LESS.

