

Inside:



Utility Reporter



© GCIU 889-M

Volume 67 No.4 • Oct-Dec 2018

UNITY IS STRENGTH

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

PG&E Crews replace poles after the Mendocino Complex Fire in Lakeport, CA. Story begins on page 10.

EV Charging Stations	20
Life After Janus	4
Upper American River Project	8
Wildfires	10
Everyday Heroes	14
Mass. Gas Mutual Aid	15
Scholarship Applications	16
Missouri Solidarity	18
Legislative Update	22
Tree Trimmers	24 & 32
Advisory Council	26
Getting Out the Vote	30
Safety	34
Outside Construction	36
Rodeos	38
Golf Tournament	41
Pin Dinners	42





Arcing and Sparking

Tom Dalzell
BUSINESS MANAGER

The Priceless Power of Solidarity

As this issue goes to press, we have about 80 gas service and gas construction members from PG&E working in Massachusetts to help restore service to Columbia Gas customers who were impacted by the devastating series of home explosions and fires that occurred in September as a result of excessive pressure in natural gas lines. (See full story on page 15).

I saw our members off in Davis as they prepared to embark on this assignment, and I was as proud as proud can be of their dedication, commitment and willingness to assist a community in need, even when it means working long days for many weeks, far away from home, with winter approaching.

I had the same intense pride in Las Vegas on October 17. As you know, we have been in a heated battle to defeat the effort of several Nevada billionaires

to deregulate the electric industry. If these billionaires succeed, it would be to the great detriment of our members and the vast majority of utility customers in Nevada.

Over the past two months, Local 1245 members, retirees, and staff have been walking precincts and phone-banking to educate voters about the dangers of Question 3 on the November ballot. And during the week just before early voting began on October 20, we were joined by members from IBEW locals all over the country — including Local 1547 in Alaska, Local 77 in Seattle, Local 125 in Portland, Local 659 in Central Point, Oregon, Local 57 in Salt Lake City, Local 47 in Los Angeles, Local 465 in San Diego, Local 109 in Milan, Illinois, Local 499 in Des Moines, and Local 124 in Kansas City.

The show of solidarity from our brothers and sisters from the ten different locals was breathtaking. IBEW International President Lonnie Stephenson, AFL-CIO Secretary-Treasurer Liz Shuler, Nevada Energy CEO Paul Caudill, and Nevada State Assemblyman Chris Brooks — all of whom met with the IBEW volunteers — each expressed how impressed they were with the energy and commitment of the roomful of IBEW members. (See the full story at <http://bit.ly/2PFGTUp>)

The dedication in that room is not a commodity that can be bought or quantified. And as we go up against billionaires with unlimited cash to spend on

Question 3, our strength in numbers — and the enthusiasm and resolve of the men and women who have joined our campaign — unquestionably rivals their strength in dollars.

We sometimes forget that a union is more than an agent to negotiate on behalf of its members. It is part of something much bigger — it's a family, it's a force for change, and it's the sole line of defense for the middle class in a rigged economy designed to strip working people of their power. It's far greater than the sum of its parts, because when we band together, we are so much stronger — perhaps even stronger than the moneyed-up special interests that seek to enrich themselves at our expense.

The power that comes with solidarity is priceless.



Dalzell at the No on 3 blitz in Las Vegas on Oct. 17

"A" Member \$1 Dues Increase in 2019

Beginning Jan. 1, 2019, dues for all IBEW "A" members will increase by \$1, to \$39. "BA" member dues will remain the same.

— Muriel Moore,
IBEW 1245 Dues Processor

Member Perspective: Be the Bulwark

On 28 September 2018, I will retire after 44 years as a line crew foreman in San Francisco. My union job has enabled my wife to stay home with our children when they were young, provided good health care for the family, nice vacations and college educations as they became young adults. The anxiety of retirement years is allayed by a defined benefit package and health care.

Studying labor history and the evolution of the union movements has made me so grateful to the women and men who went before us, suffered the indignities of oppression and prevailed to enable the benefits we share today. Each and every day I am fully aware of those who struggle without the benefits and job security that I am so fortunate to have. In going forward, I hope to work in supporting organized labor and implore my younger workers to study labor history, vote judiciously, and be the bulwark of our democracy.

— 44-year IBEW 1245 member
Gene McCandless,
PG&E electric crew foreman



Gene McCandless



Dalzell spoke with the gas mutual aid team before they left for Massachusetts on Oct. 7.

Photos by John Storey

Get the latest news at

www.ibew1245.com

Reminder to Designate Beneficiaries for Your AD&D Insurance Benefit

All IBEW 1245 members in good standing are automatically enrolled in the union's \$25,000 Accidental Death & Dismemberment (AD&D) insurance program. In the unlikely event of a tragic accident, Local 1245 wants to make sure that this benefit is disbursed in a timely fashion — and in order to ensure that happens, we encourage all members to designate beneficiaries for their AD&D benefits. Taking a few minutes now to designate beneficiaries will

save your loved ones the trouble of going through the probate process for payment of a claim.

If you haven't already designated beneficiaries, or if you wish to change your beneficiary designation, please complete this short form <https://bit.ly/2P6zmrR> [English / Spanish] and return it to Erik Rodriguez at EJR7@ibew1245.com.

It's a good idea to keep a copy of your completed form for your personal records.



UtilityReporter

October — December 2018
Volume 67 No. 4
Circulation: 22,800



**Business Manager/
Financial Secretary**
Tom Dalzell

**Communications
Director/
Managing Editor**
Rebecca Band

President
Art Freitas

Vice President
Anna Bayless-Martinez

Recording Secretary
Rachel Ramirez

Treasurer
Cecelia De La Torre

**Executive Board
— Northern Area**
Steve Segale

— Northeastern Area
Tom Cornell

— Central Area
Gary Maschio

— Southern Area
James Hayes

**— Line Clearance Tree
Trimmers and Out-
side Construction**
Mike Cottrell

**— At-Large PG&E
General Construction**
Stan Zamora

AFL-CIO,
P.O. Box 2547,
Vacaville, CA 95696.

Our phone number is
(707) 452-2700.

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

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

Single copies \$1.

Subscription by
arrangement. Have you
moved recently?

Please send complete new
address and your Social
Security Number (by U.S.
Mail) to: "Address Change"
IBEW Local 1245
P.O. Box 2547
Vacaville, CA 95696.

Our website can be viewed
at www.IBEW1245.com.

Find us on Facebook at
[www.facebook.com/
IBEWLocal1245](http://www.facebook.com/IBEWLocal1245)

Follow and tag us
on Instagram
[@ibew_1245](https://www.instagram.com/ibew_1245)

twitter.com/IBEWlocal1245

Members Vote to Approve Bylaws Amendments

The IBEW 1245 Executive Board referred a series of proposed bylaws amendments to all Local 1245 units this fall. These amendments affect the process of nominating officers for election, and would also return to a workgroup-oriented method of aligning the officers with the membership they represent.

The proposed amendments can be viewed <https://bit.ly/2JACCW8> (changes are highlighted in yellow).

The changes that are reflected in this proposal are the result of trying to comply with requests of our International body. These changes also aim to provide clarity and consistency to our nomination process, and allow our elected leaders to better represent the membership. The updated sections, and reasons, are as follows:

- **Article III, Section 6** – The deletions and additions to this section return to the use of organizational codes as the methodology to group members, relative to the elected seats that they will vote for on the Executive Board or Advisory Council. The use of org codes allows all members working at an employer, headquarters, or line of business to be represented by the same elected officer, as opposed to the interim method of California County alignments that grouped our members for representation based on

their home address of record. The former method could result in a split of representation amongst co-workers, with members working side by side having to vote different E-Board or Ad Council seats. As a trade union, it is truer to our mission to represent like groups of workers, trades, or skills.

- **Article III, Section 7 (a)** – There is a slight grammatical change to delete the word “the” before “General Membership Meeting”, and making “Meeting” plural. This was done to align the language outlining the nomination process with the description of General Membership Meetings in Article II, Section 1.
- **Article V** – This language establishing an Examining Board was requested as an addition to our existing bylaws by the International, to bring consistency with the practice throughout IBEW locals. The addition of this arti-

cle would require the amendment of all subsequent Article numbers including VI through XVII.

In summary, the proposed changes would accomplish a better organizational structure for E-Board and Advisory Council representation, in order to be more representative of the brothers and sisters they are aligned with in their work units. The changes also clear up confusion over the nomination process for officer elections, and would officially sanction our Local’s nomination process that has been practiced for a number of years in several election cycles. And finally, the proposed changes would update language that the International

body may approve, where previously it was rejected, and requested that we alter.

While not all units had completed their voting as of press time (as a small handful of units meet bi-monthly and will be voting in November), it appears that the amendments are on track to be approved by the membership, with only one ‘no’ vote recorded as of this writing (Nov. 2).

Once ratified, Local 1245 will submit a formal request to the International Office, and upon receiving an affirmative response from the IO, the bylaws will be updated accordingly.

— Anthony Brown, IBEW 1245 Senior Assistant Business Manager

CALENDAR

- Jan 25:** Service Awards, Stockton
- Jan 26:** Advisory Council, Vacaville
- Feb 1:** Service Awards, Merced
- Feb 8:** Public Sector negotiators Training, Vacaville
- Feb 8:** Service Awards, Sacramento
- Feb 22:** Service Awards, San Francisco
- March 8:** Service Awards, Bakersfield
- March 9:** Service Awards, Fresno
- March 22:** Service Awards, East Bay
- March 26:** Public Sector/Nevada Shop Steward Training, Reno
- March 28:** Public Sector/California Shop Steward training, Vacaville
- March 29:** Service Awards, Monterey/Salinas

Unit meeting changes

Unit #3510, Loomis General Construction, has voted to move its unit meeting to the third Tuesday of every month. The time and location will remain the same (5:30pm at Round Table Pizza).

— Kyle Whitman, IBEW 1245 Business Rep

NEW! Purchase IBEW 1245 Merchandise Online in Our New Web Store

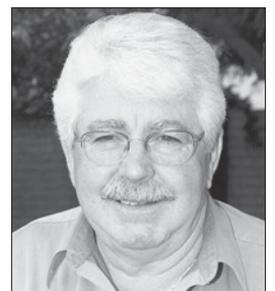
We are pleased to announce that IBEW 1245 merchandise can now be purchased online by clicking the “Merchandise” button in the “Our Union” dropdown menu on our website (you will then be re-directed to our web store <https://shopibew1245.com/>). We currently only have a few styles of apparel available online, but more apparel and other merchandise will be added in the coming weeks, so check back often!

All our merchandise is union-made in the USA.



In Memoriam: IBEW 1245 Business Rep Richard Dunkin

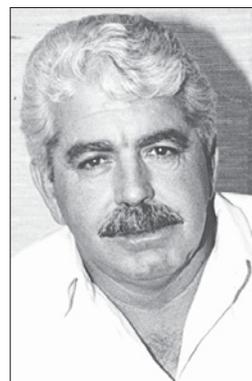
It is with a heavy heart that we announce that former IBEW 1245 Business Rep Richard Dunkin passed away on August 25 at the age of 74 due to illness.



Richard Dunkin

Brother Dunkin was initiated into the IBEW in 1967 as a groundman, became an apprentice lineman in 1969, and topped out as a journeyman lineman in 1975. He committed many decades of his life to the trade, and spent some time working for the utility, but worked primarily in outside construction — both as a lineman, and later, as a business rep for the union.

“I met Rich back before I was Business Manager of 1245. He first worked for PG&E in the Bakersfield area, and I was a Rep there,” recalled Jack McNally, who served as the union’s business manager when Dunkin was on staff. “He was good at representing the Outside Construction membership. He used his sense of humor to do his job. He was a good man, and a good member!”



IBEW 1245 Business Rep Richard Ingle worked with Dunkin on several occasions. The first time he met Dunkin was on a substation job in San Jose, where Ingle was the general foreman and Dunkin served on the crew. Ten years later, they cross paths again at a distribution job in Fresno — but that time, Dunkin was the general foreman, and Ingle was on the crew.

“He was a prince of a guy,” Ingle recalled. “He had a great sense of humor, he was really fun to work with. Every day, it was a pleasure to get up and go to work with him.”

Brother Dunkin later served as an IBEW business rep, supporting Local 1245 members in outside construction, and was subsequently promoted to Assistant Business Manager.

IBEW 1245 Executive Board member Mike Cottrell attended many of the unit meetings that Dunkin chaired in the early 90s, and fondly remembers the way that Dunkin kept his composure during often contentious debates, noting that he “maintained the eloquence of a diplomat and the level-headed gavel-cracker.”

“I learned a lot from Richard, watching him run a unit meeting and wondering how in the hell can he do this,” said Cottrell. “He was fair in the execution of his duties. He was forgiving to those who lashed out at him. He carried [his duties] well and passed the torch to those like me, who have not forgotten his sacrifice to the causes of labor, Local 1245, and the International Brotherhood of Electrical Workers.

Thank you, Brother Richard, for your contributions to the cause of humanity, and the help you gave me to grow!” Brother Dunkin’s dear wife of nearly 30 years, Bonnie, passed away earlier this year after a battle with cancer. Dunkin himself had been dealing with health issues for the better part of a decade.

Our entire IBEW family mourns his passing.





Kim Camatti with her fellow VOC members from SMUD

life after *Janus*

For months, national news outlets and pundits predicted that the U.S. Supreme Court's decision in *Janus v AFSCME* would be the "death knell" for American labor unions. And while other public sector unions have taken a hit, IBEW 1245's public sector membership has remained relatively unscathed.

That's no happy accident. Local 1245 knew that the decision — which overturned 40 years of precedent by eliminating unions' ability to collect fair share fees in the public sector — was coming, and the union spent more than a year preparing for it. IBEW 1245 organizers and public sector business representatives worked together to identify, recruit and train Volunteer Organizing Committee (VOC) members at nearly all of our public sector employers. These VOCs became a powerful organizing task force, committed to reaching out to their co-workers one by one. In more than 2,000 face-to-face meetings, VOC members engaged their co-workers in conversations about the union difference in their lives, the power of having a seat at the table, and what public sector union members stand to lose if our contracts and MOUs

are weakened or lost.

That effort proved incredibly fruitful, and at a post-*Janus* summit in July at the union hall, more than 100 VOC members from dozens of public sector properties came together to celebrate their achievements and plan for the challenges that still lie ahead.

Moving mountains

In the weeks leading up to *Janus*, predictions were grim. Some experts indicated that at least 30% and perhaps as many as 60% of public sector union members would drop their membership immediately following the decision — but IBEW 1245 experienced less than a 1% drop in membership, evidence that our organizing model is truly one for the books.

While the union's leadership and staff played an important role, this exceptional result could never have happened without the hard work and dedication of the VOCs, who spent every free minute they had to educate, engage and empower their coworkers to build a stronger, more unified union in the face of thinly-veiled attacks designed to weaken and divide us.

"I am rarely at a loss for words, but

sitting here seeing all of you and knowing what you accomplished is awe-inspiring," IBEW 1245 Business Manager Tom Dalzell told the room full of VOC members at the post-*Janus* summit. "We've given you the resources and training, and you've gone out and moved mountains. Your work has exceeded any expectation or dream that we had ... and you've proved that there's nothing more effective than member-to-member communication."

"Some of you may remember that prior to 2001, public sector employers didn't have to recognize or accept agency shops ... they're actually relatively new in the public sector," added Senior Assistant Business Manager Ray Thomas. "We were strong before 2001, and thanks to your work, we continue to be strong—even stronger than we anticipated."

"This court case was a godsend"

The summit kicked off with an insightful debrief, as each VOC had the opportunity to share their successes and highlights from their respective organizing efforts.

"When we first learned about [*Janus*], we were really worried we would lose a good portion of our membership," said Kari Daves, VOC leader from Modesto Irrigation District. "We built a 19-person VOC, and we mapped all the members by department and then divided them up among the VOC. Altogether, we held more than 250 one-on-one conversations... and got 90% of our members signed up before the decision. One of the biggest highlights of our campaign was that we had three agency fee-payers when we started, and two of them signed up and became union members!"

The VOC at the City of Redding had a similar experience, and found that *Janus*, which was clearly intended to weaken unions, has actually proven to have the opposite result, especially among members who were not very engaged in the union before.

"I think this court case was a godsend... because the turnaround we've had has been night and day in terms of our brotherhood," said Redding VOC



City of Redding VOC Leader Dave Williams (center) talks tactics with other VOC members.



More than 100 public sector VOC members attended the post-Janus summit on July 18, 2018.

Photos by John Storey

leader Dave Williams. “Something we talked about a lot was all the [union members] who came before us and fought for everything, all the wages and benefits that we have now. No one wants to lose what we have.”

Many of the VOC members expressed gratitude to the union for turning this obstacle into an opportunity to build worker power for themselves and their colleagues.

“I just want to say thanks to our business manager, Tom Dalzell, for his leadership on this and getting us started so far in advance,” said Kim Camatti, leader of the 51-member VOC from Sacramento Municipal Utility District. “And it would have been very impossible without the support of the organizing team [Fred Ross, Eileen Purcell and Rene Cruz Martinez].”

Sacramento Regional Transit VOC leader Connie Bibbs echoed those sentiments.

“If it wasn’t for Tom having the confidence in all of us to take part in this journey, we never could have achieved [100% of our members signing up to be voluntary dues-paying members]. He came to us and asked us, and we all stepped up to the plate,” Bibbs told the room full of VOC members. “On behalf of all of us at SRT, I have three words — thank you Tom! And thank you to the

IBEW staff for allowing us to do this our way, outside the box.”

“Prepared for anything they throw at us”

After each VOC had the opportunity to share their experiences, a panel of policy experts briefed the VOC members on the nuts and bolts of organizing in a post-*Janus* environment. In addition to detailing the changes put in place by the Supreme Court decision, the panel — which included Local 1245 staffers Ray Thomas and Al Fortier, Business Manager Tom Dalzell, and legal expert Arthur Liou from the law firm Leonard Carder — explained some of the new local and state laws that can help unions counteract the negative implications of *Janus*.

VOC members spent the afternoon brainstorming and discussing ways to ensure that the union remains strong in this post-*Janus* environment. The VOC members will continue to play a large role in keeping current members

engaged and active, as well explaining the value of union membership to all new hires.

“Every time something like this happens, 1245 becomes better, stronger and more able to withstand whatever comes at us,” Dalzell told the VOC members. “This one is on you. You’ve done yourselves proud, and you’ve made us proud.”

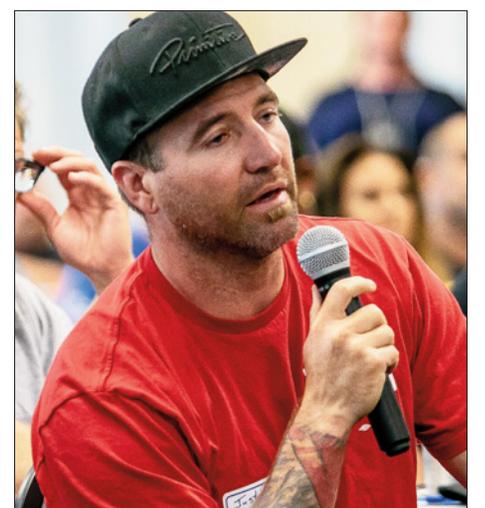
While the summit was largely celebratory in nature, not a single member lost sight of the fact that *Janus* won’t be the last attempt to take down the labor movement, as unions continue to serve as the last and best line of defense for the middle class.

“*Janus* is just the first salvo,” Staff Organizer Eileen Purcell reminded the VOC members. “We know there are special interests who are preparing to go after our pensions, our wages, our rights at work — even our right to have a union at all. But now, we are prepared for anything they throw at us.”

— Rebecca Band, IBEW 1245 Communications Director



Staff Organizer Eileen Purcell



MID VOC leader Kari Daves (right) and SRT VOC leader Steven Gallow



SRT VOC leader Connie Bibbs (left) with IBEW 1245 Business Manager Tom Dalzell



Senior Assistant Business Manager Ray Thomas addressed the room full of Local 1245 VOC members.



Public sector shop stewards at their annual training in Vacaville

Public and Private Sector Shop Stewards Train for the Challenges Ahead

In early August, IBEW 1245 conducted its annual public-and-private-sector shop steward training series. Approximately 60 stewards from Nevada employers came together for a training in Reno on August 8, and the following day, the union held another shop steward training at the IBEW 1245 hall in Vacaville for over 100 stewards who work at public sector agencies in California. The following week, an additional training took place in the City of Lompoc, specifically for the Local 1245 members who work there.

These interactive trainings give stewards the opportunity to brush up on the

skills they need to best represent their fellow union members, while also learning about the new and evolving threats facing our union. The day-long training touched on a wide variety of topics, including grievance handling, your rights as a shop steward, dos and don'ts, and how to represent members in investigatory meetings when union members exercise their Weingarten Rights. The training also included a session on common grievance issues, such as past practice violations and just causes for discipline. Additionally, the Local 1245 business reps who led the training reminded the stewards about the union's

Duty of Fair Representation — the legal obligation to represent all members and non-members of the bargaining unit fairly, in good faith, and without discrimination.

Local 1245 Business Manager Tom Dalzell spoke to the shop stewards about the challenges facing our industry, including our fight to defeat Question 3 (a deregulation measure on this ballot this fall in Nevada); the threat to California utilities stemming from the state's strict liability standard as it relates to climate-change-induced wild fires; and the recent *Janus vs. AFSCME* Supreme Court decision that made

agency shops illegal in the public sector.

Shop stewards are the foundation of the union, and being a steward is unquestionably one of the most challenging positions one can take on. Stewards must be accountable to the members and the union, while still maintaining a good working relationship with the employer. We are grateful for everything our stewards do for our union, and appreciate the time they spend making sure they are the best trained stewards in the labor movement.

— Al Fortier, IBEW 1245 Assistant Business Manager

Photos by John Storey



Assistant Business Manager Al Fortier



Business Manager Tom Dalzell



Members Unanimously Ratify New Agreement at Port of Oakland

On June 21, IBEW 1245 members at the Port of Oakland unanimously ratified a new agreement by a vote of 17-0. The agreement was subsequently approved by the Board of Port Commissioners at the July 26 board meeting.

The new MOU is effective January 1, 2018 to June 30, 2022, and includes general wage increases of 4% retroactive to Jan. 1, 2018, 4% effective Jan. 1 2019, 3% effective Jan. 1, 2020 and 3% effective Jan. 1, 2021. The agreement also includes a 5% equity adjustment for the Terminal Service Supervisor classification, effective upon ratification.

Additional improvements include new employee orientation language; professional development money in the amount of \$1,100 each year through the duration of the MOU; language to au-

tomatically advance to the next step in pay grade with backpay if performance appraisal is not performed within three months of anniversary date; and new Call Back Pay language that allows employees to resolve work-related issues over the phone for a minimum compensation of one hour of overtime for the event. The parties also agreed to delete the Port Performance Premium language, and each member will receive a one-time non-base building payment of \$1500, as well as increased comp time bank to 144 hours from 120 hours. Additionally, the IBEW and the Port agreed to meet and discuss alternate work schedules.

The bargaining committee consisted of members Dion Bailey, Leonard Castaneda, Eddie Villasenor and myself.

— Al Fortier, IBEW 1245 Assistant Business Manager

Members Ratify New Agreement at Yuba County Water Agency

After contentious negotiations that ended in mediation, the IBEW 1245 members at Yuba County Water Agency ratified a newly negotiated successor MOU on August 30, 2018 by a vote of 18-4. The Board approved the MOU on September 4.

The new agreement includes a 3.25% general wage increase that went into effect at the beginning of September, another 3.25% increase that will go into effect in July of 2019, and a 3% increase in July of 2020. The members also received a \$300 one-time payment, effective the first pay period after ratification.

Additionally, the MOU includes equity adjustments for the Electrician, and Electric Technician classifications; stipend pay for D2/T2 certificate holders while performing services requiring those certifications (Mechanic classification members with crane certification will also be paid a stipend while performing crane services); reclassification

of the Peripheral Facilities Caretaker to a new Hydro Construction Project Coordinator position with a rate 5% greater than PFC wage rate; an increase to the FR clothing and safety boot/work clothing article; an increase to the retiree health coverage; and cleanup language regarding the meals provision and definition of the Christmas Eve floater holiday. We also agreed to come back to meet and confer over the standby provision under Guaranteed Response within 60 days of adoption of the MOU.

The bargaining committee was comprised of members Arnold DeLima, Joel Larson, and Bill Zoellin, along with IBEW 1245 Business Rep Charley Souders who served as lead negotiator, and Senior Assistant Business Manager Ray Thomas who came in to assist through the mediation process and expertly delivered the explanation at the ratification vote.

— Dominic McCurtain, IBEW 1245 Business Rep

IBEW 1245 Members Unanimously Ratify New Agreement at City of Ukiah

The IBEW 1245 members employed at the City of Ukiah have unanimously approved a new MOU by a vote of 14-0. The City Council also approved the agreement, which was reached after four days of bargaining.

The new agreement includes general wage increases of 4% in 2018, 3% in 2019 and 3% in 2020, with the third year tied to sales tax and TOT benchmarks (if those benchmarks are not met, the cost-of-living adjustment would be the April 2019 CPI for the San Francisco Bay Area). The agreement also contains new language allowing members to cash out vacation time up to 40 hours, once per year, along with new overtime definition language, including double-time for all hours worked over 12 consecutive, as

well as double-time for non-scheduled holidays.

The union also secured an increase in compensatory time off (CTO) accumulation, amounting to 50 hours of CTO cash out (up two hours from the previous agreement), as well as health and welfare benefit improvements to reflect a 85%/15% medical premium split including dental and vision for new hires. This option is also available to incumbents who are currently on the city's medical plans, and incumbents who wish to participate and are not on medical plans may do so during open enrollment.

The bargaining committee consisted of Linemen Ben Keffeler and James Jeffers.

— JV Macor, IBEW 1245 Business Rep

Utility Reporter



IBEW 1245 Members From TID Place Second at Pacific Northwest Lineman's Rodeo

IBEW 1245 members Dustin Krieger, Josh Kilna and Steve Johnson from Turlock Irrigation District came in second place overall in the journeyman linemen competition at the 25th Annual Pacific Northwest Lineman Rodeo 2018 held in Gresham, Oregon on July 28, 2018. They

also took first place in the wire down event and second place in the high line insulator replacement event.

Additionally, IBEW 1245 members Anthony Albright, Adam Beene and J.P. Richard from PG&E came in third in the high line insulator replacement event.

Members Ratify New One-Year Agreement at Paradise Irrigation District

The IBEW 1245 members employed at Paradise Irrigation District have ratified a new bargaining agreement, with 87% voting in favor of the contract.

The one-year agreement includes a general wage increase of 2.5%, retroactive to July 1, 2018. Other improvements include additional spouse and dependent life insurance coverage options,

and new cell phone reimbursement provisions. The health care plan will remain as is, with an option to opt out in 2019.

The bargaining committee was comprised of members Jeremy Gentry, Laura Capra, Rick Stier and Clint Stanley, along with IBEW 1245 Business Rep Dominic McCurtain and myself.

— Charley Souders, IBEW 1245 Business Rep

Members Approve New Agreement at U.S. Bureau of Reclamation

IBEW 1245 members employed by the U.S. Bureau of Reclamation at Shasta Dam, Folsom Dam, New Melones Dam, Friant Dam, Sacramento and Tracy have overwhelmingly ratified a new agreement. The final vote was 96% yes to 4% no, with 90% of the members voting.

The three-year agreement includes general wage increases of 2.78% in 2019, 3.16% in 2020 and 3.13% in 2021. Additional changes include a rewrite

of the grievance procedure, evergreen language pertaining to union membership, and consolidation of many documents into one easy-to-read book. The negotiating committee was comprised of members Murray Janisse, Patrick Severin, Diana Ridenour, and Cary Fox. Big thanks to retired Business Rep Sam Glero, who returned to assist in these negotiations.

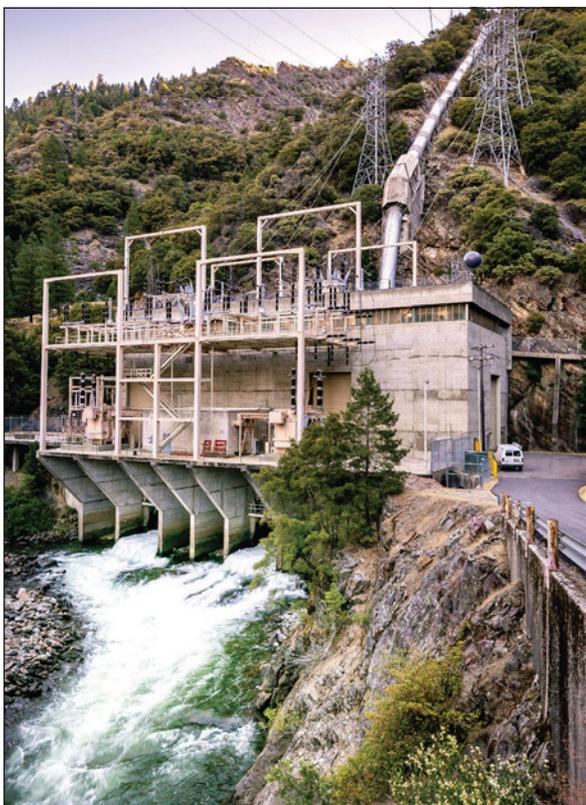
— Lou Mennel, IBEW 1245 Business Rep



IBEW 1245 members at SMUD's Upper American River Project

Photos by John Storey

Powering Sacramento at the Upper American River Project



The Jaybird Powerhouse in Fresh Pond, Calif.

Nestled deep in California's El Dorado National Forest lies the Upper American River Project (UARP) — a large-scale hydroelectric development that is capable of providing the Sacramento region with up to 20 percent of its peak load. The UARP consists of nine powerhouses and 11 reservoirs within a series of dams that stretch along the American River basin, contributing 688 megawatts of reliable, economical and emissions-free hydroelectric power to the grid.

This unique clean-energy production project is proudly maintained and operated by IBEW 1245 members employed by the Sacramento Municipal Utility District (SMUD), which owns the UARP. According to SMUD, the UARP generates enough power for 180,000 homes, amounting to roughly 1.8 billion kilowatt-hours of electricity, and is an integral part of SMUD's energy portfolio. Four years ago, SMUD renewed its federal operating license to continue producing power in the UARP watershed for

another 50 years — a win for the region, the state, the environment, and IBEW 1245's hardworking members.

Upgrades at Jaybird

The first power generation from UARP came from the Jaybird Powerhouse, back in 1961, and the eight other powerhouses have come online over the years.

The *Utility Reporter* caught up with Hydro Electrical Foreman and five-year IBEW 1245 member Chris Lemons as he planned out his day at Jaybird. Lemons, who has been in the industry for twenty years, explained how he and his team are working to modernize Jaybird's systems to keep up with the latest technology.

"Today I'm wiring up a control panel — we're upgrading the controls on Generator 1," he said. "It's easier on the equipment if they can control it from a computer... so they can see what's going on with the generator."

There is a rhythm to Lemons' days — and to his years. During the hot summer months, when demand for power is at its peak, he spends much of his time ensuring that the system is operating correctly and consistently. That includes taking reads on all the different plants, assessing the health of the units, and trying to find potential issues before they present problems.

When the seasons change and demand is lower, Lemons and his team switch gears.

"In the wintertime, we get in and work on the units. They take an outage and we do basic maintenance," Lemons explained. "And we fit in a project or two."

Fast, Flexible Power

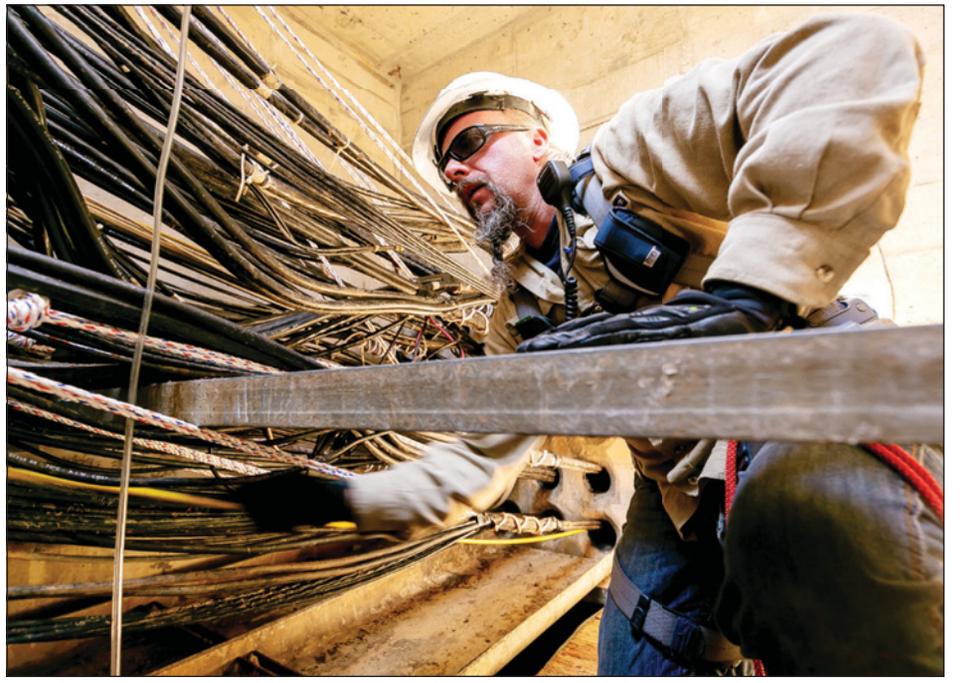
Down the river, the *Utility Reporter* met up with Hydro Power Plant Opera-



Chris Lemons



Pete Winter



tor Pete Winter as he headed to the Union Valley Switchyard. He detailed how the power from the UARP contributes to the grid and helps smooth out spikes in demand, keeping the supply reliable for Sacramento residents.

“(Generators) are controlled depending on what the marketers see fit downtown,” said Winter. “Being that they are hydro units, they are more flexible than say your gas turbine style unit — and they’re a lot more adjustable and faster to bring online. A lot of their use, aside from moving water down, is ramping and fast adjustments needed to accommodate the grid.”

At the switchyard, Winter met up with a group of electricians who were performing rope-assisted cable pulls down the side of a mountain — a skill that proves to be critical in a system with such a wide range in elevation.

“The highest reservoir is at 6,400 feet, all the way down to 1000 feet,” he explained.

A Different Environment

Winter got his start wiring houses as a residential electrician when he was just 18 — and that experience shaped his opinion on unions.

“(I) worked at nonunion commercial outlets, I got a taste of how it is — you come and go on a whim depending on whether they need you or not, there were no benefits, [you’re] asking for your own raises, and there’s no representation, no vacations — it was a different environment,” he recalled.

And although the recent *Janus v. AF-SCME* Supreme Court decision didn’t come out the way he wanted, he isn’t discouraged.

“A lot of the guys I talk to are now more than ever interested in the union, and they’re committed to still continuing to pay their dues,” Winter said. “They see the benefit and they know what a ‘Right to Work’ atmosphere is like, from working on the outside [of SMUD].”



The Summer of 2018: The largest fires in

Photos by John Storey

The Carr Fire

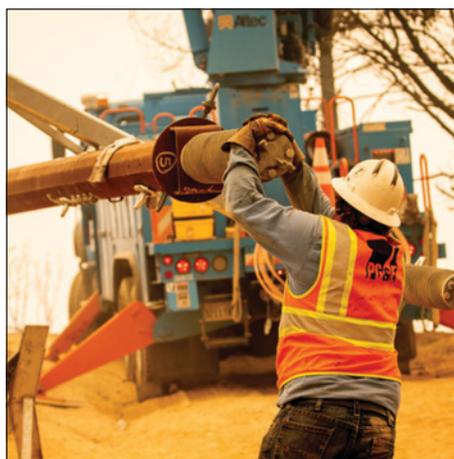
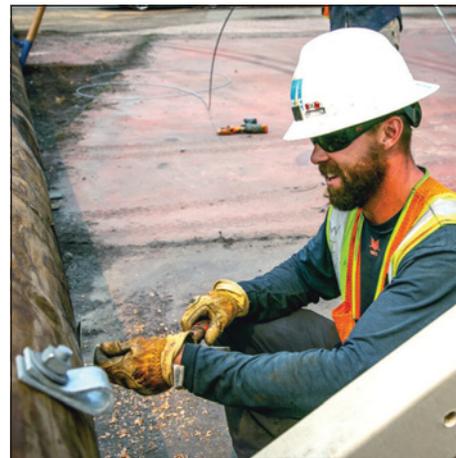
The devastating Carr Fire raged through Shasta county for over a month, burning more than 229,000 acres and making national news as one of the most destructive and largest fires in California history. Eight people died as a result of the fire, including IBEW 1245 Apprentice Lineman Jairus Ayeta (see the third quarter 2018 edition of the *Utility Reporter* for more on Brother Ayeta's passing). The union is still mourning this heartbreaking loss.

PG&E quickly set up a base camp in the Redding area for the hundreds of IBEW 1245 members who were dispatched to restore power in the fire zone. In addition to the Local 1245 members from PG&E, the City of Santa Clara also sent a 10-person mutual aid team of Local 1245 members to assist the City of Redding Electric Utility (which is also represented by Local 1245). Additionally, mutual aid poured in from a number of other IBEW locals, with some crews travelling hundreds of miles just to help out.

"Utility workers are truly the unsung heroes when it comes to fire response," Local 1245 Business Manager Tom Dal-

zell said. "The fire crews rightly get a lot of credit, but the utility workers help these communities begin to literally and figuratively see the light in very dark and devastating circumstances."

The crews had to contend with some of the most difficult conditions imaginable, including triple-digit heat, poor air quality, long hours, nontraditional accommodations (as the hotels were full of displaced residents, many members who came in from out of the area were housed in trailers), impassible roadways and exceptionally hazardous terrain. Their hard work and commitment did not go unnoticed. Words of support and appreciation poured in over IBEW 1245's social media pages as their fellow members, family, friends and others sought to express their gratitude. IBEW 1245 business reps and union staffers were on site in Redding for the duration of the event to support members and address any issues that arose. As a result, the emergency response ran relatively smoothly, as the members were able to contact the on-site reps quickly with questions or concerns, and were able to have them resolved immediately.



California history put our crews to the test



The Mendocino Complex Fire

The Mendocino Complex fire is now officially the largest fire in California history, burning over 450,000 acres, and IBEW 1245 members were on the scene doing restoration work in the effected areas as soon as CALFIRE determined that it was safe for them to do so. These members worked long days in extraordinarily difficult conditions to bring back power and some semblance of normalcy for the communities that have been devastated by the fires.

Chris Pearson is one of dozens of Local 1245 members worked on the restoration effort. Pearson, who usually works as a troubleman out of PG&E's San Rafael yard, found himself in a different type of emergency response role at the Mendocino Complex Fire. He was stationed at the incident command center in Lakeport, where he helped schedule jobs, assign them to crews in the field, and keep track of the work as it's completed.

"This is my first time stepping into this type of position, and it's been a big learning experience," he told the *Utility Reporter* during a phone interview at the end of his fifth day at the fire. "It's quite the large-scale operation going here ... Geographically, it's such a huge span, from one side [of the fire zone] to the

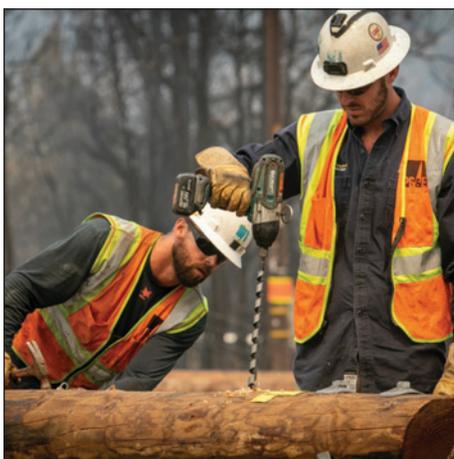
other. The travel distance is definitely a challenge."

The magnitude of the fire zone wasn't the only hurdle the crews had to overcome. The scorching hot weather, with temperatures nearing 100 degrees on most days, made everything more challenging. And simply getting in to the areas where they need to be working proved to be no small feat.

"Getting access into some of these locations has been tough, because the majority of this fire has been in remote areas," Pearson explained. "Right-of-ways and access roads have been neglected, many are impassible, and we're doing a lot of work with heavy equipment. It's tough out there. Everyone's constantly got to have their heads on swivel, and it's important for them to stay in communication with each other and with the command center."

Communication is also not something the crews took for granted. With hundreds of different remote work locations, many of which had little or no cell service, there was no guarantee that the crews would be able to stay in touch with command, so each work group included someone who served as a sort of communications liaison, staying close to the crews, but remaining in an area where they can still get phone reception.

continued on next page



The Summer of 2018: Clearing burned

Mendocino Complex Fire *continued from previous page*

“It’s kind of like a leapfrog of communication with the crews and command,” Pearson said.

Pearson noted that the mutual aid coming in from other utilities, including San Diego Gas & Electric, as well as a handful of crews who came all the way down from Washington State, were hugely beneficial. He also wanted to acknowledge the work of the IBEW 1245 members from the gas side of PG&E.

“The gas guys have been working hand in hand with us, cleaning up job sites after the fact,” Pearson noted. “They’ve been a huge help in terms of taking care of all these other miscellaneous things.”

For Pearson, being in the fire zone hits close to home, as his own house in Santa Rosa was just yards away from the massive Tubbs Fire that took out much of his town last year — in fact, he was just two doors down from the fire containment line. And his father, who also works for PG&E as a troubleman out of Lakeport, was initially evacuated when

the Mendocino Complex fire first broke out in late July, but has since been able to return home.

There’s no question that doing restoration work in the fire zone can be emotionally and physically taxing, and it clearly present all sorts of challenges. But Pearson, a self-described “big union advocate,” feels incredibly fortunate to have had IBEW 1245 union reps on the ground in Lakeport to handle issues, contractual or otherwise, as they arose.

“There’s been a huge union presence here every day since I’ve been here. We’ve had at least two reps on site each day, and their names and contact info are posted all around the camp,” said Pearson. “I appreciate that they’re here to answer questions and help with gripes. Even though things have been going pretty smoothly here, there’s bound to be disagreements every once in a while.”

— *Rebecca Band, IBEW 1245 Communications Director*





IBEW 1245 Members Clear Damaged Trees in Mendocino Fire Zone

In addition to the extensive utility work required to restore power, Local 1245 tree trimmers have also been dispatched to the fire zone to remove burned and damaged trees in close proximity to power lines, poles and towers.

As one of the first tree crews on the scene after the Mendocino Complex Fire, IBEW 1245 members Spencer Musgrave, Michael Moynahan, Elliot Paeyeneers, and Fernando Ceja with Family Tree were tasked with taking down a large and precarious tree that was de-

stroyed by the fire. The tree was so enormous, and had been burned in such an unusual way, that the crew required some extra mechanical assistance to complete the job safely and effectively. In addition to their standard 100ft lift bucket truck, the crew used a crane to lower some of the exceptionally large branches down to the ground. They also made use of an excavator to move the heavy foliage and debris into position so that the tree trimmers could safely use their chain saws to take apart the larger pieces.

Miembros del IBEW 1245 despejan árboles dañados en la zona de fuego de Mendocino

Además del extenso trabajo en las líneas eléctricas para restablecer la energía eléctrica, los podadores de árboles del Local 1245 también han sido asignados a la zona de fuego para retirar los árboles quemados y dañados cercanos a las líneas, torres y postes eléctricos.

Los miembros del IBEW 1245: Spencer Musgrave, Michael Moynahan, Elliot Paeyeneers y Fernando Ceja, empleados de Family Tree, fueron una de las primeras cuadrillas de podadores de árboles en el lugar, y tuvieron la tarea de remover un árbol grande e inestable que había sido destruido

por el fuego. El árbol era tan enorme y había sido quemado de una manera tan inusual, que la cuadrilla necesitó asistencia mecánica adicional para completar el trabajo de forma segura y eficaz. Además de su camión estándar de pluma elevadora con cesta, de 100 pies (30 m), la cuadrilla utilizó una grúa para bajar varias ramas excepcionalmente grandes al suelo. También utilizaron una excavadora para mover el follaje pesado y los escombros a una posición donde los podadores de árboles pudieran utilizar sus motosierras de manera segura para cortar las piezas más grandes.



IBEW 1245 members Spencer Musgrave, Michael Moynahan, Elliot Paeyeneers, and Fernando Ceja with Family Tree with IBEW 1245 Business Rep Ray Banfill (far left)

Utility Reporter



“Justin the Hero” — Fortuna Troubleman Beats Back Fire on Customer’s Property

As a PG&E troubleman, IBEW 1245 member Justin Biondini knows that no two days are alike. But the call he received on July 21 to respond to a power outage was anything but typical.

Biondini covers a large service territory that includes his hometown of Fortuna, which is a rural area with a population of just under 12,000. When Biondini gets a call, depending on the distance, it may take him some time to respond. So when he showed up at this customer’s home, they were surprised to see him so soon. To Biondini, that’s just what he and his brothers and sisters do.

As Biondini said, “I grew up here, so a lot of times people know me. You want to provide good service, that’s what people are paying for.”

Biondini talked to the property owners, telling them he would patrol the line and get the issue fixed. And if he couldn’t fix it himself, he would call a crew to get it fixed.

With that, Biondini headed out from the house. The property was large, with houses scattered on mountainous terrain. He drove a half mile down the road when he noticed a fire up the hill.

With California’s string of devastating wildfires recently, any fire, no matter how big or small, poses a serious risk, particularly in areas of dense brush and vegetation.

Biondini immediately stopped the truck, grabbed his fire extinguisher and

headed quickly toward the fire. But it wasn’t enough to quell the flames, and he noticed the fire was starting to grow into the vegetation. Biondini returned to the truck, where he also carries a water can pump extinguisher. Armed with this, he went back and sprayed down as much vegetation as he could, emptying the water can.

Biondini jumped back in the truck and headed down the hill toward the house. His truck being too heavy to make it down the customer’s driveway, he parked as close as he could and ran to their house with the can. Biondini told them about the fire and instructed them to call the fire department.

But Biondini wasn’t done.

“I asked them for more water,” he said “Lot of rural areas have water tanks and store water for firefighting. The property owner filled up my can, and his brother who owns a water truck happened to be there.”

It was a fortunate coincidence. Biondini dispatched the water truck, telling the driver to look for his truck up the road, and he went back up the hill toward the fire. It was hot and muggy, and very steep terrain.

His instinct was to keep the surrounding vegetation wet. The property owner came down on his four-wheeler with buckets of water and worked with Biondini to keep the fire down. When the water truck came, Biondini ran to meet

him and dragged the hose up to the fire. Soon after, a spotter plane came, then a helicopter and a fire truck.

“I just happened to be in the right place at the right time. It wasn’t too breezy, but if the wind had been strong it would have really taken off,” Biondini explains.

“Every day [at work] is different — you never know what you’re going to get, any time of the day or night,” Biondini said. “My daily duties might be disconnecting customer panels for electricians, troubleshooting electrical issues for a homeowner, or if someone hits a pole, I need to go make it safe for the public and get the roads back up and running.”

Now, Biondini can add amateur firefighting to the list.

With word of the fire spreading through the small community, neighbors began showing up, wanting to help. Fortunately, the fire had been contained before spreading and catching dense nearby brush.

But Biondini didn’t think his work was done just because the fire was out. Later that night, he went back to see what he could do to get as many people energized as possible.

“All the training that we get is priceless. A lot of things that I’ve learned working here I’ve applied to my normal life at home, like being in a lot of stressful situations—storms, other big events,” said Biondini. “It helps you stay calm, and I think it helped me stay calm that day.

I’m not saying someone else wouldn’t have done the same, but my training and experience prepared me.”

The customer was so grateful that he wrote in to a local blog to commend Biondini, whom he dubbed “Justin the Hero.”

“Without Justin’s bravery to rush up that burning hillside again and again, much would have been lost!” the customer wrote in a letter on The Red-headed Blackbelt. “When I look out my windows into the lovely view that is the Humboldt County forest, I have one man to thank and truly call a HERO, a PG&E technician named Justin.”

This isn’t the first time that Biondini has gone above and beyond on the job. Eleven years ago, as an apprentice, Biondini helped rescue someone who had been stranded in a snowstorm.

Biondini summed it up best when he said, “I’m a troubleman, when you get those calls you head out to find out why.”

And as Biondini demonstrated, IBEW workers get the job done.



Justin Biondini

Averting Disaster — IBEW 1245 Outside Line Crew Helps Contain Brush Fire

On September 22, an IBEW 1245 line crew from Rockstad Power was wrapping up work after a routine pole change-out when their day took an unexpected turn. As the crew was heading back to the Ukiah yard from Lakeport, they spotted a small brush fire, which apparently started when a pickup truck had lost its drive shaft.

IBEW Journeyman Linemen Edwin Peterson and Anthony Huck were driving by when Peterson first noticed the small flames, about the size of a campfire. They immediately pulled over to the side of the road and began unloading water cans, shovels and rakes from their truck.

“There were already bystanders there trying to help, but they didn’t have anything to put it out,” said Huck, a four-year member of Local 1245. “We started moving quickly, handing out tools and using our indian packs to stop the fire.”

“It was dry and moving fast,” added Peterson, who comes out of Local 175 in Tennessee. “Huck and I took off up the hill and tried to stop it from going farther.”

“I think we helped slow it down, but soon there was no stopping it,” said Huck. “I was amazed how fast it took off.”

Crew Foreman Trey Woodruff and Groundman Tyler Noel arrived less than a minute later. As Peterson and Huck headed toward the blaze with water cans, Woodruff and Noel decided to head around the fire the other way

to beat it back and warn residents of the danger. They estimated the fire had grown to 100 square feet in less than a minute.

Conditions were ripe for disaster. The crew knew they could not stop the blaze, but they could try to slow it down while they waited for firefighters to arrive. And that’s just what they did.

Working together, the crew was able to gain control of the fire, keeping it away from the waist-high brush that the Mendocino Complex Fire had somehow missed when it ravaged the area less than two months earlier. Through their efforts, six houses to the north and four houses to the southwest were kept out of danger until CALFIRE arrived on the scene with 50 firefighters, truck engines and bombers to drop fire retardant on the blaze.

“Once the firefighters got there, we did the right thing and got our trucks out of the way. We didn’t want to slow them down,” said Woodruff.

All told, the fire consumed one abandoned building, approximately 50 acres of land, and a couple of vehicles. One relieved resident said the fire came within 75 feet of his house, and another thanked the crew for saving his grandmother’s home.

“This is just what we do. We’re union and we’re proud of the area that we work in,” said Woodruff, who hails from Local 66 in Texas but has been working in California since 2012. “We don’t just change poles and keep the lights on. If we see a car on the side on the road,

we stop and help them change a tire. If there’s anything we can do to help, we always stop. This is our community.”

The crew had received training on how to react in a fire situation in case they encounter one on the job, so they were fully prepared and knew exactly what to do. Because they work in remote areas, they are equipped with basic firefighting equipment on their trucks in case they happen to be the first on the scene, like they were that day.

“Their training went into effect as linemen and as a crew — they worked together really well,” said Woodruff. “They went into action. And I was proud of them.”

“We’re taught good safety standards. Always be your brother’s keeper. Watch your back, and know your surroundings,” said Peterson. “And we have good equipment from Rokstad.”

Woodruff and his crew had been

through several California wildfires and witnessed their devastation firsthand. He recalled working in the areas that had been decimated by fires, in order to make them safe and restore power, and the emotional experience they had interacting with those residents who had lost everything.

“We’re here to do whatever PG&E needs us to do — and whatever we can — to help the community,” he said.

“Other linemen and I worked on the Redding fire and the Mendocino fire — and the Santa Rosa fire last year,” said Huck. “After seeing all the fire damage, you have to stop and try to help if you can. In our work, you have to be prepared for anything at any moment and be ready to assist.”

That day, the crew proved that IBEW members are always ready and willing to do whatever it takes to help out and protect the community — and they’re proud to do it.



The crew, from left: General Foreman Kyle Sparks, Foreman Trey Woodruff, Lead Lineman Edwin Peterson, Lineman Anthony Huck and Groundman Tyler Noel



80 members of IBEW 1245 are on a mutual aid mission to assist the community impacted by the gas explosions in Massachusetts. Photo by John Storey



IBEW 1245 Gas Workers Help Restore Service in Massachusetts Following Gas Line Explosions

For residents of the Merrimack Valley area of Massachusetts, Sept 13, 2018 is a day that will forever be emblazoned in their minds. That afternoon, as many residents were heading home from work and school, an overpressurized gas line resulted in a massive series of home explosions and fires, killing one, injuring dozens more, and evacuating tens of thousands from their homes.

The shock and devastation has shaken the community to its core, and a return to normalcy has been slow going — but with winter fast approaching, restoring gas service to the impacted New Englanders is absolutely critical. So Columbia Gas, the utility company that serves this area, called for reinforcements, and PG&E quickly answered the call.

“This is the first time in recent history that we’ve had members on the gas side get called upon for an out-of-state mutual aid mission,” said IBEW 1245 Business Manager Tom Dalzell. “Seeing how many of our members selflessly signed up to travel far away from their families for this long, tough assignment — it’s such a point of pride for me, and for our entire union.”

An overwhelming number of IBEW 1245 members from gas service and gas construction volunteered to be a part of the mission, and ultimately 80 members ended up going with the first wave of mutual aid. Dalzell personally saw them off as they departed for Boston on Oct. 7, ready to lend a hand to a hard-hit community for an intense six-week mutual aid mission.

Stepping into this type of situation is never easy, but our members immediately proved that they’re up for the task.

“There are a lot of [mutual aid] companies out here, a lot of construction,

and some delays,” said Gas Service Rep Robert Mohler, who works for PG&E out of Fresno. “But once we started working their list and taking care of things, we built some good trust with Columbia Gas. They saw us doing everything right, and their supervisors have been really happy with us.”

“Our members are quickly being recognized as one of the most productive mutual aid groups,” echoed IBEW 1245 Business Rep Mike Adayan, who traveled to Massachusetts with the members for the first part of the mission.

Happy to Help

Mohler and his GSR team were tasked with installing dozens of manifolds, while a different mutual aid team put in the risers, and then a third team from Columbia Gas would come in to set the new gas meters. The GC teams assisted with demolition and break-down of the old meters in basements, drilling through foundation to pipe out, doing building assessments, capping off appliances, and pumping up the lines on the house side.

The process involved a fair amount of contact with the customers in order to gain access to their basements or backyards, and Mohler expected to encounter some hostility, but he has been pleasantly surprised.

understand that this has got to get done, and they’re willing to bear with us.”

GC Construction Operator David Holtz, who spent two weeks working in Merrimack Valley, described his interactions with the customers as “paramount.”

“My crew and I took it very seriously. There’s that sense of urgency [to get their gas service back on], but at the same time we’re all very focused on safety,” he said. “We tried to be really sympathetic to people’s needs. We talked to them and would listen to what they have to say, and we let them know that we’re here to make it safe. We put our best foot forward, we did everything we could to help, and we just tried to make it as easy as possible for them.”

Even though they encountered more than their fair share of difficulties while working long hours in challenging conditions, the Local 1245 members took it all in stride.

“Everyone was very patient and more

“The customers are not as upset as I would have thought,” he said, noting that it helps that many of the GSRs speak Spanish, given the predominantly Spanish-speaking community he’s assigned to. “Once we explain our part of the process, they’ve been happy to help us get where we need to get. They

than willing to put in whatever time was necessary,” said Holtz. “I didn’t hear anyone say ‘I wanna go home’ or ‘I’m sick of this.’”

Extremely Proud

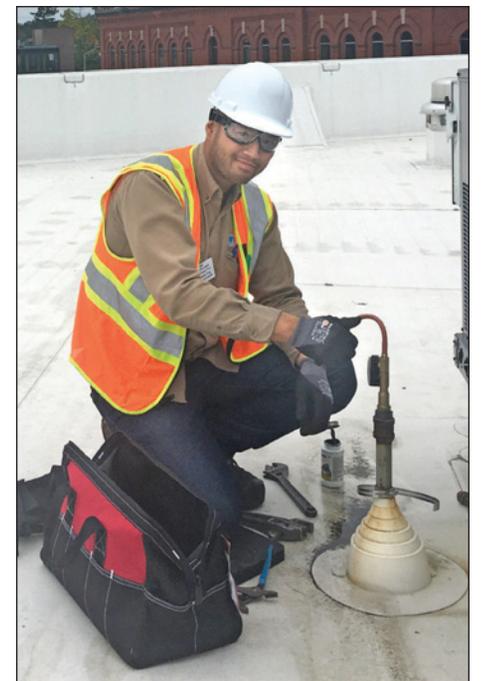
Given the complex nature of the situation they found themselves in, the Local 1245 members were exceptionally grateful to have their union backing them up with representation on the ground in Massachusetts.

“It was absolutely helpful having a union rep there with us,” said Holtz. “He made it clear that if there were issues, we need to settle them here and now — and if something seems unsafe or doesn’t look right, don’t do it. As a six-year IBEW member, I’m extremely proud to represent the company and the union at the same time.”

The GSRs and GC crews were also enthusiastic about the opportunity to broaden their horizons and gain new professional experience. For most of the GC members, this was their first time getting to work on the house side where the gas line terminates. And for the GSRs who are accustomed to working one job start to finish, they too found themselves in a new sort of work flow as they worked just one piece of numerous jobs.

Despite the new and unusual circumstances, the Local 1245 members remain steadfastly committed to doing all they can to assist the community, and there’s no doubt the long hours they’re putting in are making a real difference for thousands of Massachusetts families.

— Rebecca Band, IBEW 1245 Communications Director



AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

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

1. The grant will be as follows:

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

2. To be a candidate in this contest, you must be the son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 2019. **A copy of your diploma or a letter from your high school stating that you will graduate in 2019 must be attached to your scholarship application.**

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

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

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

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

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

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

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

9. Each year the scholarship shall be presented at the October 2019 Advisory Council meeting. The recipient and parents shall be invited, at Local Union expense, to receive the Scholarship Award.

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

NOTE: The topic for the 2019 Al Sandoval Memorial Competitive Scholarship essay is: "What is the effect of the newly enacted tariffs on the American worker?"

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by

LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2718I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

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

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

Name of Parent _____

Company _____

Work Location _____

I graduated or will graduate from _____ High School

Which is located at _____

I expect to attend _____ College or School

Location _____

Candidate's Signature _____ Date _____

This is to certify that the above named candidate is currently enrolled as a student at: _____

_____ and has or will be graduating _____, 2018.
(School Name) (Month and Year)

(Official's signature and position)

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and has or will graduate during the term ending _____, 2019.

(Parent's Signature and Card No.)

**Union members and their families
can earn an Associate Degree with
NO out-of-pocket cost.**

**Free College Benefit For You And Your Family
Zero Out-Of-Pocket Cost
Eastern Gateway Credits Are Transferable**

1-888-590-9009

unionplusfreecollege.org



UNIONPLUS



IBEW 1245 Scholarship Application 2019

Details about these scholarships and eligibility can be found at www.ibew1245.com/scholarships

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

Ron T. Weakley (Trade School) Scholarship Roger Stalcup (Community College) Scholarship Survivor's Scholarship Veteran's Scholarship

Applicant's Personal Information

First Name: _____

Middle Name: _____

Last Name: _____

Street Address: _____

City, State, Zip Code: _____

Country: _____ Gender: _____

Home Phone Number: _____ Applicant's Cell Phone Number: _____

Applicant's Email Address: _____

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

Union Membership Information

Name of current IBEW 1245 member _____

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

Current IBEW 1245 member card number _____

Employer and location: _____

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

Veteran's Information

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

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

Educational Background

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

Location of High School (City, State): _____

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

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

High School GPA (if it's been many years since you graduated you may just enter "Not Applicable"): _____

Have you or will you have attended College for at least one year as of December 2018? _____

Name of College you have or will have attended at least one year as of December 2018. If more than one, list the one you have most recently attended: _____

Location of College (City, State): _____

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

Major/Field at College: _____

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

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

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

If you will be entering Graduate school in the Spring of 2019, please provide us with additional information about your college degrees, certifications and work experience (as applicable): _____

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

Certification and Signature

First Name: _____ Last Name: _____ Birth month: _____

Signature _____ Date _____

Utility Reporter

College and Career Information

In 2019, I plan to attend: _____

Intended major: _____

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

Have you been accepted at this school?: _____

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

Have you been accepted at this school?: _____

What is your anticipated graduation date? (enter month/year e.g. 06/2019): _____

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

Employment, Awards & Activities

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

Employment #1: _____

Employment #2: _____

Employment #3: _____

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

Community Service #1 _____

Community Service #2 _____

Community Service #3 _____

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

Awards #1: _____

Awards #2: _____

Awards #3: _____

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

Activity #1: _____

Activity #2: _____

Activity #3: _____

Activity #4: _____

Activity #5: _____

Letters of Reference

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

By checking this box you certify that the letter was written by a teacher or other adult familiar with your achievements and abilities.

Scholarship Essay

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

Estimated Financial Need

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

Enter your total household income (estimate) _____

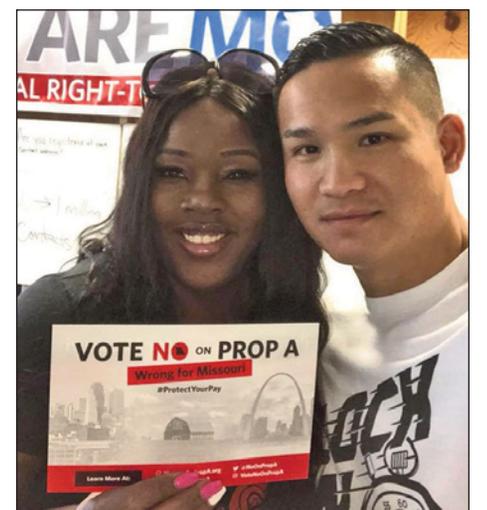
Enter total number of people in your household _____

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



“Show Me”

The Votes



When a group of anti-union lawmakers decided to impose so-called “Right to Work” in Missouri in order to weaken unions in both the public and private sectors, the working people of the “Show Me State” decided to fight back. They quickly collected more than 300,000 signatures to place Right to Work on the ballot as a referendum, allowing it to be decided by the voters.

It had been 40 years since Missourians first quashed efforts to make their state Right to Work, and the pro-worker forces in the state knew that defeating this policy once again would require a massive, powerful and highly skilled get-out-the-vote operation — so they called for reinforcements.

IBEW 1245 answered the call, dispatching four two-person teams of

organizing stewards to work with IBEW sister locals in St. Louis and Kansas City during the weeks leading up to the election. Their goal was to encourage as many voters as possible to vote No on Prop A, the Right to Work referendum.

In a state where just 8.7 percent of the workers are union members, Right to Work might seem like a niche issue that only would impact a small percentage of the workforce. But in reality, Right to Work is so much more than just a union issue — it effects every worker, union or not. Statistics show that Right to Work states have lower wages, more workplace fatalities, more people without health insurance and higher unemployment rates — for union and non-union members alike.

“Right to Work laws are an attack on labor as a whole, and it’s also an attack on

our brothers and sisters in Missouri,” said Organizing Steward Alvin Dayoan, who participated in the No on Prop A campaign. “This is why I am very proud to be a part of IBEW 1245, because the help that we provide to our brother and sister locals also helps the working class.”

Solidarity in Action

Upon their arrival in Missouri, the Local 1245 organizing stewards went to work, making phone calls, knocking on doors, and doing all that they could to drum up support for No on Prop A. They were often the first ones to arrive at the campaign headquarters and the last to go home at the end of the day, using every moment available to maximize their outreach to voters.

And they weren’t alone. Volunteers from all across the state and nation, from

all walks of life and all across the political spectrum worked tirelessly on this herculean get-out-the-vote effort.

“It is always amazing to me when I see solidarity in action. The No on Prop A campaign had so many allies standing together,” said Local 1245 Organizing Steward Joseph Stewart. “Everyone did their fair share to help, and it was great to see such a wide variety of union members, non-union members, legislators, voters from all parties, retirees, new hires, local employees, and out-of-state volunteers all coming together for a common good.”

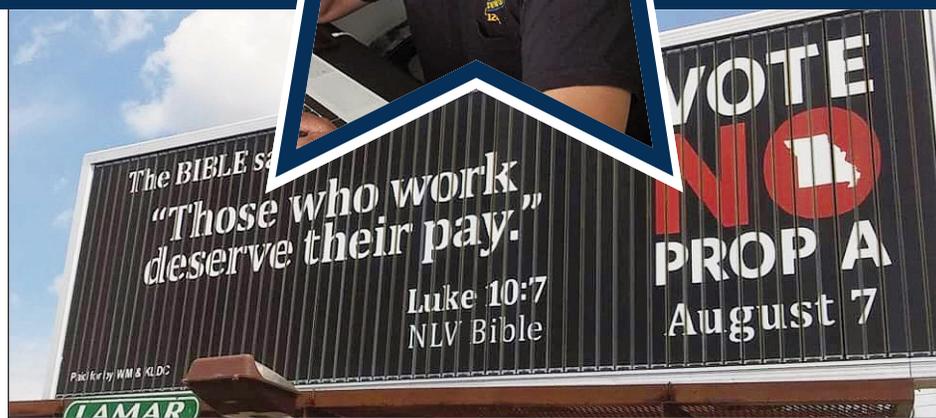
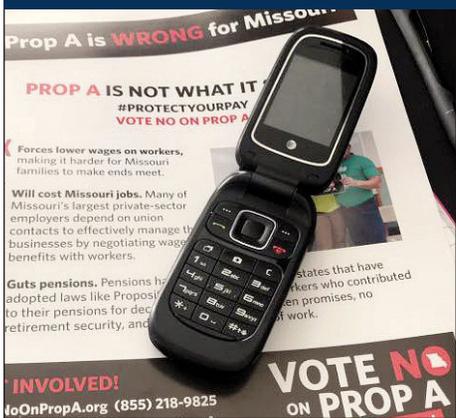
The organizing stewards were welcomed with open arms by their mid-western allies, many of whom couldn’t believe that they would travel so far to assist with the Missouri fight.

“At a No on Prop A rally, I met a guy in



IBEW 1245 Organizing Stewards Help

Overturn Right to Work in Missouri



his 80s who was sitting next to me. When I told him I was from Local 1245 in California, he was so excited and surprised to see us out there — and so, so thankful,” said Organizing Steward Britney Santana. “He told me that his dad was in IBEW Local 1, and he also got both of his sons into Local 1 ... and that made me realize we’re not only fighting for ourselves right now, we’re fighting for the future!”

Historical Moment

The many hours spent getting out the vote were far from easy, and the organizing stewards had to contend with all sorts of challenges they had never faced before, including intense humidity, a bit of midwestern “culture shock,” and a number of new and unusual bugs and insects. Some Utility Reporter

returned to California with physical reminders of the arduous days they spent in Missouri.

But as the results started to come in on election night, it was clear that all their hard work had paid off. Prop A wasn’t just defeated, it was absolutely decimated by an astounding two-to-one margin. The No on Prop A campaign will go down in history as the first time that voters of any state have ever overturned a Right to Work law.

“It brings a smile to my face knowing I had a hand in this historical moment, and an even bigger smile knowing we come out on top victorious!” said Organizing Steward Tefilo Freeman.

“I feel that this was a much-needed win during a time in which labor is being hit on all sides,” said Lead Organ-

izing Steward Ashley Finley. “This win is exactly what we needed going into the November election; this momentum will push us to make change.”

The organizing stewards also took away a wealth of irreplaceable training and experience that they will surely use on future union-backed campaigns.

“I have gained not only the skills it takes to organize a campaign, but the motivation it takes to keep fighting,” said Lead Organizing Steward Que Thompson. “It is a great feeling being a part of something you know will make life better for working families.”

IBEW 1245’s teams were celebrated by AFL-CIO President Richard Trumka as setting the gold standard for labor solidarity, and received shout-outs from IBEW International President Lonnie Stevenson and AFL-CIO Secretary

Treasurer Liz Shuler.

The IBEW sister locals expressed their profound gratitude for the tremendous solidarity and the experience and work ethic our organizers brought to the campaign, and now the brothers and sisters from Local 1 in St. Louis and Local 124 in Kansas City are ready to return the favor.

“Both locals have reached out to us and have committed to send some of their own activists to our jurisdiction this fall to assist Local 1245 in defeating Question 3, a deregulation measure on the ballot in Nevada,” IBEW 1245 Business Manager Tom Dalzell told the team upon their return from Missouri. “Of course that’s not why we did it, but it sure is nice.”

— Rebecca Band, IBEW 1245 Communications Director



LEADING THE CHARGE

Local 1245 members on the forefront of the electric vehicle revolution

Flanked by IBEW 1245 Executive Board members, PG&E execs and the mayor of Vacaville, IBEW 1245 member Bill Anderson (center) cut the ribbon as the new EV charging stations were unveiled on Aug. 28.

Electric vehicles are quickly gaining popularity in California, with hundreds of thousands of these high-tech, environmentally friendly cars already on the road, and millions more expected in the coming years. In fact, Governor Brown has set a lofty objective of five million EVs in California by 2030. Given the fact that transportation contributes to over 40% of all greenhouse gas emissions, replacing millions of gas-powered vehicles with EVs would go a long way towards achieving California's aggressive greenhouse gas reduction goals, including the 100% clean energy mandate that was just approved by the state legislature this year.

But in order to accommodate this rapid rise in EVs, the state needs to install tens of thousands of EV charging stations — and last year, PG&E received approval to start a pilot project that calls for 7,500 charging ports at 750 sites

throughout the company's jurisdiction. If PG&E succeeds in this pilot, the PUC will likely grant the company permission to build 75,000 more.

PG&E isn't the only utility getting into the EV charging station business, but while most other companies are bringing in contractors to install the EV ports, PG&E — under the tutelage of outgoing COO Nick Stavropoulos — opted to use its own IBEW 1245-represented employees to do the work. And the company selected IBEW 1245's own union hall in Vacaville as the flagship location for its EV charger program.

AWAY WE GO

On July 10, a five-man composite crew — comprised of IBEW 1245 members Bill Anderson, Shane Coulter and Mike Mederios Jr from the electric side of the house, along with Dominic Abenoja and Nick Newman from the gas side — broke ground on the EV site on



the north side of the 1245 union hall.

Anderson, the crew foreman, explained the process, which took about three weeks after the engineering and permitting processes were completed.

"The excavating is first — and Nick and Dom did about 90% of that work — starting down by the transformer down there, going all the way across the parking lot," Anderson said, gesturing to the far corners of the lot. "Then we put the conduit in the ditch, which brings the electric wires up into the charging stations. We get everything inspected and approved, and then we backfill. Then we mount the charging stations, hook up all the electrical hookups, test it, and away we go!"

Throughout the process, the crew was 100% safety-minded, making sure that the job was completed without issue or injury.

"Safety is #1 for us," said Dom Abenoja, a GC hiring hall utility worker. "When we're digging, we're always making sure we don't hit anything — and if we get close to something or we know that something's there, we hand dig."

"Any USA [underground service alert] marks we come across, we use a

hydrovac to prospect and daylight those before we dig," added Operator Nick Newman. "And when I'm running the excavator, I'm making sure everyone's watching — we're always looking out for everybody, making sure they're staying out of the way."

POINT OF PRIDE

The crew has since moved on to a new EV charging site in Sonoma, but they returned to the union hall on August 28 for a ceremonial ribbon-cutting (minus Mederios and Coulter who could not attend). They were joined by IBEW 1245 Executive Board members, PG&E execs and local elected officials who all came together at the flagship site to celebrate the successful joint venture between the union and the company.

As the crew foreman, Anderson was given the honor of cutting the ribbon, and also had the opportunity to perform the inaugural plug-in, charging up two of PG&E's clean fleet vehicles at the brand new charging site.

As of this writing, the company has a total of four composite crews working on EV charging installs throughout the territory. Two other charging stations —



IBEW 1245 Business Manager Tom Dalzell spoke at the ribbon-cutting ceremony.



The crew for the install, from left: Shane Coulton, Dominic Abenoja, Nick Newman, Mike Medeiros Jr. and Bill Anderson

one at Merced College's Los Banos campus, and one at the Travis Credit Union headquarters in Vacaville — were completed earlier this year, and the company aims to complete the remaining 747 sites within 36 months.

"These EV stations are a real point of pride for us — built by IBEW 1245 members, and now available for use by 1245 staff and visitors, as well as the Vacaville community," said IBEW 1245 Business Manager Tom Dalzell. "We've been looking forward to getting this project off the ground for over a year, and we're pleased with how it's shaping up so far."

"We are in the infancy of this agreement, but we are certainly encouraged by the progress and potential for jobs associated with this work," added IBEW 1245 Assistant Business Manager Bob Gerstle, who has been leading the charge on the EV pilot since its inception last year. "Both 1245 and the Company are extremely excited to see this agreement finally come to fruition."

— Rebecca Band,
IBEW 1245 Communications Director
Bob Gerstle contributed to this report.



From left: Bill Anderson, Nick Newman and Dominic Abenoja at the ribbon-cutting ceremony



Nick Newman



Shane Coulton



Electric Vehicle Charging Ceremony at the union hall in Vacaville



Dominic Abenoja (left) and Shane Coulter



From left: Bill Anderson, Mike Medeiros Jr. and Dominic Abenoja hook up a charger.



From left: Mike Medeiros Jr. and Nick Newman

Photos by John Storey



IBEW 1245 members lobby legislators at the California State Capitol on Aug. 31, 2018. Photos by John Storey.

Local 1245 Propels Wildfire Bill Through the California Legislature

IBEW 1245 spent the better part of 2018 working on legislation to address the ongoing wildfire crisis in California. There's no question that comprehensive legislation is needed to protect our communities, and we worked to ensure that any legislation passed in Sacramento would include:

- Strong language requiring PG&E and other utilities to harden their systems and infrastructure — meaning more vegetation management, more pole replacement, more reclosers, etc. This will both protect our communities and provide our members with new work for years to come.
- A fair rate recovery system in fire-related lawsuits where the utility is not negligent but still liable under the state's 'inverse condemnation' law. This includes establishing factors for the PUC to consider in determining if a utility is a prudent operator entitled to spread claims costs among rate payers.
- "Securitization" language allowing PG&E to issue bonds to pay the billions in claims from the 2017 fires.
- Robust worker protections in the event of a utility bankruptcy, sale, or change of control.

After much lobbying on the part of Lo-

cal 1245 — including a massive Lobby Day on Monday, Aug. 27, with more than 100 union members, leaders and staff flooding the hall of Sacramento — the joint legislative conference committee on wildfires issued legislation, known as SB 901, which met all of our major criteria. It is not a perfect bill, but it is significant and we believe that it will provide financial stability to PG&E and our members.

On Friday, Aug. 31, our organizing stewards, staff and leaders once again descended upon the Capitol in a sea of blue IBEW tee shirts, lobbying every single member of the State Legislature for the entire afternoon to ask for their support for this bill. And on late Friday night, with just minutes remaining in this year's legislative session, both the State Assembly and Senate voted overwhelmingly to approve this essential legislation.

On Sept. 21, Gov. Jerry Brown signed SB 901 into law. "Wildfires in California aren't going away, and we have to do everything possible to prevent them," the Governor said in a statement. "This bill is complex and requires investment — but it's absolutely necessary."

Passing this bill is an enormous achievement that could never have hap-



pened without the quick and powerful mobilization that our organizing stewards and staff were able to achieve on less than 24 hours' notice. I would especially like to thank Assistant Business Manager Hunter Stern and Senior Assistant Business Manager Bob Dean, who devoted countless hours to this legislation, which was uniformly considered to be the toughest, most difficult and most contentious issue that came up in the Legislature this year.

In my opinion, we owe this incredible achievement to the collective action that Local 1245 demonstrated in the Capitol. This is not something we could have accomplished a few years ago, and it truly demonstrates the power that our organizing steward program has when it comes to making real change for our members and our communities. Kudos to all who helped make this happen.

— Tom Dalzell, IBEW 1245 Business Manager

IBEW 1245 Drives Passage of Diablo Canyon Retention Legislation

After many months of lobbying and collective action on the part of IBEW 1245 and its members, Gov. Jerry Brown signed SB 1090 (Monday) into law. This top-priority piece of legislation will require the CPUC to restore the key components of the original Diablo Canyon Power Plant Joint Proposal Agreement, including the 25% retention bonus. SB 1090 will protect our members at Diablo Canyon, as well as the surrounding community, as the plant transitions offline in the next seven years, and will also ensure that there's no increase in greenhouse gas emissions to come as a result of the loss of the GHG-free power generated at Diablo.

IBEW 1245 has been working on this initiative for years, ever since PG&E originally announced its intention to

shutter Diablo Canyon as early as 2017. Together with our organizing stewards and members from Diablo Canyon, we made a massive show of strength at the Capitol, and succeeded in postponing the closure until 2024/2025, allowing more time for a safe and secure decommissioning process.

In the summer of 2016, we joined together with local stakeholders, environmental groups and the company to negotiate a Joint Proposal Agreement that included a 25% retention bonus to keep the highly skilled and trained nuclear power plant workers on the job during the decommissioning process. That proposal also included funding for the local community in San Luis Obispo to offset the millions in lost tax revenue when the plant closes, as well as a guarantee that all power used to replace the

loss of generation from Diablo Canyon will be greenhouse-gas-free.

In early 2018, following a decision by an administrative law judge that sought to slash the major elements of the joint proposal agreement, the CPUC issued a revised proposed decision, which cut the retention bonus from 25% to 15%, and also made additional unilateral changes to the other key items in the proposal.

We were devastated by this announcement, but refused to take it lying down. Instead, we began talking with state legislators from San Luis Obispo county about crafting legislation to require the CPUC to restore the terms of the original agreement. Our message resonated with Democrats and Republicans alike, and under our tutelage, State Senator Bill Monning (D) and Assemblymember

Jordan Cunningham (R) sponsored and introduced the bill we had proposed.

Some pundits assumed that the bill would be dead in the water, but we continued to push legislators in Sacramento, sending organizing stewards to testify at committee hearings, and lobbying lawmakers directly to ensure the bill moved forward. Thanks to our diligence,

continued on next page



IBEW 1245 Business Manager Tom Dalzell (left) talks with California State Senator Bill Monning at legislative committee hearing.

Member Perspective: Wildfire Legislation Hits Close to Home

I rarely, if ever, remember the weather conditions when I turn in at night. But I remember them last October — Sunday, Oct. 8, to be exact. The winds that night in Vacaville were fierce, literally howling. I thought to myself that we would be lucky to get through the night without losing power, but surprisingly, we never did. The next morning, as I pulled out of the driveway shortly before dawn, the winds had died down some. But as I headed off to work I noticed a faint but unmistakable orange tinge in the sky to the west, which in an odd way mirrored the sky in the east, where the sun would shortly rise. The eerie sky raised internal alarm bells, and I switched on the radio. The news was stunning — a fire had roared down a hillside in Santa Rosa and breached Highway 101, and entire neighborhoods and subdivisions were caught up in the inferno. I tried calling my stepmom, who lived in the Larkfield area of Santa Rosa, in a house that she and my late Dad had bought in 2004. The call went straight to voicemail, which was odd, I thought, since it never had done that before. With a rapidly growing sense of unease, I drove in to work.

As I arrived at my job, it was apparent that this was a disaster of unimaginable proportions. The reports on the radio sounded apocalyptic with a dash of hysteria. It was with great relief that I finally heard back from my stepmom later that morning. By a twist of fate, she had left her home Sunday to visit family in Minnesota. She realized something was wrong when both my brother and I tried to call her early on a Monday morning. As for the fate of her house, she was in the dark. She attempted to call her neighbors, but phone service into the area was down. For the next day and a half, we would both try without success

to get an answer.

By the afternoon of Tuesday, Oct. 10, information about the fire was still sketchy and unreliable. Piecing together various reports from the media, I knew that the area of my stepmom's house had been hit hard. With information at a premium, and my stepmom still unsuccessful in contacting neighbors, I decided to email a co-worker in Santa Rosa to see if they knew anything. This person (who shall remain nameless but to whom I'm forever grateful), said there was a field employee in the area doing emergency work and could go by the address to check the status of the house. For the next three hours, I sat and waited — expecting the worst, but hoping for the best. At 3:36pm, an email from Santa Rosa arrived.

There was no text in that email — just a photo attachment, and a sad face emoji. I opened the photo and discovered that the house was gone. Nothing much remained but three stone columns at the entry way. Though by now I had expected this outcome, it still felt like a punch to the gut. Everything that remained of my dad's life was lost. And more importantly, everything my stepmom owned, except for what she put in her suitcase that past Sunday, was reduced to ash. I can't imagine the pain and devastation she felt — nor how my 29 IBEW 1245 brothers and sisters who also lost their homes felt, losing everything in a matter of minutes.



When the California Legislature convened a few months later, they faced the monumental task of dealing with the wildfires that had devastated the northern state the preceding October. Altogether, the firestorm has burned over 250,000 acres, destroyed nearly 9,000 structures, and killed 44 people. The Legislature took a first step on Jan. 16, when State Senator Bill Dodd of Napa introduced legislation that addressed compensation for the fire victims, utility responsibility and solvency, as well as measures to mitigate potential wildfire risks moving forward. The bill was incredibly ambitious, and faced an uphill battle littered with roadblocks, with a vote for final passage still many months and many committee hearings away.

Getting a bill through the California Legislature is a long and tortured process. From its inception as SB

1088 in January, through its many committee hearings, and then on to the special wildfire conference committee, where most of the key components of the original bill were absorbed into the committee's report (known as SB 901) and subsequently expanded upon, and finally to its climatic vote on Aug. 31, IBEW 1245 was instrumental every step of the way. Scores of 1245 organizing stewards were released into the halls of the Capitol, spreading the word in a firm and insightful voice. Between committee hearings, office visits, and general rabble-rousing, the stewards racked up an impressive ten trips to the Capitol.

"We used our long-established relationships with Democrats, our new relationships with business-minded Republicans, and for the first time legislatively, our army of organizing stewards," IBEW 1245 Business Manager Tom Dalzell said as he detailed the legislative process.

After months of work during the spring and summer, the stage was finally set for a showdown in August as the legislature convened its first-ever wildfire conference committee, comprised of five Senators and five Assemblymembers from both sides of the aisle.

As the Legislature stared down at its Aug. 31 deadline to pass legislation, IBEW 1245 staff, leaders and a phalanx of more than 100 organizing stewards stormed the Capitol on Monday, Aug. 27, taking democracy to the next step as they badgered and cajoled every Senator and Assemblymember in the building. The following evening, the conference committee released its draft legislation, and although it wasn't perfect, it contained almost all of the key components that Local 1245 had advocated for — requiring utilities to harden the electric grid against wildfires in the future, ensuring funds to help compen-

sate wildfire victims, authorizing bonds to finance utility liability for the 2017 fires; and, in a huge win for our members, creating robust worker protections in the event of a utility bankruptcy, sale, or change of control that could come as a result of the wildfires and ensuing liability.

The Senate and Assembly were scheduled to vote on the bill on the very last day of the legislative session. So on that day, Friday, Aug. 31, Local 1245 was back in force at the Capitol with all hands on deck. According to Local 1245 staff Organizer Eileen Purcell, "We got the call from [Senior Assistant Business Manager] Bob Dean at 2pm on Thursday afternoon. We gave folks one hour to recruit... it was amazing! Eighty-three organizing stewards, prospects, and volunteers answered the call."

Putting in one final herculean effort, organizers and staff once again visited every member of the California Legislature in their offices for last-minute, intense lobbying. By late afternoon, the blitz was over, and there was nothing left to do but wait for Senator Dodd's bill to be voted on. Finally, around 11pm on Friday night, with just minutes until the deadline, the passage of SB 901 was secured, and the bill was sent to the Governor's desk, where it was signed into law on Sept. 21.

"This is one of 1245's greatest political achievements," declared Dalzell, "and we accomplished it in the face of strong and powerful opposition."

Assistant Business Manager Hunter Stern joked that "We should build a statue to Sen. Dodd!" — and there's an interesting story behind that quip. Back in 2014, in a race for the Assembly District 4 seat, Stern saw something labor-friendly in then-candidate Dodd, and

continued on page 28



The photo that Kevin Krummes received from his co-worker after the Tubbs fire showed his stepmother's house reduced to rubble.



Kevin Krummes helped lobby legislators in support of SB 901.

Diablo *continued from previous page*

along with steadfast support from the bill's sponsors and Senate President Pro Tem Toni Atkins, SB 1090 passed both the Senate and Assembly on the very last day of the legislative session, with just four 'no' votes out of 120 lawmakers — a truly extraordinary and unheard-of Utility Reporter

bipartisan accomplishment.

As the bill awaited the Governor's signature, there was some uncertainty regarding whether or not he would sign it, so I took the initiative and personally reached out to Gov. Brown, urging him to sign this important bill into law — and he did.

This monumental achievement could never have happened without the proactive measures that our union took over the past three years. We worked hard, we refused to give up, and in the end, we got the best result possible for our members, our environment and the community. I would like to give special

thanks to the members at Diablo Canyon and the organizing stewards who traveled to the Capitol numerous times to speak on behalf of this initiative. Together, we proved that if we can believe it, we can achieve it.

— Tom Dalzell, IBEW 1245
Business Manager

In The Clear

IBEW 1245 tree trimmers work to reduce the risk of wildfires



Tree trimmers meet at a base camp in Sonora before beginning the day's work.

Photos by John Storey

The climate is changing, and our energy infrastructure needs to change with it. That's why IBEW 1245 spearheaded the passage of comprehensive wildfire legislation in California this year, in order to protect our communities, our members, and our state from the devastating effects of the wildfires that we've now come to accept as the "new normal."

The wildfire law, SB 901, which was enacted in September, requires PG&E and other utilities to significantly increase their efforts to harden their systems and make a concerted effort to reduce the risk of wildfires — including more aggressive vegetation management around power lines, with special focus on the areas that are most prone to wildfires.

This fall, PG&E launched a large-scale vegetation management initiative, beginning with "Tier 3" fire zones in areas designated by the CPUC and Cal-Fire to be at extreme risk of wildfire. PG&E has about 7,100 miles of power lines in these Tier 3 zones, and IBEW 1245 line clearance tree trimmers are being tasked with clearing all vegetation within 12-15 feet of those lines on all sides, from ground to sky. Once they've

completed the Tier 3 zones, they plan to move on to the 14,000 miles of lines situated in Tier 2 zones, which are classified as "elevated fire risk" areas.

Clearing all of the trees from these areas in advance of the next fire season is a herculean task. PG&E has multiple contractors and sub-contractors working on the project, bringing in thousands of tree trimmers from all over — including many from outside of California — to complete the work safely and efficiently.

According to IBEW 1245 Senior Assistant Business Manager Ralph Armstrong, the union has been working diligently to ensure that all tree contractors and subs on PG&E property are signatory to Local 1245. This means that every tree trimmer involved in the process is covered under a Project Labor Agreement and must be paid prevailing wage rates for their work.

Tall Trees, Grumpy Neighbors

In the quaint Central Valley town of Sonora, situated in the foothills of the Stanislaus National Forest, PG&E set up one of its first vegetation management micro-sites, complete with a fully functioning command center that is not unlike the base camps that were estab-

lished during the fires. The IBEW 1245 tree trimmers working out of the Sonora camp are employed by a number of different contractors and come from different backgrounds, but they all share the same mission.

"We're doing fuels reduction, which means we're moving trees that are within the 12-foot marker to help prevent fire damage," explained IBEW 1245 member Tyler Sterns, who works for Arborworks. "We're using a 100-ton crane for picking the trees ... We're taking them down in sections, processing them, and getting them out of here."

While the work itself may be familiar for many of the seasoned tree trimmers, the hostility they have experienced from some of the residents in the communities where these large-scale clearance projects are taking place has come as quite a surprise.

"On this particular project, we've actually had protesters going around driving spikes into trees, and threatening the tree crews. There have even been [members] who've had guns pulled on them up here," Sterns said, recounting how he himself was approached by some angry, intoxicated residents who tried to start a physical altercation with

him because they weren't too keen on the fact that so many of the trees in their neighborhood had to come down. The situation escalated to a point where the sheriff was called, but fortunately, no one was hurt.

Planning and Communication

Even without the interference from ornery neighbors, the work itself is quite challenging. The crews have to contend with a number of unexpected hazards, such as antennas up in the branches, as well as excessive heat and long 12-hour shifts.

"We start at six in the morning, we have to work until 6:30 at night, and we're working six days a week," said Martin Chapman of Utility Tree Service. "But we do have extensive safety meetings with PG&E in the mornings, and the trees are coming down real smooth. We come up with a good game plan, and we all work together ... We want to make the customers happy."

"Everything comes out well if the crew has good communication and we make a plan before we start working," echoed Fernando Perez, who works as a translator for Arborworks. Given the fact that most crews include some individu-



A Davey tree crew works together to take down a tree.



An IBEW 1245 crew with Davey Tree performs fuel reduction work in Boulder Creek, CA.



als to do not speak English as their first language, Perez' role is critical in ensuring that everyone on the job understands the plan and they are all on the same page.

No Wrong Questions

Working in such unique and trying circumstances elicits a great deal of appreciation and gratitude for all that the union provides for its tree trimmer members throughout the system.

"They're always there for you to answer any questions you have," said four-year IBEW 1245 member Juan Guzman, who works for Davey Tree out of the Scotts Valley base camp near Santa Cruz. "It doesn't matter what kind of question it is, there are no wrong questions. They're always there to try and help you."

"[I value the] job security, and knowing that you have rights and that people can't treat you poorly, or pay you less than what you're classified as," said Sterns.

"The union protects me and my co-workers' safety, which is the most important thing out here," said Chapman. "It also helps for us to make sure we have our rights, as far as decent wages and our medical benefits. Plus I know I'm going to get ice and water every day. And if I don't have it, all I have to do is make a phone call [to the union], and I'll have it."

— Rebecca Band, IBEW 1245 Communications Director



IBEW 1245 member Tyler Sterns from Arborworks rides a cable from a crane.

Utility Reporter



An IBEW 1245 tree trimmer tops a tree near Twain Hart, CA.

Bob Kirk Wins Quarterly Photo Contest

Congrats to IBEW 1245's quarterly photo contest winner, Bob Kirk! Brother Kirk is a 12-year member of Local 1245 who recently began working for PG&E as a lineman out of San Rafael. He captured this photo while working in the Mendocino Complex Fire zone, just as the fire shifted direction and headed back towards him and his crew.

Kirk brought his two young sons with him as he accepted his \$500 prize at the quarterly Advisory Council meeting in Vacaville. His family is expecting their third child in December.



Kirk (left) accepted his cash prize from Local 1245 President Art Freitas

ADVISORY COUNCIL



IBEW 1245 President Art Freitas presented a certificate to Al Sandoval Scholarship Winner Adam Garcia and his family. Photo by John Storey

The IBEW 1245 Advisory Council was pleased to honor 2018 Al Sandoval Memorial Scholarship Contest Winner Adam Garcia at its quarterly meeting in Vacaville.

Adam's essay presented a thoughtful historical analysis of the attacks on unions, as well as the resulting ramifications that these attacks have had on the middle class. He read his winning essay aloud in front of the room of union

leaders, staff and guests, and Local 1245 President Art Freitas presented him with a certificate from the union.

Adam is the son of IBEW 1245 member John Garcia, who works in outside construction. Both Adam and his father expressed their heartfelt appreciation for the \$2,500 scholarship, which is renewable for up to four years.

Adam is majoring in history and political science at UC Davis.

Al Sandoval Memorial Scholarship Contest Winner Recognized at Advisory Council



Michael Graning (left) was sworn in by IBEW 1245 President Art Freitas at the quarterly Advisory Council meeting in Vacaville. Photo by John Storey

New Advisory Council Member Sworn In

Five-year IBEW 1245 member Michael Graning has been sworn in as the newest member of Local 1245's Advisory Council. Graning, a PG&E mechanic working out of Marysville, will be representing members at the Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley.



Bob Kirk's winning photo, captured in the Mendocino Fire Zone.

Dalzell: Winning on Five Fronts

It's been an action-packed few months for IBEW 1245, and at the quarterly Advisory Council meeting in October, Business Manager Tom Dalzell caught the 1245 leadership up on five of the union's most notable recent successes.

On the legislative front, Dalzell explained how Local 1245 succeeded in passing its two high-priority pieces of legislation pertaining to wildfires and Diablo Canyon. While many Sacramento insiders had assumed that these bills would be dead in the water, Local 1245 doubled down on its lobbying efforts, and subsequently both bills passed with broad bi-partisan support and have been signed into law by Gov. Brown.

Dalzell then explained how the relationships we've been building with other IBEW locals by supporting them in their fights proved exceptionally beneficial to 1245 during the 2018 election cycle. Ten different locals from outside the jurisdiction dispatched members and staff to assist with our No on Question 3 campaign in Nevada, which as of this writing, appears to be on the path to victory.

Dalzell gave a shout-out to the 80 gas members who are providing mutual aid in Massachusetts to restore gas for

thousands of Columbia Gas customers who were impacted by the series of gas explosions that occurred in September. Companies from all over the country are participating in the extensive effort, but the IBEW 1245 members from PG&E have been recognized as one of the most productive groups.

Dalzell also acknowledged the work that the union has been doing to organize the massive influx of new line clearance tree trimmers that have come in to the jurisdiction as part of PG&E's wildfire risk reduction initiative. Many of these workers and the tree contractors that employ them have never had any contact with a union before. Getting them signed up with 1245 and teaching them about their new union rights has been and will continue to be a herculean endeavor.

And finally, Dalzell celebrated the union's successful effort to get the California Public Utilities Commission to adopt a new methodology that levels the playing field for CCA and utility customers. This change addressed the inequity of some energy customers subsidizing others and ensures that utility customers don't end up paying for CCA customers' power — or vice-versa.

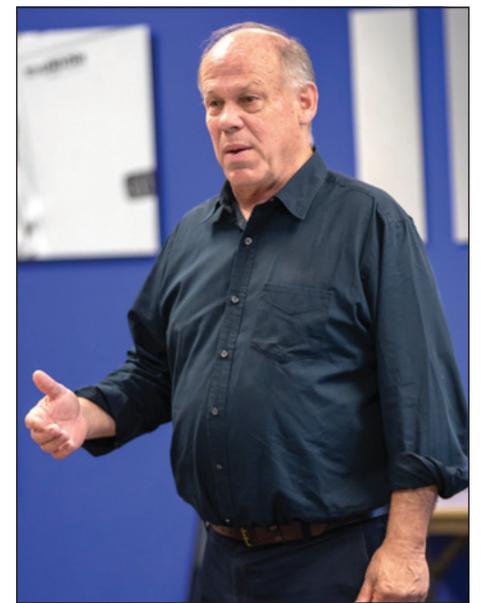
While these issues may seem unrelat-

ed, Dalzell was quick to note that they are indeed connected.

"All of our successes are built around the same idea of thinking outside the box, finding new ways to build power and use that power effectively," Dalzell told the Advisory Council.

He emphasized the key role that the union's organizing stewards have played in nearly all of these large-scale efforts. The organizing stewards lobbied aggressively on behalf of the union's two priority bills. They're the reason why we were able to call on other locals for help in Nevada, as they have been the ones to go out and support those locals when they've needed support in the past — and they also played a huge role in training and leading the other Locals when they were canvassing in Nevada. It's been organizing stewards doing the bulk of the work with the new line clearance tree trimmers, teaming up with the union staff for pre-dawn organizing meetings in every corner of the service territory. And the organizing stewards have also had a hand in the union's regulatory lobbying program, attending and testifying at CPUC hearings on more than one occasion.

"We ask our organizing stewards to do so many different things," said Dalzell.



Business Manager Tom Dalzell

"And they do it all, and they do it so well. They've transformed this union."

He expressed his appreciation for the Executive Board for all that they have done to enable and grow the organizing steward program.

"None of the successes we've had would have been possible without support from the Executive Board," said Dalzell. "Their support has been critical, and thanks to them, we've exceeded all of our expectations about what is possible."

— Rebecca Band, IBEW 1245
Communications Director

Bridging the Divide — Republican State Sen. Anthony Cannella Applauds Local's 1245's Efforts to Step Across Party Lines

These are, without question, extremely divisive times in American politics, and it seems to be getting worse with each passing day. But despite the polarization that has fractured our great country, IBEW 1245 has been effectively bridging the divide, bringing lawmakers on both sides of the aisle together on the key issues that matter most to our members.

One of Local 1245's greatest allies in this effort is Republican State Senator Anthony Cannella. Now in his eighth and final year as a California state legislator, Sen. Cannella comes from a union family, and is a union member himself, which makes him much more attuned to the needs of working families than most of his colleagues in the legislature.

While Republicans in other states have been making headlines for busting unions, gutting workers' rights and pushing anti-labor policies, Sen. Cannella has stood with organized labor time and again. Most recently, he worked closely with IBEW 1245 to help pass SB 901, the wildfire legislation, building support for the highly contentious bill among his fellow Republicans as well as many Democrats who were initially opposed to the measure.

Cannella credits Local 1245 with the successful passage of that bill, and he said as much when he addressed the union leadership at the quarterly Advisory Council meeting in October.

"I'm telling you that bill would not have passed if it weren't for you guys," Cannella told the Advisory Council. "I'm

glad you were engaged, and I'm glad that you're starting to work with reasonable Republicans. I think there are more Republicans now that are looking at what I was able to do... how I was able to work with Labor, and how we're able to get things done."

Cannella acknowledged several of his Republican colleagues — including Assemblymember Jordan Cunningham (R-San Luis Obispo), who co-sponsored Local 1245's Diablo Canyon bill, and Assemblymember Chad Mayes (R-Inland Empire), who spoke passionately in favor of the wildfire bill on the Assembly floor — as examples of how the Local's new endeavor to look past party lines is proving to be highly effective.

IBEW 1245 Business Manager Tom Dalzell chimed in to mention that a substantial percentage of the union's members vote Republican, which is what drove him to work so diligently to find some common ground with GOP lawmakers. He pointed out the work that Senior Assistant Business Manager Bob Dean and Assistant Business Manager Hunter Stern have been doing in Sacramento to develop beneficial relationships with lawmakers who may be viewed as "the

opposition" by other unions. As a result, Local 1245 was able to endorse more Republicans this year than ever before, due to their willingness to stand with the union on a substantial number of labor and utility issues.

He then called upon Advisory Council member Michael Patterson, a proud Democrat, to get his take on the union's new bi-partisan initiative.

"I always vote my paycheck," Patterson said, explaining why he's firmly in the Democrat camp due to the party's consistent support of economic policies that help the middle class. "But we do have a lot of members who are Republicans... and if you're on one side of the street, and I'm on the other side, and we're just yelling at each other, we're



State Senator Anthony Cannella (R-Central Valley) Photos by John Storey

never going to get anything done."

"It's not about red or blue anymore," added Advisory Council member Ivan Pereda. "If you support our way of life, I'm going to ride or die with you! Let's

continued on page 28



Dalzell Discusses a Just Transition at #LaborClimate Conference

As the Global Climate Action Summit kicked off in San Francisco on Sept. 12, IBEW 1245 Business Manager Tom Dalzell and Assistant Business Manager Hunter Stern served as featured speakers at the UC Berkeley Labor Center's #LaborClimate conference.

At the start of the conference, AFL-CIO President Richard Trumka acknowledged IBEW 1245's organizing stewards and the immense help that they provided in Missouri to help overturn the state's anti-union Right to Work law this summer. President Trumka called on Business Manager Tom Dalzell to stand up and receive a round of applause on behalf of the union.

Later that morning, Dalzell served on a three-person panel during a session on a just transition. He spoke at length about the work that Local 1245 has put in to protect and support its members at the Diablo Canyon nuclear power plant as the plant transitions offline, noting that the deal that the union secured for its members at DCPD is considered a model for the nation.

In the afternoon, 1245's Hunter Stern discussed the present and future state of clean energy from a California jobs perspective during a breakout session panel on green electricity.

Video from the conference can be viewed on YouTube at <http://bit.ly/LaborClimateConference>.



IBEW 1245 Business Manager Tom Dalzell (right) at the #LaborClimate Conference

CPUC Adopts New Methodology to Level the Playing Field for CCA and Utility Customers

In a stunning victory for IBEW 1245 members and the customers that they serve, the California Public Utilities Commission has unanimously approved an alternative proposed decision on modifying the Power Charge Indifference Adjustment (PCIA). This newly adopted methodology will alleviate the unfair cost shifting that has plagued California's energy marketplace for years.

The PCIA is the fee that Community Choice Aggregation (CCA) customers are required to pay by law, to offset the cost of the power that the utility has already purchased on their behalf (since power is generally purchased 10 to 20

years in advance). However, over the years since the formula used to calculate the PCIA was first established, the cost of energy has changed considerably, due in large part to the investments being made in renewables. As a result, the PCIA has become woefully insufficient — about 35% less than what is truly needed to cover the full expense — and the utility customers have been forced to foot the remainder of the bill, essentially paying for power that isn't theirs.

The newly adopted methodology changes the way that the PCIA is calculated, so it will more closely align with the with the price of power paid by utili-

ties and CCAs. This change will ensure that everybody pays their fair share, and neither utility nor CCA customers will be on the hook to pay for power that they didn't use.

"IBEW 1245 has been advocating for this type of change in the PCIA methodology for over a year, and the union is exceptionally pleased to see that the CPUC has acted accordingly," said IBEW 1245 Business Manager Tom Dalzell. "Through this work, we have addressed the inequity of some energy customers subsidizing others. This important fix levels the playing field and ensures that utility customers don't end up paying for CCA customers' power —

or vice-versa."

"Our fight to maintain fairness and accountability in California's ever-changing energy marketplace is still ongoing, but this vote by the CPUC proves that we have the power to move the needle in the right direction," Dalzell continued. "We want to thank Commissioner Carla Peterman for proposing this alternative methodology, as well as all the other commissioners who spoke out in favor of this reasonable and necessary change."

Read more: All electricity customers need a fair playing field — by CPUC Commissioner Carla Peterman [<http://bit.ly/CarlaPeterman>]

Wildfire Legislation *continued from page 23*

despite the fact that many other unions had endorsed Dodd's opponent, Local 1245 backed Dodd — and he ended up winning. Four years later, it came as no surprise that Sen. Dodd stood with IBEW and delivered.

There were many 1245 staffers who played a key role in the passage of SB901 — from Senior Assistant Business Manager Bob Dean, who spent hours at the Capitol testifying to committees and marshaling the troops; to Assistant Business Manager Hunter Stern, who committed months to lobbying and educating the legislators; to Organizers Fred Ross Jr, Eileen Purcell, and Rene Cruz-Martinez, who employed their adept maneuvering of a potent, new force and face of Labor known as the organizing stewards; and finally to Business Manager Tom Dalzell, whose years of experience in the world of Labor politics — combined with the clout that he and 1245 carried — finally won the day. And

let's not forget the Coalition of California Utility Employees team, including lobbyist Scott Wetch and lawyer Marc Joseph — the strategy and determination to execute this policy was formed principally by them, and if not for all the time and effort they put into SB 1088, we may not have gotten SB 901 over the finish line.

This satisfying result came at a steep price of course, as my stepmom, my 29 union brothers and sisters, and all of the other fire victims who are slowly get their lives back on track can attest. In the end, no statues will be built, but we can proudly place another brick in the wall that is 1245's indisputable reputation as the nation's preeminent activist local. And while the road of labor battles seemingly goes on forever, 1245 has the vehicles to not only make the journey, but to relish it.

— Kevin Krumm, IBEW 1245 Organizing Steward

Anthony Cannella *continued from page 27*

walk hand in hand."

After a respectful discussion, Cannella closed his remarks by noting that there are a number of Republicans who share his same mentality about working with Labor — and there are also some supposedly pro-labor Democrats who are opposed to some of the utility and energy policies that aim to protect our members' livelihoods.

"You can't say 'I'm pro-labor' but then cut off all the work," Cannella stated in reference to these Democrats who seemed willing to let the utility industry implode. "They say they want prevailing wage — but prevailing wage on no work is zero dollars."

As he prepares to leave the Legislature due to the state's term limits, Cannella vowed to continue to help build more productive relationships between the union and his Republican cohort, despite the hostility and polarization coming out of Washington.

"We're more separated than we've ever been politically. You all watch the news and you know what I mean. It's horrible," he said. "But we know we're going change it together, or at least we're going have conversations. We're going to be in the same room. We're going to talk like civilized human beings... because I think we agree more than we disagree on a lot of things. And hopefully we can get more Republicans to see that a living wage is a good thing. People that have a retirement's a good thing. People that can go to the doctor, that's a good thing. We want people to be able to afford to take care of themselves and their families."

"I truly believe that Republicans should be 100% behind you every time," he added. "I'm happy to be a resource to help make introductions. I think you've made great progress."

— Rebecca Band, IBEW 1245 Communications Director

IBEW 1245 Opposes Effort to Derail California's Fuel Efficiency Standards

Every American wants a brighter future for their family — but climate change threatens every single one of us, and President Trump's attempt to block California's fuel economy standards only serves to raise that threat level even higher.

As the utility workers that power northern and central California, the members of IBEW 1245 are witnessing first-hand the impact that climate change is having on our state. Currently, thousands of Local 1245 members are working around the clock to restore power in the areas

of the state that have been devastated by climate change-induced wildfires — fires that are starting earlier, burning longer, and harming more people than ever before. These fires present visceral, inarguable evidence that climate change is real, and its effects are crippling our communities.

There is no question that California must act aggressively and expeditiously to reduce greenhouse gas emissions to



combat the deleterious effects of climate change, which is why IBEW 1245 firmly supports our state's ambitious fuel efficiency goals. We agree with the state policymakers and energy experts who uniformly believe that this policy will go a long way in mitigating the damage to our environment caused by greenhouse gas emissions.

We are disappointed by the Trump administration's efforts to shut down California's auto fuel standards. Derailing

this policy would be a huge step backwards for both the state and nation, and we urge California's leaders to stay the course in order to achieve its goals.

California has always led the nation when it comes to combating climate change, and we must continue to do everything in our power to leave our children and our children's children with a cleaner, greener and safer planet — starting with improving the fuel efficiency and emissions of our vehicles.

—Tom Dalzell, IBEW 1245
Business Manager

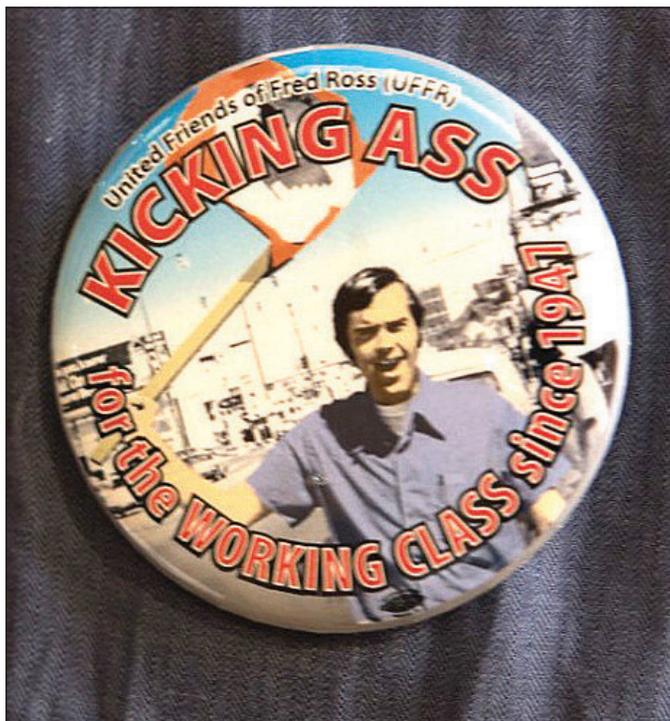
IBEW 1245's Fred Ross Receives Organizing Award from Sacramento Central Labor Council

IBEW 1245 Staff Organizer Fred Ross Jr. received the Sacramento Central Labor Council's coveted organizing award at the Labor Council's Annual "Salute to Labor" Awards Dinner. The

award is named for Ross' own father, Fred Ross Sr., who worked closely with Cesar Chavez and helped organize farm workers for many decades. IBEW 1245 Business Manager Tom Dalzell intro-

duced Ross at the awards ceremony, where he was flanked by a strong contingent of Local 1245 organizing stewards wearing special buttons made just for the occasion.

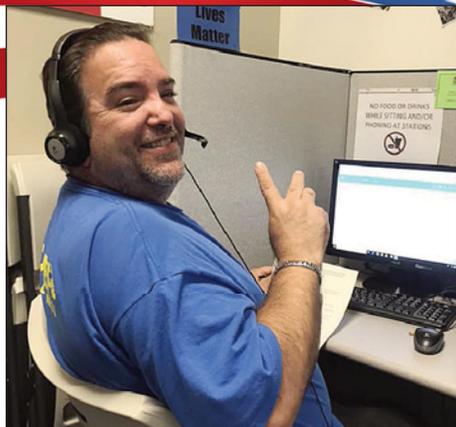
Watch video of the awards ceremony at <http://bit.ly/FredRoss> and <http://bit.ly/Sactosteve>.



Fred Ross Jr. accepted his award from the Sacramento Labor Council. Photos by Steve Marcotte



IBEW 1245 Members



BAY AREA

Key Races

Jim Odie and John Knox White for Alameda City Council, Mark Williams, Elsa Ortiz and Joel Young for AC Transit Board, Don Rocha for Santa Clara Board of Supervisors, Maya Esparza for San Jose City Council, Nancy Biagini for Santa Clara City Council, Kate Harrison and Mary Kay Lacey for Berkeley City Council, Hakeem Brown for Vallejo City Council

IBEW 1245 Campaigners

East Bay: Arnaldo Lizarraga*, Phil Wilten, Ruben Hernandez, Mike Patterson*, Joseph Hoang, David Jensen, Brenda Balcazar*, Felicia Martinez*, Ashley Soria, Cynthia Lopez, Megan Franco, Ruben Hernandez, David Ly*, Spencer Lee, Jasmine Williams, Anne McCarty, Lhondin Tyra

South Bay: Melissa Fernandez*, Armando Vasquez

Vallejo: Charlotte Stevens, Jessica Carlos, Oswaldo Guzman, Vanessa Mejia, Jeremy Smith

"When I was first approached to participate in this campaign I looked at it as an opportunity to see a different side of the union and what we do for our community. And I was right, I felt so proud to be out there as a representative of our union helping Mary Kay Lacey with her campaign. She stands with unions and we as a union will stand with her." — Ann McCarty

"I really enjoyed this campaign. My favorite parts were when people would say they support Kate Harrison, I loved how enthusiastic they were. I felt the support with people who said yes! Also loved how many people thanked me for canvassing!" — Megan Franco

"I wasn't really sure what to expect when I was invited to participate in the campaign. I have no prior union or campaign experience but with the help of David, Fred, and the candidate I was able to comfortably be part of it. This opportunity is going to take me out of my comfort zone and provide me insight as to what kind of hard work we must put in. I'm excited to be part of this campaign and see what future campaigns I'll be able help with." — Spencer Lee

"One major key take away from the day is that IBEW, along with other unions, makes a huge impact in political campaigns. I heard about how impactful we were at the Capitol in Sac, but actually being out in the neighborhoods here in Berkeley really brings it home. I feel that Mary Kay Lacey is super genuine and legitimately concerned with bettering her community! I think her idea for ending homelessness is not only awesome but achievable." — Lhondin Tyra

When it comes to winning elections, there's nothing more valuable than one-on-one voter contact. No amount of advertising, no direct mailers and no high-end fundraising events will ever win over more voters than real-life personal interaction with another voter. That fact is what makes the Labor Movement a force to be reckoned with during election season. We have the power of our members and their commitment to getting out the vote — and that's something that money just can't buy.

Never has that been more apparent than during the 2018 general election. IBEW 1245 members hit the ground running in hundreds of precincts, working tirelessly for weeks leading up to Election Day in order to get out the vote for our union-endorsed candidates and ballot measures. Local 1245 chose to concentrate our resources on the cam-

paigns that stand to have the biggest impact on our members, most notably No on Question 3, an energy deregulation measure that could have deleterious impacts on our members in Nevada. We also focused on races at the public sector properties where our members work, including SMUD, City of Berkeley, and more.

Close to 100 of our members dedicated tens of thousands of hours to campaigning — making phone calls, walking precincts, knocking on doors, registering voters and attending campaign events to help spread the word about union-friendly candidates and the ballot measures that matter most to our union. There's no question that the work our members put in made a huge difference on Election Day!**

Read on to see what the IBEW 1245 campaigners learned and experienced during the Get Out the Vote process.

FRESNO

Key Races

Jim Patterson and Joaquin Arambula for State Assembly, Santos Garcia for Madera City Council, Veva Islas for Fresno USD Trustee, and Nelson Esparza for Fresno City Council

IBEW 1245 Campaigners

Dee Brooks*, Isaac Mazon, Greg Simmons*, Tammie Sullivan, Dionicio Martinez, Chris Campbell, Brittney Santana, Teofilo Freeman

"It's incredible to hear the 'yes' votes when you knock on a door and the second we mention [the candidate's] name, people are overly excited to tell us that he has their support... This always feels good to hear, it feels like what we are doing truly has a purpose." — Dee Brooks

NORTH VALLEY

Key Races

Yes on City of Lodi Measure L, IBEW 1245 member Rodrigo Flores for Weaver Union School District [full story at <http://bit.ly/2PFboTS>], Heath Flora for Assembly

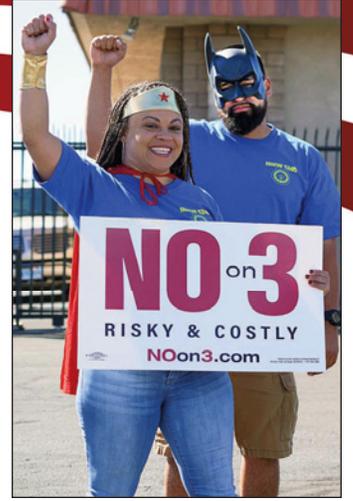
IBEW 1245 Campaigners

Mark Goodwin*, Matt Mize, Aileen Zuehlke*, Hector Gonzalez

"Measure L is huge for our brothers and sisters that work for the city of Lodi. We seem to be getting mostly positive feedback. Matt and I also attended the IBEW 1245 City of Lodi unit meeting yesterday evening. They have a great turnout there at their meetings, and we were able to speak to them about measure L and why it is very important to them." — Mark Goodwin



Get Out the Vote



SACRAMENTO

Key Races

Rosanna Herber for SMUD Board Ward 4, Dave Larson for Roseville City Council, Gavin Newsom for Governor, and Tony Thurmond for State Superintendent of Public Instruction

NEVADA

Key Races

No on Question 3, Steve Sisolak for Governor

IBEW 1245 Campaigners

Ivan Pereda*, Kim Camatti*, LaDrena Gunn-Swangin, Nila Mishra, Shannon Akhbari, Sandi Busse DeVaughn Cross, Serena Moss, Jeremy Smith, Lupe Johnson, Vanessa Mejia*, Nilda Garcia*, Cory Alves, Nancy Martinez, Jessica Carlos, Gilbert Ramirez Gonzalez, Taf Gwarada, Oswaldo Guzman, Amanda Cruz, Rhianna Thomas, Charlotte Stevens*, Georgette Carrillo*, Felicia Norton, Miko Banks, Cherice Tang, Carlos Hernandez, Marisa Nagore, Patrick McCarl, Donny Davis, Danielle Bonds

"We aren't just working for just any candidate, but a candidate that can help our brothers and sisters at SMUD. We did a lot of work starting off the first two weeks of the campaign, by walking precincts and phone banking four times a week. We believe in Rosanna Herber; she's the right person for the job and the right person for labor."
— Ivan Pereda

"Working on the Rosanna Herber campaign was a great experience. My favorite part of the week was forming a team with current and new friends to push towards a common goal. I enjoyed communicating with different people every day not only to discuss Rosanna's campaign but also spreading the union spirit. Whether it was a phone call or a conversation in person it was great to be accepted by not only IBEW brothers and sisters but by everyone as one big union family."
— Jeremy Smith

"The feeling of comradery and the understanding of how important this race is made us all push to complete as many phone calls and precincts as possible. It was disheartening when people hung up mid-sentence, but it was uplifting and encouraging when we got an emphatic YES! It was also nice when I was told, 'thank you for sharing this information' a few times when canvassing."
— Serena Moss

"My experience so far is awesome!!! I love waking up every day knowing that I'm helping my community and their voice is being heard. I'm so grateful that IBEW 1245 took a chance on me and allowed me to be a helping hand. I love volunteering, but this week it was different... I realize I'm truly proud to be part of a Union."
— Danielle Bonds

IBEW 1245 Campaigners

Reno: Rita Weisshaar*, Chip Chadwick, Ben Weisshaar, Jay Hoch, John Wilson, Tracy Nystrom, Dorine Shaner, Emon Khan, Kristen Rasmussen, Julie Gonzalez, Matt Cross, Fred Aboud, Rachel Ramirez, Jessica Carlos, Vanessa Mejia, Dana Johnson, Oswaldo Guzman and Luz Rivera

Vegas: Melissa Echeverria*, Janelle Bucci, Mary Corrente, Anthony Corales, Teofilo Freeman*, Brittney Santana, Jerico Jimenez, Tracy Amaro, Que Thompson*, Gabrielle Baker, Frank Soria and Brandon Fosselman

"I was intimidated, but excited to be on my very first assignment as an Organizing Steward. I wasn't sure what to expect knocking on doors as we canvassed, but it was truly an awesome experience."
— Janelle Bucci

"We had a lot of good conversations with people. What really sticks out to me the most was when I had a lady thank me for being out there canvassing and doing what we could on a Saturday to educate people on No On 3. That was truly rewarding and satisfying to hear that my hard work and dedication was being noticed."
— Mary Corrente

"One guy I was able to speak with didn't know the impact that Question 3 would have on union workers. With him being a prior IBEW worker, he changed to a strong No on 3. Also, in one day I was able to knock 172 doors, which is an experience in itself!"
— Anthony Corales

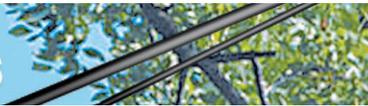
"One of the greatest highlights I had was the ability to connect to those in communities there were economically challenged. Most of the residents in these communities are willing to have an in-depth conversation, listen to the issues that are facing their state and feel empowered to vote to be the change."
— Melissa Echeverria

"This was an amazing campaign to work on! I was amazed that we had 10 locals from all over the country rally together for this fight [full story at <http://bit.ly/2PfgTUj>]. It was the true definition of Solidarity!"
— Brittney Santana

*Indicate team leads

**For election results and more photos, visit <http://bit.ly/2Dcxpmy>.





Vegetation Reduction Plan Draws Thousands of Additional Tree Trimmers Into 1245 Jurisdiction

Shortly after the first of September, PG&E announced an Accelerated Wildfire Risk Reduction plan to begin immediately, with the intent to bring in an additional 3,000 to 4,000 workers to take part in removing trees and other vegetation. To put this into perspective, Local 1245 has around 1,800 Line Clearance Tree Trimmers as members — and the goal is to more than double that number in just a couple of months. Currently we are short of those additional resources by about half, but work is under way.

The objective is to remove all vegetation within 12 feet from the conductor, from the ground to the sky. This work is to be focused on the little over 7,000 miles of line that has been identified in the Tier 3 fire areas. Base camps have been established throughout the PG&E service territory to help facilitate and stage this workforce. This will be mentioned in just about all the area reports, as most of our members are currently working on this project.

PG&E has committed to requiring all these new contractors and their workforces to be union. This has been a huge undertaking, as we have currently worked with a little over 20 different contractors and put into place a way to ensure everyone is paying the prevailing wage rates through a project-specific labor agreement. This agreement is intended for this work only — so workers don't lose current benefits they may have with some of these employers coming from other areas. Our goal is to keep everyone on an even playing field without any concessions coming off the backs of our existing and new members. We are working overtime to make this work out, and in many cases the contractors are making this process very difficult as many of them have never had any involvement with unions before. We will continue to push through this process and will make this work.

It has been a learning opportunity for everyone involved, and an eye-opener to many who didn't realize how important and hazardous the work that these members do every day is. Resources are slim, and with the emphasis on fire hardening and fuel reduction, we will need to secure a workforce committed to this mission today and in the future. With this aggressive goal, safety must be a priority and everyone must watch out for one another.

Northern Area

These past few months have been extremely busy for the tree department in the northern area. We had the Carr fire and the Mendocino Complex fires burning at the same time. These fires were the most devastating fires that we have seen in a while. All tree crews were diverted to help rebuild the infrastruc-

ture while they were still burning. Two large base camps were set up to help coordinate the work — one in Redding in Shasta county, and one in Lakeport in Lake county. There were crews from all over the United States stationed at these camps, and our union members were working right alongside non-union workers on these projects. Our members outshined the non-union guys overwhelmingly. We received many compliments on how our members stepped up and did a great job.

As soon as these members were released from the fires, PG&E started the Accelerated Wild Fire Risk Reduction program, with base camps stationed throughout CA, focused on the 7,100 miles of powerlines that have been assessed to be in high fire danger areas. Once again, the call went out to all contractors and they started pouring in. These guys are working 10- to 12-hour days, six days a week, to try and get this project done. There are also numerous linemen, traffic control personnel, and safety observers on site to help when needed. This project is going to take a while — it was planned to take two months, but it will probably extend into next year. PG&E is also looking at another 1,400 miles of line that will probably be scheduled for next year. This is looking like this might be a new trend that PG&E is moving towards.

Overall, it seems that most tree companies are still behind on their routine work and are trying to make the big year-end push to be on schedule. There is overtime available in most areas for anyone who wants it. There is an abundance of work out there. Just about all the companies are looking to hire. We are getting numerous phone calls asking if we know of anybody that wants to work.

One of the big surprises was the shutting down of Synergy Tree Service, which was a major sub-contractor for Utility Tree in the North Valley. Fortunately for our members, Mountain Enterprise was looking for guys, and most of the members from Synergy transferred over. So far, it has been a smooth transition.

Unit meeting attendance has been low but steady these past few months. Most guys just want to go home and relax after working the long hours. We are expecting that the rest of the year will be just as busy.

Central Area

Asplundh Tree Expert (Nevada Energy): All crews have been scattered working all over the system in Northern Nevada. The company still has nine outside ATE crews performing work for the utility. Nevada Energy still wants Asplundh to build up to 30 crews to cover the northern territory. Unit attendance has been difficult due to all the

out-of-town activity.

Mowbray (PG&E & SMUD): At SMUD in early May, the company informed the union of a planned reduction of crews. To date, the company has no intention of adding any more crews. The union has filed numerous grievances against the company for violations pertaining to terminations (7), improper pay, final vacation pay, jury duty pay, change of company seniority, demotion, improper layoff and demotion, and funeral leave pay. We had expected to secure a date for the next GRC Grievance Committee. The company has finally responded to just about all of the outstanding issues, and we are currently reviewing their responses.

Mowbray has been working on the PG&E Accelerated Wildfire Risk Reduction Sites throughout the system and receiving work from Davey Tree Surgery. Mowbray has had issues related to accurate reporting of the current employees working on PG&E property. We are now working on accurately tracking the headcount with the assistance of PG&E. More information will be forthcoming. Unit meeting attendance has been very good.

Mountain Enterprise (Liberty Energy & PG&E): At Liberty Energy in North Lake/South Lake Tahoe, Mountain has numerous crews working all over system-wide. The company has also been working on the PG&E Accelerated Wildfire Risk Reduction Sites all over the system. The company's hiring and requested 100 groundmen to be trained by the union. Sounds like the company is ready to sign for the Apprenticeship Program. Mountain expanded their footprint by taking over the employees from Synergy Tree Service. The company agreed to honor union seniority and benefits for all employees who make the transition, and also included a signing bonus. The majority of the Synergy employees made the transition to Mountain Enterprise.

Davey Tree Surgery and Pole Test & Treatment: The company has been working on the Accelerated Wildfire Risk Reduction Sites throughout the PG&E system. Crews have been motivated performing that work. PG&E has really stepped up and is taking care of our members in these areas. All regional incident commanders for PG&E need to be acknowledged for their work and treatment of our members. We truly appreciate their efforts and assistance. GRC Committee is still working on a few open grievances. We hope to secure a date with the Grievance Review Committee. We're still getting complaints of production goals not being met in Diablo Division. Members are saying work is more extensive, and local supervision fails to support the crews in contacting the utility to make changes with the

work request. Members are starting to have issues with their progressions. Local supervision is putting holds on progressions, frustrating employees to walk off the job! Meeting attendance has been average.

Utility Tree Service (Golden Gate, De Anza, San Jose, Peninsula, Solano, and Yolo Counties): We have a few grievances to review with the GRC. We need to schedule the next Grievance Review Committee. The company has not been offered any of the Accelerated Wildfire Risk Reduction Sites on PG&E property. UTS is the only contractor not performing any of this work, although crews from Northern & San Joaquin Division with UTS have been helping crews in the Bay Area get caught up. We're still getting complaints of production goals not being met. This has been an ongoing issue with Utility Tree Service. The push for production continues to be coming from the management. Meeting attendance has been good!

Synergy Tree Service: No longer in business on PG&E property. The company decided to pull away and go back to their private side of their business, known as Rolling Green Tree Service. We had a few employees choose to stay with the company. The majority went on to work with Mountain Enterprise.

Wright Tree (SMUD & Truckee Donner PUD): All the crews have been working in the southern area of Sacramento/Folsom, including Fresh Pond. The company also has work in East Bay and South Bay transmission. Truckee Donner has crews working downtown. The crews are happy working for Wright Tree Service. Unit meeting attendance has been good. The company's hiring all over the system right now!

Southern Area

It has been a very busy summer, dealing with various issues with all of the tree contractors, most notably sick leave days and medical insurance not being paid, which has generated lots of calls from our members. We have filed grievances against Mario's Tree Service for not following the articles of the Collective Bargaining Agreement. We now have to deal with the fuel reduction project, and staging sites popping up all over the state of California. We have been to several of these staging site and are amazed at how many tree contractors are being used and how much PG&E is spending to make this happen. Most of our members are working 11.5 hours a day, six days a week. PG&E is paying for lodging and food and 25 dollars a day subsistence. We have never seen so many safety inspectors and traffic control people and tree patrollers ever. This project will likely last the rest of the year and probably into the next year, with lots of work to be done. The union is strongly supporting PG&E and all of the tree contractors. We are at their sites talking to all and preaching safety first.

We attended a conference in Chicago in late August with nearly all union locals from the International IBEW, where we passed the bylaws to start a Tree Apprentice program. This is a great step, and we are finally on the right path in building a better and safer work force.

El Plan de reducción de la vegetación traerá miles de podadores de árboles adicionales a la jurisdicción del Local 1245.

Poco después del primero de septiembre, PG&E anunció un plan Acelerado de Reducción de Riesgo de Incendios Forestales a comenzar de inmediato, con la intención de traer entre 3000 y 4000 trabajadores adicionales para participar en la eliminación de árboles y otra vegetación. Para poner esto en perspectiva, el Local 1245 tiene alrededor de 1800 miembros Podadores de Árboles, y la meta es duplicar esa cifra en solo un par de meses. Actualmente nos falta cerca de la mitad de esos recursos, pero estamos trabajando en ello.

El objetivo es eliminar toda la vegetación que esté a una distancia de hasta 12 pies (3.7 m) alrededor del cable conductor, desde el suelo hasta el cielo. Este trabajo se centrará en un poco más de 7000 millas (11200 Km) de líneas eléctricas que se han identificado en las zonas de incendio nivel 3. Se han establecido campamentos base en todo el territorio de servicio de PG&E para ayudar a facilitar y preparar esta mano de obra. Esto se mencionará en casi todos los informes de zonas, ya que la mayoría de nuestros miembros están trabajando actualmente en este proyecto.

PG&E se ha comprometido a exigir a todos estos nuevos contratistas y su fuerza laboral a que sean miembros del sindicato. Esta ha sido una tarea enorme, ya que hasta el momento hemos trabajado con un poco más de 20 diferentes contratistas y hemos establecido una forma de asegurar que todos paguen los salarios aprobados a través de un acuerdo laboral específico del proyecto. Este acuerdo solo aplicará a este trabajo, de manera que los trabajadores no pierdan los beneficios que puedan tener con algunos de estas compañías procedentes de otras zonas, y al mismo tiempo intentamos mantener a todos en igualdad de condiciones sin hacer concesiones que afecten negativamente a nuestros miembros nuevos y existentes. Estamos trabajando horas extras para que esto funcione, y en muchos casos, los contratistas hacen muy difícil este proceso, ya que muchos de ellos nunca han tenido ningún tipo de relación previa con los sindicatos. Continuaremos trabajando en este proceso para que sea exitoso.

Creo que ha sido una oportunidad de aprendizaje para todos los involucrados, y una sorpresa para muchos que no sabían lo importante y peligroso que es el trabajo que estos miembros ejecutan todos los días. Los recursos son escasos y con el énfasis en la protección contra incendios y en la reducción de material combustible necesitaremos una fuerza laboral comprometida con esta misión, tanto hoy como en el futuro. Con esta ambiciosa meta, la seguridad debe ser una prioridad y todos debemos cuidarnos los unos a los otros.

Zona Norte

El departamento de control de Utility Reporter

árboles de la zona norte ha estado muy ocupado estos últimos meses. Tuvimos los incendios de Carr y del Complejo Mendocino al mismo tiempo. Estos incendios fueron los más devastadores incendios que he visto en mucho tiempo. Todas las cuadrillas de podadores de árboles se desviaron para ayudar a reconstruir la infraestructura mientras el fuego aún estaba ardiendo. Se establecieron dos grandes campamentos base para ayudar a coordinar el trabajo, uno en Redding en el condado de Shasta, y uno en Lakeport en el condado de Lake. En estos campamentos había cuadrillas de todas partes de los Estados Unidos, y los miembros de nuestro sindicato trabajaron junto a trabajadores no sindicalizados en estos proyectos. Nuestros miembros se destacaron abrumadoramente comparados con los trabajadores no sindicalizados. He recibido muchos elogios de cómo nuestros miembros dieron la cara e hicieron un gran trabajo.

Tan pronto como estos miembros finalizaron su participación en esta actividad relacionada con los incendios, PG&E inició el programa Acelerado de Reducción de Riesgo de Incendios Forestales, con campamentos base en toda California, con énfasis en las 7000 millas (11200 Km) de líneas eléctricas que se ha determinado están en zonas de alto riesgo de incendios. Este proyecto contempla despejar toda la vegetación a una distancia de hasta 12 pies (3.7 m) alrededor del cable conductor, y por encima. Una vez más, se llamó a todos los contratistas y comenzaron a llegar. Estos empleados trabajan de 10 a 12 horas diarias, seis días a la semana, para completar este proyecto. También hay numerosos linieros, personal de control de tráfico, y supervisores de seguridad en el sitio para ayudar cuando sea necesario. Este proyecto tomará un tiempo. Tenía una duración prevista de dos meses, pero probablemente se extenderá hasta el año próximo. PG&E también está analizando 1400 millas (2250 Km) adicionales de líneas eléctricas que probablemente se programarán para el próximo año. Parece que esta es una nueva tendencia de PG&E.

En general, parece que la mayoría de las empresas todavía presentan retrasos en su trabajo rutinario y están tratando de dar un gran empuje de fin de año para cumplir el programa. Hay horas extra disponibles en la mayoría de las zonas para el que lo desee. Hay abundante trabajo. Casi todas las compañías están buscando empleados para contratar. Estamos recibiendo numerosas llamadas telefónicas preguntando si conocemos a alguien que quiera trabajar.

Una de las grandes sorpresas fue el cierre de la compañía Synergy Tree Service, que era un sub-contratista importante de Utility Tree en North Valley. Afortunadamente para nuestros miembros, Mountain Enterprise estaba buscando trabajadores, y la mayoría de los miembros de Synergy fueron trans-

feridos. Hasta el momento, ha sido una transferencia sin complicaciones.

La asistencia a reuniones de la unidad ha sido baja pero constante en estos últimos meses. La mayoría de los trabajadores solo quieren irse a casa y relajarse después de las largas horas de trabajo. Estamos esperando que el resto del año seguirá igual de ocupado.

Zona Central

Asplundh Tree Expert (Nevada Energy): Todas las cuadrillas se han distribuido para trabajar a lo largo del sistema en Northern Nevada. La compañía todavía tiene nueve cuadrillas ATE externas ejecutando trabajos para la empresa de electricidad. Nevada Energy quiere que Asplundh llegue a 30 cuadrillas para cubrir todo el Northern Territory. La asistencia a reuniones de la unidad ha sido difícil debido a toda la actividad fuera de la ciudad.

Mowbray (PG&E y SMUD): A principios de mayo en SMUD, la compañía le informó al sindicato sobre una reducción prevista de las cuadrillas. Hasta la fecha, la compañía no tiene intenciones de agregar más cuadrillas. El sindicato ha presentado numerosas quejas contra la compañía por violaciones relacionadas con despidos (7), pagos con errores, pago final de vacaciones, pago por servicio de jurado, cambio de la antigüedad en la empresa, reducción en la clasificación, despido improcedente y reducción en la clasificación, y pago por ausencia para asistir a un funeral. Esperábamos fijar una fecha para el próximo Comité de Quejas GRC. La compañía finalmente respondió a casi todos los asuntos pendientes, y actualmente estamos revisando sus respuestas.

Mowbray ha estado trabajando en los lugares del programa Acelerado de Reducción de Riesgo de Incendios Forestales de PG&E en todo el sistema y recibiendo trabajo de Davey Tree Surgery. Mowbray han tenido problemas relacionados con la entrega de informes correctos sobre los empleados que actualmente trabajan en las instalaciones de PG&E. Estamos trabajando en el seguimiento preciso del número de empleados con la ayuda de PG&E. Más información próximamente. La participación en las reuniones de la unidad ha sido buena.

Mountain Enterprise (Liberty Energy y PG&E): En Liberty Energy en North Lake/South Lake Tahoe, Mountain tiene numerosas cuadrillas trabajando en todo el sistema. La compañía también ha estado trabajando en los lugares del programa Acelerado de Reducción de Riesgo de Incendios Forestales de PG&E en todo el sistema. La compañía está contratando trabajadores y solicitó al sindicato que capacitara 100 Operadores de tierra. Parece que la compañía está lista para unirse al Programa de Aprendices. Mountain amplió su presencia al contratar a los empleados de Synergy Tree Service. La Compañía se comprometió a respetar la antigüedad del sindicato y los benefi-

cios de todos los empleados transferidos, y además incluyó el pago de un bono por la transferencia. La mayoría de los empleados de Synergy se transfirieron a Mountain Enterprise.

Davey Tree Surgery y Pole Test & Treatment: La compañía ha estado trabajando en los lugares del programa Acelerado de Reducción de Riesgo de Incendios Forestales en todo el sistema PG&E. Las cuadrillas han estado motivadas para ejecutar ese trabajo. PG&E realmente ha dado la cara y está cuidando a nuestros miembros en estas zonas. Debemos reconocer el trabajo de todos los Comandantes Regionales de Incidentes de PG&E y la manera como tratan a nuestros miembros. Realmente apreciamos su ayuda y sus esfuerzos. El Comité de resolución de quejas GRC continúa trabajando en algunas quejas pendientes. Esperamos fijar una fecha con el Comité de resolución de quejas. Todavía estamos recibiendo quejas de incumplimiento de las metas de producción en la División de Diablo. Los miembros dicen que el trabajo es más extenso, y que los supervisores locales no les dan apoyo a las cuadrillas para ponerse en contacto con la empresa de energía eléctrica para hacer cambios en la orden de trabajo. Los miembros están empezando a tener problemas con sus ascensos de clasificación. Los supervisores locales han suspendido los ascensos de clasificación, ¡y los empleados frustrados abandonan el trabajo! La asistencia a reuniones ha sido promedio.

Utility Tree Service (condados de Golden Gate, De Anza, San Jose, Península, Solano, y Yolo): Tenemos algunas quejas que revisar con el Comité de resolución de quejas. Necesitamos programar la próxima reunión con el Comité de resolución de quejas. No se le ha ofrecido a la compañía ninguno de los lugares del programa Acelerado de Reducción de Riesgo de Incendios Forestales en las instalaciones de PG&E. UTS es el único contratista que no está ejecutando este trabajo, aunque algunas cuadrillas de UTS de las Divisiones Northern y San Joaquin han estado ayudando a las cuadrillas en Bay Area a ponerse al día con su programa. Todavía estamos recibiendo quejas de incumplimiento de las metas de producción. Este ha sido un problema constante con Utility Tree Service. La gerencia continúa empujando la producción. ¡La asistencia a las reuniones ha sido buena!

Synergy Tree Service: Ya no trabajan en las instalaciones de PG&E. La Compañía decidió retirarse y regresar al lado privado de su negocio, conocido como Rolling Green Tree Service. Algunos empleados eligieron quedarse con la compañía. La mayoría pasó a trabajar con Mountain Enterprise.

Wright Tree (SMUD y Truckee Donner PUD): Todas las cuadrillas han estado trabajando en la zona sur de Sacramento/Folsom, incluido Fresh Pond. La compañía también tiene tra-

Continúa en la página 34

Important Product Safety Bulletin Eaton Heavy Duty 30A and 60A

Eaton has identified a potential nonconformance with certain Eaton Heavy Duty 30A and 60A Safety Switches. The safety switch can potentially supply power when the handle is in the "off" position, subjecting the operator of the switch or any downstream equipment to risk of serious bodily injury or death.

This issue affects various configurations of 30A and 60A Heavy Duty safety switches manufactured between November 19, 2015 and January 23, 2018. Please see Appendix B for a complete list of affected catalog number prefixes. Potentially affected switches can be identified using the information identified in Figures 1 and 2.

You are receiving this notification because Eaton's records indicate you received an Eaton 30A or 60A Heavy Duty Safety Switch manufactured within the above stated date range. If you are not the end customer for this product and you have subsequently shipped this product to a third-party, please forward this notice to the end customer/third-party. Electronic copies of this notice that may be downloaded and forwarded are available at www.eaton.com/hdss-advisorybulletin.

Eaton is requesting that you assist in executing an inspection of potentially affected units as soon as possible by taking the actions below.

ACTIONS:

For Units that have not been installed:

Identify potentially affected units using the shipping label or publication shown below in Figures 1 and 2 below. If a yellow dot is located as shown in Figure 2 below, no further action is necessary for that unit.

If any potentially affected units are found:

- For Eaton authorized channel partners - Please contact Eaton's Center of Returns Excellence (CORE) at 1-800-410-2910 for a return authorization and replacement orders. Appendix A is not required.
- For OEM's, Contractors, and End Users - Repair kits for identified units will be provided free of charge. Please complete and return Appendix A online at www.eaton.com/hdss-advisorybulletin or email Appendix A to HdssAdvisoryBulletin@eaton.com to initiate the repair kit ordering process.

For units that have been installed:

DANGER: Inspection of installed units should only be performed by qualified individuals. Apply appropriate personal protective equipment and follow safe electrical work practices. Verify unit is de-energized prior to any inspection. Failure to follow these instructions will result in serious bodily injury or death.

De-energize switch and lock out upstream equipment.

Identify potentially affected units using the publication shown in Figures 1 and 2 below. If a yellow dot is located as shown in Figure 2 below, no further action is necessary for that unit.

Please complete and return Appendix A online form at www.eaton.com/hdss-advisorybulletin or email Appendix A to HdssAdvisoryBulletin@eaton.com regardless of whether any potentially affected units are identified or not.

Once Eaton is in receipt of the completed form identifying potentially affected units, Eaton will initiate a shipment of one or more repair kits at no cost to you to be installed by a qualified individual that will return the unit to conforming condition.

Until the repair kit has been installed, the unit cannot be used to disconnect power or lock-out any equipment. Mark the switch (outside the switch near the handle) with a highly visible tag/markings containing the following language: "Danger - This safety switch may not disconnect power even when the handle is in the "off" position. Eaton has been contacted and a repair kit has been requested. For removing power from the circuit or performing lock-out, the up-stream device should be utilized to switch or isolate downstream equipment."

If you need any assistance determining if your product is affected, please contact Eaton at HdssAdvisoryBulletin@eaton.com

Eaton recognizes and regrets the inconvenience this potential product nonconformance has caused you and asks for your cooperation in completing the necessary inspection. Eaton is committed to providing safe and reliable products and we greatly appreciate your assistance in this matter.

Regards, Eaton Safety Switch Team

The full bulletin is available at
<http://ibew1245.com/wp-content/uploads/2018/08/CDPA-30.60A-Shaft-Issue-Draft-Letter.pdf>

Figure 1. Location of catalog number and date code.



Catalog Number and Manufacturing Date can be identified on the shipping label as shown above and on the unit publication inside the switch as shown at right.

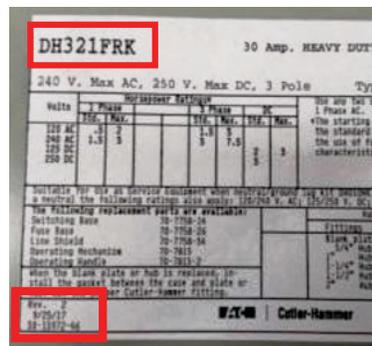
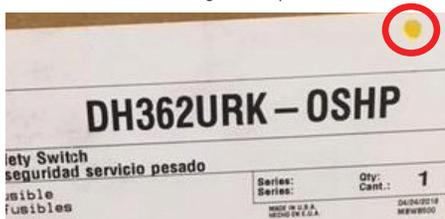


Figure 2. Identification of Conforming Switches. If any of the yellow markings as indicated below are present on your product, no return or repair is required. Switches containing this yellow marking have been verified to be conforming and require no further action.



Switch cartons with a yellow dot adjacent to the catalog number are conforming.



Switches with a yellow dot on the handle arm are conforming.

Local 1245 Hosts Safety Professional Training

On August 22-23, IBEW Local 1245 hosted its fifth annual Utility Safety Operations Leadership Network (USOLN) Certified Utility Safety Professional (CUSP) certification class at Weakley Hall. The two-day training is designed to prep existing and hopeful safety professionals into the discipline of utility safety leadership, regulatory statutes, human performance and general tenets in the field of safety. At the end of the two-day course, students take a test that, upon passing, would enable them to access the USOLN, which is made up of over 100 utilities nationwide.

CUSP recipients also have the option to attend the annual three-day iP Conference, held in Louisville, Kentucky in October. The conference hosts speakers from the field of safety, along with classes and workshops hosted by leading professionals in the field of utility safety.

This year's class at Local 1245 was

instructed by Pam Tompkins, president and CEO of SET Solutions, with USOLN's Stacy Fowler serving as proctor. Utility and contractor participants came from as far away as Texas and Arizona and as close as the Local 1245 jurisdiction, representing groups such as PG&E, Southern California Edison, Entergy, Cupertino Electric, Hotline Construction and the Navajo Tribal Utility Authority.

In all, 23 participants took the two-hour safety certification test. Within three weeks, a three-person panel will review the tests and notify the individuals if they passed. Anyone who does not pass will have the opportunity to take the test again within one year without the requirement to re-take the class if they so choose.

Local 1245 plans to host another class in 2019, and details will be posted on the union's website in the spring.

For more information about USOLN or to review the program, visit <https://www.usoln.org/>

— Rich Lane, IBEW 1245
Business Representative
and CUSP



Pam Tompkins lead the two-day training.



Plan de Reducción de Vegetación, a partir de la página 33

bajo de transmisión en East Bay y South Bay. Truckee Donner tiene cuadrillas trabajando en el centro de la ciudad. Las cuadrillas están felices trabajando para Wright Tree Service. La participación en las reuniones de la unidad ha sido buena. ¡La compañía está contratando en todo el sistema ahora mismo!

Zona Sur

Ha sido un verano muy ocupado, manejando diversos asuntos con todos los contratistas de árboles, especialmente la falta de pago de los días de licencia por enfermedad y del seguro médico, que ha generado muchas llamadas de nuestros miembros. He presentado quejas contra Mario's Tree Service por incumplimiento de las disposiciones del Acuerdo de Contrato Colectivo. Ahora tenemos que manejar el proyecto de reducción de material combustible y los sitios de preparación que están surgiendo en todo el estado de California. PG&E está comprometido a despejar árboles muertos y cualquier rama cercana a los cables en 7000 millas (11200 Km) de líneas eléctricas. He ido a tres de sus sitios de preparación y me

sorprende la cantidad de contratistas de árboles que está utilizando PG&E y lo que está gastando para lograr esto. La mayoría de nuestros miembros trabajan 11,5 horas al día, seis días a la semana. PG&E está pagando por el alojamiento y la comida y 25 dólares diarios de subsistencia. Nunca había visto tantos inspectores de seguridad y personal de control del tráfico y patrulleros de árboles en los 38 años que tengo trabajando en esta industria. Este proyecto probablemente durará el resto del año y probablemente hasta el próximo año, con mucho trabajo por hacer. El sindicato apoya fuertemente a PG&E y a todos los contratistas de árboles. Estamos en sus sitios de trabajo hablando con todos y predicando que la seguridad es lo primero.

Asistí a una conferencia en Chicago a finales de agosto con casi todos los Locales de los Sindicatos de la IBEW Internacional, y aprobamos los estatutos para iniciar un programa de Aprendizaje de Trabajo en Árboles. Este es un gran paso, y por fin estamos en el camino correcto para desarrollar una fuerza laboral mejor y más segura.



Ernie Pena

Control the Pressure Peer Committee Hosts Annual Gas Safety Summit



Breakout session



Anthony Brown



Guest Speaker Brad Livingston

serious laceration could be fatal due to the time it would take to get EMS on scene. One of the CTP safety stewards brought up the issue of having fog lamps on his vehicle for adverse driving conditions in the Central Valley. He had tried repeatedly to get them through grassroots, and after he became frustrated he went to CTP — and the committee was finally able to get this implemented for him.

The morning discussion was followed by a work group breakout session, where safety stewards in construction, field services and mark and locate split into groups to discuss the issue they have encountered in their work groups, and how to work through them. The field services group talked about the pressure from management to produce, which can lead to short cuts in procedures. They also talked about our responsibility to speak up when we see something unsafe and to address it immediately — even when it's a tough conversation to have. The company tells us to do the work safe, follow procedures and not cut corners — but it's our responsibility to do it in the field, even when no one is watching. Mark and locate talked about issues like inaccurate mapping, facilities without tracer wire, and traffic control issues when marking busy streets. The construction group talked about whether or not short cuts are worth your job and your safety. When we take short cuts, for example working without proper shoring, we not only fail ourselves, but we also fail our families and our co-workers. Pushing back is not an easy thing to do, but it is necessary to be heard and effect change. No shortcut is worth any amount of time or ease of effort when someone gets hurt.

After lunch, guest speaker Brad Livingston shared the story of an accident that forever changed his life and the life

of his family and co-worker; an accident that he could have stopped if he had just taken three minutes to follow a simple procedure, but he let himself be persuaded by a senior co-worker to do otherwise. You can see a short clip of Brad's very powerful message at <https://youtu.be/SIn7bakvZBU>.

IBEW 1245 Senior Assistant Business Manager Anthony Brown spoke about some of the issues that arose at the wildfire base camps. He explained that the union is in the business of encouraging the membership to do the right thing, while the company is in the business of enforcement. Brown also talked about the CAP program and noted that the customer satisfaction group will now be contacting whomever submitted the CAP to ask if they are satisfied with the resolution.

Business Manager Tom Dalzell stopped in towards the end of the summit to remark on how proud he is of the work that the peer programs are doing and how critically important it is for the membership to take ownership of these programs. He expressed his gratitude to



Tom Dalzell

Photo by Rich Lane

all of the safety stewards and committee members in attendance.

CTP wrapped up the day with a more in-depth discussion about the CAP program, and asked all stewards who put in a CAP to please forward the number to their CTP committee member so that CTP can track and try to help them get the desired resolution.

All in all, the summit was very productive and well-received by all who attended.

— Casey Kelley,
IBEW 1245 Business Rep

More than 40 gas safety stewards from PG&E and NV Energy came together at the IBEW 1245 union hall on Sept 27 for the annual Control the Pressure Gas Safety Summit. IBEW Local 77 also sent Assistant Business Manager Mike Brown and two gas employees to observe and take back information on the CTP program for possible use in their own jurisdiction.

The day began with a somber moment of silence for our fallen brothers. The Control the Pressure Committee proceeded to facilitate a discussion about the difference that CTP has made in workplace safety, sharing both successes and struggles that they have encountered. GC Equipment Operator Steve Lange shared his story of an employee in his work group who passed away on the job from a heart attack, prompting Lange and the CTP to spearhead an effort to get AEDs on all the crew foreman trucks in GC. GSR Ernie Pena talked about his struggles to get a comprehensive employee alert program implemented so that when PG&E employees are assaulted or there are other hazards, all employees are made aware ASAP. GC Equipment Operator Carson McAtee talked about the quick clot that they were able to get into the first aid kits because the crews in Bakersfield work in such remote areas that a



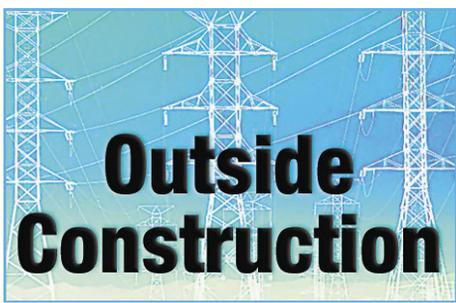
Just A Second Ago - The Brad Livingston Story - ...

Safety video by Brad Livingston



Control the Pressure Gas Safety Summit at the IBEW 1245 union hall in Vacaville, Calif. on Sept. 27, 2018

Photos by John Storey



WORK PICTURE

The work picture throughout our jurisdiction remains very strong with no end in sight for both California and Nevada. Throw in the Carr and Mendocino fires this summer and we have had more work than imaginable. All our members and travelers who came out to assist in those restoration efforts need to be commended for the work they did in those less-than-ideal conditions.



Ralph Armstrong

We have been saying for months that we are anticipating a surge in manpower, which needs to begin slowly at the end of 2018 and ramp up through 2019 so that it is in full swing by 2020. This additional work is supposed to last for the next 15 years as part of PG&E's new fire prevention initiative. This initiative is intended to harden the PG&E infrastructure in the Tier 3 fire zones, which are the areas that pose the most risk of devastating fires. These timelines have been accelerated, starting with eight projects that have already been awarded to three contractors to design and build immediately. PAR, Power Contracting and Source Power were directly awarded these projects, with more to come if completed before the end of the year. A few more contractors may possibly be brought into this work.

The manpower need for the future is real, as this fire hardening work comes in addition to the ample work we already have, and we are experiencing

open calls for linemen and operators in the double digits daily. IBEW and PG&E are working together and meeting on a bi-monthly basis to think through anticipated issues with this work, as we continue to try and find ways to get this additional work done without impacting our existing projects. We are looking at all options and understanding that there is a need for linemen across the country, and the southern end of the state will also be vying for these resources as well. These are exciting times, but as always, with this intense workload and long hours, we will all need to be vigilant and ensure that safety comes first. There is no room for shortcuts!

A reminder to all that before anyone takes their first call at Local 1245, a brief safety orientation is required. Since beginning this safety orientation program around 2015, we have given literally thousands of orientations with the focus on safety, work security and some potential consequences for participating in unsafe work practices. Despite this, it seems like every month we get a few workers or groups of workers who find themselves having to meet with the examining committee to explain what happened and why. They tend to find themselves not working for a couple of weeks while we go through this process, which can become costly. Don't be afraid to speak up if you see someone working unsafe. Outages, injuries and quality of work remain our biggest threats to our union-only requirement with our customers. The risks are definitely not worth the reward. Taking shortcuts or working unsafe — even if there's no accident or injury — can still be costly.

California

- We should start to see an increase in transmission and substation work as is the norm for this time a year when the weather starts to cool off. Work is already going on at Midway, Gates, Tesla and some smaller substations.
- Cupertino Electric is looking to hire

56 of our members to work on the MHP (Mobile Home Park).

- Cupertino Electric is also in full swing in their five-year arrestor project, with five yards throughout the PG&E territory.
- Cupertino is replacing poles and reconductoring a 115-kV line near Dinuba.
- PAR is doing a tower-raising job from Buttonwillow Midway Sub to Kern Power Sub in Bakersfield.
- PAR also continues to perform tower painting work.
- Outback is currently looking for 23 groundmen and operators for their Oroville project.
- Wilson has 13 distribution crews and four transmission crews.
- Underground Electric now has six crews from Santa Cruz to the North Bay.
- MGE is working on cable replacement in the National Forest near Cedar Grove.
- Intren has one distribution crew working from Fresno to Bakersfield. Most of the distribution work has slowed a bit in the Central Valley.

Nevada

Local 1245 is seeing some substantial substation and transmission projects, and some good distribution work in Nevada as well.

- PAR has doc linemen in North Lake Tahoe working for Liberty Utilities and a crew in South Lake Tahoe working on new business and maintenance work on a T&E basis. The Tahoe work is here and there.
- Wasatch has 40 doc linemen working at various locations for NV Energy, which includes crews in Yerington, Fallon, Reno, Carson City and Elko working on a T&E basis. They also have five subtechs working in various locations for the substation group. NV Energy has also awarded Wasatch with a 120kV line that runs 23 miles from Lahontan Reservoir north to I-80. Wasatch also picked up a 200-

pole change-out job in Winnemucca.

- Titan Wyoming should be wrapped up in the next few weeks on their 4/25kV cut over/re-conductor project in Reno. The 4/25kv cutover job off El Rancho has started and currently has one crew working. All the poles have been set and work is progressing well. Titan also picked up a 60 pole reconductor/ pole replacement job in Stead that they will roll into after the other two projects are complete. The UG replacement job in Elko is underway with the substructure install. The cable install should be taking place soon.
- Newman has picked up a small four-to-five-week distribution job in Battle Mountain. They showed up but can't start due to lack of materials. NV Energy says it will be about a month or so before materials will arrive.
- Summit Line should complete their 120 kV, Dove to Switch line this week or next. Summit is also working on a substation project in South Lake Tahoe for Liberty Utilities, which will run into late November or early December.
- It looks like NV Energy will have more transmission work going out to bid in TRIC for Apple, Tesla and other large companies in the near future.
- Wilson is working on a small project with big challenges on Echo Summit for PG&E, replacing 5700' of primary UG cable attached to trees. This job has very little access and climbing these huge ponderosa and sugar pines has proved to be a challenge for the crews, but I have no doubt that the guys they have out there will get the job done right.

EVENTS CALENDAR

- First Aid & CPR is the second Saturday of every month in Riverside and Sacramento.

KNOW YOUR CONTRACT

We frequently encounter basic contract issues that can be solved easily by simply looking into the agreement. Then there are times when the answer is not that simple, and help is needed. In both cases, if a member or crew is not aware of or educated in the language in the agreement, conditions can break down and, in many cases members may end up shorted on pay. With the amount of work we have going and the large number of travelers working in our jurisdiction, it is important that everyone is familiar with the agreement, so we can keep what we have negotiated in place. We are going to attempt to take sections from our contract, starting with ones we see the most issues with in the field, and try to cover them in our quarterly report.

After a circuit interruption or an accident has occurred while performing energized work, during the investigation process the crew foreman is asked what happened and what they saw. In many cases, we hear answers like, "couldn't see it from where I was standing," or "I was busy doing something else." This should not be an acceptable

continued on page 37

Dispatch	2018 Year-to-Date Call Counts								2018 Monthly Totals	2017 Monthly Totals
	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	TPT/ OTHERS		
JANUARY	19	0	12	16	42	82	13	0	184	79
FEBRUARY	20	0	2	18	4	17	16	5	82	95
MARCH	13	1	16	21	47	151	8	15	272	245
APRIL	27	0	13	6	73	102	17	12	250	229
MAY	27	3	20	21	86	195	5	20	377	197
JUNE	13	4	22	26	104	118	7	8	302	293
JULY	36	1	23	31	88	165	21	15	380	369
AUGUST	17	0	46	16	135	198	14	28	454	364
SEPTEMBER	20	1	39	14	123	234	5	10	446	388
OCTOBER*	3	2	13	8	43	92	1	3	165	346
Total by Classifications	195	12	206	177	745	1,345	107	116	2,912	2,903

* October totals as of 10/10/18

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.

We continue to have standing calls for journeyman linemen, many of which are paying double subsistence. Please call the hotline for details on all available calls!

Outside construction, from page 36

answer, as one of the working conditions we have in this agreement requires the foreman to be in a non-working position when members of the crew are performing energized work. This is for safety reasons. According to Section 6.2 of the agreement (Foreman):

No Working Foreman shall work when energized work is being performed on 600 volts or more by members of his/her crew.

No Foreman shall work when his/her crew is more than five (5) employees including himself, except that he may be the sixth (6th) employee when an Apprentice is on the crew.

There are many times where a rep shows up on a job and will find the foreman doing something else other than watching the crew work on energized equipment. We are finding this more and more in the field, and extra

attention must be given to make sure this practice stops.

JATC

Apprentice interviews have been taking place about once a month as a result of the last open enrollment period. To date, we have completed all except for the remaining 70, which are scheduled to take place on November 8. There were roughly 800 applicants that needed to be interviewed from the last time the application period was opened, and we have taken in more apprentices this year than any year I can recall. There are 381 indentured in the program as of October 2, and a new class of 40 is scheduled for the beginning of November.

With the amount of work going on in our jurisdiction, the need to grow our own for the future has never been so important. The number of apprentices in our jurisdiction is at an all-time high, with a waiting list for more. Many

groundmen who are working today and eventually get into the program are being requested to come back as an apprentice to their current employer, which reduces the numbers available on the waiting list.

The trustees have been looking for property in the north area to build a northern JATC campus, which would provide a facility that can be used all week long and allow us to increase the number of apprentices in the program. We continue to explore several properties and we are close to narrowing in on a site. With the emphasis on manpower, we can't stand to wait much longer, as the facility in southern California is already operating at full capacity. I am confident we will have acquired a new property in the near future. Finding a place that is large enough and zoned for what we need has been a long process, but we are close!

We have been encouraging the contractors in 1245's jurisdiction to use

more apprentices as the indenturing of new apprentices is done by supply and demand. It is working and we hope that it will continue to do so.

Current JATC numbers are:

- 381 outside line apprentices registered in our JATC program (up from 344 just three months ago), and an additional 40 are going through climbing school in November
- 2 traveling apprentices in our jurisdiction
- 137 Apprentices are working out of Local 1245 (up from 114 just 3 months ago)
- 213 are working out of 47
- 8 are working out of 396
- 19 are unemployed (but 13 can't work)
- 6 are unavailable/on a leave
- 52 apprentices have graduated to journeyman lineman
- We have indentured 86 outside line apprentices (the new climbing class began on Nov. 2)

CLOSE QUARTERS

Outside Construction Crew Gives PG&E's Vallejo Substation a Makeover

The PG&E Substation on Halliday St. in Vallejo was constructed almost 100 years ago, and while the facility and its equipment remain functional, it was certainly due for a little facelift.

An IBEW 1245 crew from Civil Substations Inc. was called in to give the substation a new lease on life this fall, including taking out the outdated structures and equipment and replacing them with all new construction.

"We did a complete demolition," explained IBEW 1245 member Benjamin Baber, who served as crew foreman on the project. "We're putting in a new transformer pad times four, a new control billing pad, containment, and the wall around the substation itself."

The work itself isn't out of the ordinary, but the limited space available at the yard presented a unique set of challenges.

"It is a small, tight area, and everything has to be well orchestrated. When you have to move six things to get one thing accomplished — and then you have to put those six things back to where they were — it makes it challenging ... It hinders everyday operations," said Baber. "We're losing real estate on a daily basis, every time we pour a pad, and especially [with the setting of] the building, which takes up a quarter of this yard."

When the *Utility Reporter* caught up with Baber and his crew, they were already several weeks into the project. The demolition was complete and the old transformers had been removed, and one new transformer had already been installed and energized. Baber noted that the next step in the project involved setting the switchgear building, which arrived in two parts. The heaviest piece weighed around 50,000 lbs and required



The Civil Substations Inc. crew at PG&E's Vallejo substation

Photos by John Storey

a 350-ton crane to set it — but given the close quarters, the crane had to go all the way up and over the building.

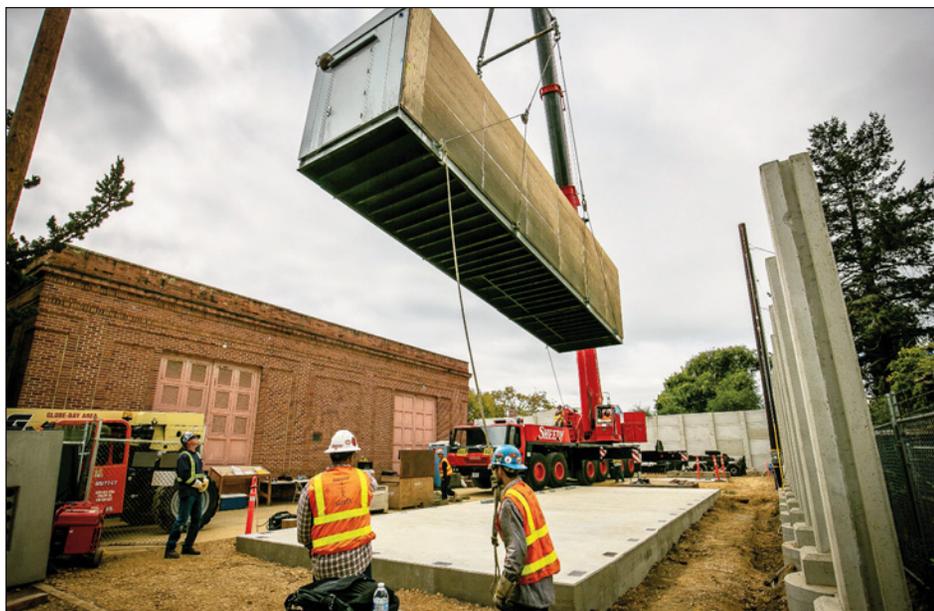
"Next week, we're pouring the final transformer pad, that would be transformer #1. We're going to be finishing up the control conduits, and then starting to work on the containment," said Baber. "The remaining three transformers will come in on the 18th — and those weigh about 94,000 lbs a piece, because they have the oil inside of them already."

Baber noted that some of the members of the surrounding community were not too pleased when the crew put up a new external wall around the sub.

"I think they were under the impression that it was going to be a more architectural panel, possibly with some nature scenes worked into the concrete," Baber surmised. "But as of right now, the design of the outer wall around the existing building ... is up for review by the community."

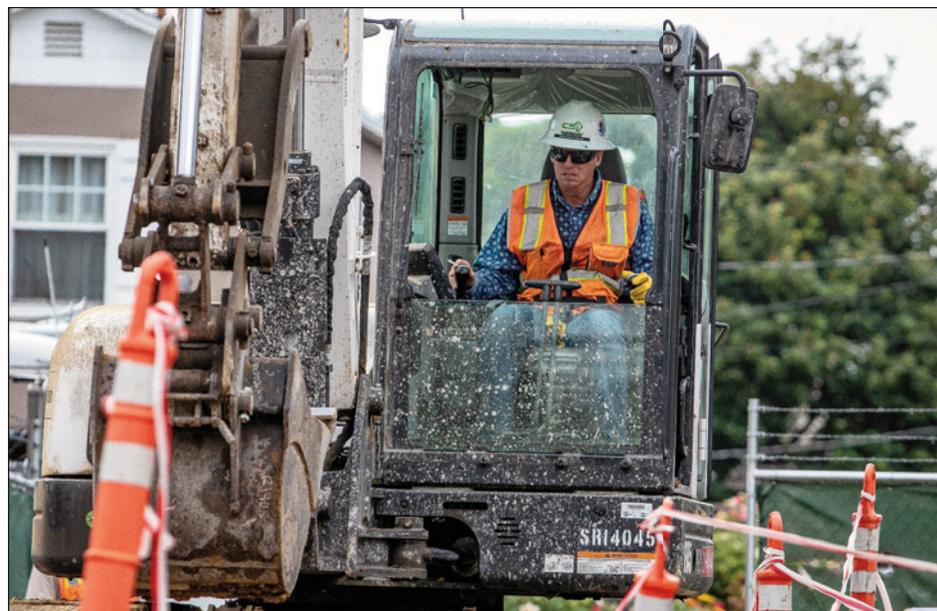
Baber, who was initiated into the IBEW in 2011, is proud to be a member of Local 1245, and feels strongly that it has had a positive influence on his life and livelihood.

"The union's great! The benefit package, the brotherhood, the camaraderie ... Organized labor, you can't get any better!"



A 350-ft crane was used to set the new building at the sub.

Utility Reporter



Benjamin Baber

★ ★ ★ LINEMAN'S RODEO ★ ★ ★

IBEW 1245 Members Win 2018 International Lineman's Rodeo

For the second time in five years, an IBEW 1245 team won first place overall at the International Lineman's Rodeo, which takes place every year just outside of Kansas City.

The winning team, comprised of PG&E Linemen Dustin Curry, Jacob "Floppy" Hunt and Jordan Chene, beat out 219 other journeyman linemen teams from around the world to take home the big trophy. They also came in first place in the Investor Owned Utility (IOU) category, placed fourth in the Pole Climb, fourth in Mystery Event #1, and fifth in Mystery Event #2.

"Honestly, we had no idea that we would even place overall. We were hoping for maybe 4th or 5th in the IOU division. All three of us were super surprised," said Dustin Curry. "I don't think it's really set in yet for any of us."

"It did and still does feel like a dream," echoed Hunt, who noted that he was exceptionally grateful to have his family in attendance to witness the monumental victory.

"It was an amazing, emotional experience that I'm so glad I was able to share with our team and company," added Curry.

Curry, Hunt and Chene weren't the only Local 1245 journeyman linemen to perform exceptionally well at the Rodeo. The IBEW 1245 team that won the Rodeo back in 2014 — Anthony Albright, Adam Beene and JP Richard — came in second in the IOU division and fourth overall, just 45 seconds behind their winning colleagues. They also placed 3rd in the Hurtman Rescue.

Additionally, Kevin Tirapelle, Calen Davis and Blake McCoy came in 10th in the IOU division and 12th overall, while David Word, Matt McCurdy and Sean Coulson of MID came in second in the Municipal division, fifth in the Pole Climb, and 18th overall. Steve Johnson, Josh Klikna and Dustin Krieger from TID won 3rd place in Mystery Event #1.

Our Local 1245 apprentices also made a strong showing. PG&E Apprentice Lineman Brandon Branch came in first place in the apprentice IOU division, fourth place overall, fourth in the written test, and fifth in the pole climb. Other notable 1245 apprentices include

- Colton Baker who placed fourth in IOU and sixth overall,
- Gary Hoch who was sixth in the IOU and ninth overall, as well as first in the Hurt Man Rescue and fourth in Mystery Event #1
- Trent Kaher who placed eighth in IOU and 12th overall
- Bryan Ketch who was 9th in IOU and came in 15th overall
- Gino Brancato who won Mystery Event #1

With 291 apprentices competing, it is no small feat that 10 of the top 20 apprentices in the IOU division hailed from 1245.

Local 1245's exceptionally talented members continue to demonstrate that our union is the cream of the crop. Congrats to all the competitors!



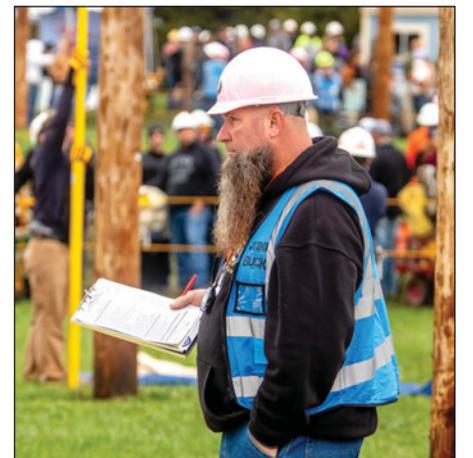
The Local 1245 competitors from PG&E



Jacob Hunt, Dustin Curry, and Jordan Chene celebrate their first place overall win.



Apprentice Brandon Branch came in 1st place in the Investor Owned Utility division.



IBEW 1245 Business Rep Casey Kelley served as a judge.



Team 59 from Liberty Utilities



The team from MID



Sean Coulson, David Word, Jr. and Matt McCurdy of MID won 2nd place in the Municipal Division.



JP Richard, Anthony Beene and Anthony Albright won 4th place overall and 2nd place in the IOU division.



Steve Johnson, Josh Klikna and Dustin Krieger from TID won 3rd place Journeyman Mystery Event #1.

IBEW 1245 Teams Make Strong Showing at National **GAS RODEO**



This year's National Gas Rodeo, which took place in mid-September in Kansas City, MO, proved to be the most successful one yet for our Local 1245 members, who performed significantly better than in years past. This year marks just the fourth time that IBEW 1245 members from PG&E Gas Construction have competed on the national level, and while the whole event is still somewhat novel for them, their skills and performance have continued to improve, year after year.

Team Quiet Riot from PG&E Chico GC is the prime example of the kind of progress a team can make with dedication and experience — and this year, they blazed a path as the first IBEW 1245 team to advance to the national finals.

"This is the best we've ever done here!" Quiet Riot team member Jayson Visinoni told the *Utility Reporter* as the results were being tallied from the qualifying events. "The biggest highlight of the day was our pipe cut. We haven't practiced in a long time, and it's been a while since we had our hands on that, but we were still able to get 19 seconds, which is about our average cut, right where we wanted to be."

Despite a hiccup on the meter build event, Visinoni and his partner, Brad Husa, still managed to come in sixth place overall, among the 39 two-person teams that came from around the nation to compete in this year's rodeo.

Although Quiet Riot didn't end up bringing home a trophy, they still did exceptionally well as they went up against teams that had been competing for far longer

than they had, and they left with nothing but pride and appreciation for the experience.

"This is a great event. It's the fourth time I've come, and second time Brad's come," Visinoni said. "We've got a lot of people here supporting us, and we all had a good time."

In the four-person team competition, Local 1245 members Kevin Gonzales, Nic Reed, Devin Holman, Rafael Zermeno and alternate Ryan Clark — known as Team Yosemite — also made an impressive showing, finishing 13th out of 24 teams, ahead of many other more experienced competitors.

"We're pretty satisfied [with how we performed in the events] ... the only one we weren't satisfied with was the service run. We had a few penalties that cost us 20 seconds. Everything else, we feel like we got

pretty decent times," said Gonzales, who has only competed at the national level once before, back in 2015. "We had one of the faster times in the meter build ... Overall, I think it went fairly well."

Although Team Yosemite was just a few seconds shy of getting into the top 12, they were proud of their performance and enjoyed being a part of the Rodeo.

"I love this! I'm a very competitive person, along with everyone else on our team, and just getting to compete with all these other guys from around the United States is pretty awesome," said Gonzales, noting that he appreciates that both the union and the company are supporting this endeavor.

Tom Peterson, Zach Shepherd, Sarah Bergeleen, Scott Gust, Victor Romero, John Jackson, Brandon Bascherini, Steve Lange, Shaun Mahanay and Kyle Hill also competed at this year's National Gas Rodeo. Congrats to all our competitors!



The Yosemite team competes in the Hand Dig event.



Team Quiet Riot in the Hand Dig event



The S90 Gunners team competes in the Meter Set event.



Quiet Riot completed this pipe cut in just 19 seconds.



The Manteca Elite team competes in the Service Installation event.



Team Stray Dogs during the Service Installation event.



The opening ceremony at the National Gas Rodeo

Photos by John Storey



All of the following unit donations to various charitable organizations from July through September 2018 were approved by the IBEW 1245 Executive Board.

Sacramento Regional Transit Unit #3011 donated \$200 to purchase diapers for Mary House/Loaves & Fishes.

Concord/Davey Tree Unit #4716 donated \$500 to the Baseline Basketball Academy.

East Bay Clerical Unit #2301 donated \$250 to Eura Dell's Court #44 and \$250 to Oakland Rebels Youth Baseball.

Mt Wheeler Power Unit #3315 donated \$500 to the Steptoe Valley Trap, Skeet and Target Club.

Richmond Unit #2318 donated \$250 to the Lighthouse for the Blind in Napa.

Santa Rosa Trees Unit #4719 donated \$500 to the FC Dallas Soccer Team.

City of Lompoc Unit #1218 donated \$500 to the Lompoc Employees Association.

City of Vallejo Unit #2376 donated \$250 to the Vallejo Whaleboat Regatta.

Napa Trees Unit #4710 donated \$500 to Napa Sport Soccer.

Bakersfield Unit #4724 donated \$500 to the South High Girls Basketball team.

Placerville/Davey Tree Unit #4714 donated \$500 to the Boys & Girls Club of El Dorado County/Western Slope.



TBird shows off his award with IBEW 1245 Assistant Business Manager Hunter Stern.

Yerington Retiree Club President Thomas Bird Receives Award from Nevada AFL-CIO



IBEW Local 1245 Retiree Club President and NARA President Thomas Bird (aka "TBird") was awarded the Mike O'Callaghan/Samuel K. Lumke Teamwork Award at the NV AFL-CIO 62nd Constitutional Convention.

Additionally, TBird advocated for the passage of NARA's amended resolution to add a retiree organization representative to the Nevada AFL-CIO's Executive Board. TBird was ultimately sworn in as the inaugural VP at large, representing Nevada retirees!

Mt Wheeler Unit Supports Local Trap and Skeet Shooting Club

Unit #3315, Mt Wheeler/Ely, donated \$500 from its Community Fund to the Steptoe Valley Trap, Skeet & Target Club. The club hung the IBEW 1245 banner in their barn and sent in this photo to express their appreciation.



Yerington Retirees Donate to Worthy Causes

Yerington IBEW Local 1245 retirees distributed their 2018 community funds to two non-profits in Yerington over the summer.

The Lyon County Museum provides a unique overview of Yerington's proud history, and the Helping Communities Coalition works with local food banks to help those in Yerington and across the state in need of nourishment.



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!

Aceves, Berta 15 years Oakdale, CA	Boss, Clarence 27 years Arboga, CA	Curtiss, Michael 34 years Medford, OR	Furtado, Tina 35 years San Leandro, CA	Irby, Scott 11 years Redding, CA	Isaak, Mitchell 40 years Reedley, CA	Johnson, Donald 36 years Grover Beach, CA	Johnston, Robert III 32 years Arroyo Grande, CA	Jurkiewicz, James 38 years Yuba City, CA	McLeod, Daniel 10 years Punta Gorda, FL	Mello, Vicky 22 years Atascadero, CA	Mennel, Louis 32 years Sacramento, CA	Morgan, Thomas 33 years Knightsen, CA	Moses, Joan 26 years Hayward, CA	Mueller, Andrew 37 years Grants Pass, OR	Nunnink, Randy 15 years Grass Valley, CA	Osterude, Marilyn 28 years Gibbonsville, ID	Parrish, Randall 40 years Boise, ID	Petrovitz, John 43 years San Francisco, CA	Pierre, Theresa 33 years Pittsburg, CA	Poulter, Donald 34 years Selma, CA	Radov, Kenneth 26 years San Mateo, CA	Rainbolt, Brian 16 years Fort Collins, CO	Romero, Elizabeth 34 years Gustine, CA	Romero, Karen 12 years El Dorado Hills, CA	Rounds, Robert 17 years Paradise, CA	Samaniego, Steven 40 years Placerville, CA	Shanahan, James 37 years San Francisco, CA	Short, Rachel 17 years Carlsbad, NM	Thomas, Barry 22 years Cobb, CA	Thornton, Richard 34 years Lakeport, CA	Torres, Roberto 47 years South San Francisco, CA	Uccelli, Dean 32 years Browns Valley, CA	Velasco, Steve 26 years Chico, CA	Walsh, James 46 years Aptos, CA	Wilson, Dean 38 years Antioch, CA	Wilson, Hector 41 years Atascadero, CA
--	--	---	--	--	--	---	---	--	---	--	---	---	--	--	--	---	---	--	--	--	---	---	--	--	--	--	--	---	---------------------------------------	---	--	--	---	---------------------------------------	---	--

Teeing Off:

IBEW 1245's 31st Annual Golf Tournament

Photos by John Storey

One hundred and twenty-six golfers hit the greens on October 6, 2018 for IBEW 1245's 31st annual golf tournament, which took place at Cypress Lakes Golf Course in Vacaville.

The annual golf tournament is one of Local 1245's oldest and most beloved traditions. The easy-play, 18-hole event is open to all Local 1245 members and retirees, as well as their families, friends, and other union supporters. The tournament is designed for golfers of all levels, and the "best ball" format fosters a true sense of teamwork among each group.

While some came to win and brought a competitive spirit, most just came to have a good time and enjoy the day with their friends and colleagues.

After a rousing morning on the course, the golfers headed over to Weakley Hall for a scrumptious BBQ, with food prepared and served by union volunteers. While everyone enjoyed their meal, the staff tallied up the scorecards and the winners were announced.

A heartfelt congrats to the reigning champs — Chris Hess, Doug King, Ian Robinson and Richard Wright — who once again took the top spot. In second place was the team comprised of Larry Youngblood, Mike Phillips, Tyler Paulsen and Joey Riuger. Mike Olds, Kevin Unverferth, Armando Nevarez and Trevor Unverferth came in third. Noreen Johnson had the longest drive of the day among the female players, and Chris Wilson had the longest drive out

of all the men.

Of course, the tournament wouldn't be complete without an exciting raffle stocked with some fantastic prizes, including big-screen TVs, high-end golf bags, and a brand-new set of clubs. But no one left empty-handed, as each player received an orange IBEW 1245 cooler bag as a memento.

"I want to thank IBEW 1245 staffers Gail Varner, Liz McInnis, Mike Saner and JV Macor. Without them this golf tournament would not get off the ground," said IBEW 1245 Business Rep John Mendoza, who chairs the golf event. "I also want to thank all the union office employees who volunteered to help at the golf course and at the hall, as well as my sisters Diamond Kinlaw, Molly Hoffman and Jennifer Braily for preparing food at the hall, as well as my daughter Katie Mendoza, who helped out at registration at the golf course and duties at the hall."

"I also want to thank Dennis Urabe and his staff at Cypress Lakes Golf Course for making sure the day went off without a hitch," Mendoza continued. "And special thanks to Business Manager Tom Dalzell for enabling us to put on this event every year."

We would like to express our appreciation to our sponsors who generously support this event year after year.

EAGLE SPONSORS

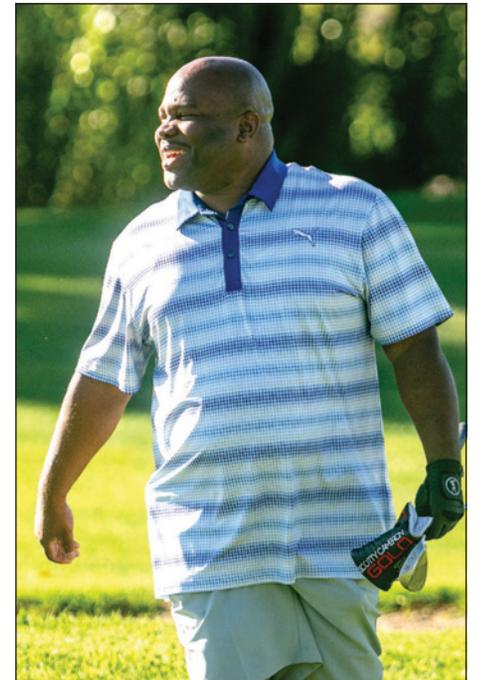
- IBEW LOCAL 47
- EVART, YOUNG & HOBBS
- UNDERGROUND CONSTRUCTION CO.
- WESTERN LINE CONSTRUCTORS CHAPTER
- NEYHART, ANDERSON, FLYNN & GROSBOLL
- ADAMS BROADWELL JOSEPH & CARDOZA
- PAR ELECTRICAL CONTRACTORS Inc.
- GALLO/BRANTLEY GROUP OF MERRILL LYNCH

BIRDIE SPONSORS

- BOXER & GERSON LLP
- ALVAH CONTRACTORS, INC.
- A2Z TECHNICAL TRANSLATIONS
- DELTA DENTAL OF CALIFORNIA
- MIKE SANER, IBEW Local 1245 Business Rep

PAR SPONSORS

- AMERICAN TIME
- SOURCE POWER SERVICES, INC.





SERVICE AWARDS

San Francisco
March 30, 2018



45 Years From left: Business Rep. Roberto Balstreri with Rodney Sala

Congratulations on your service!



40 Years
From left: Alton Halvorson, Nancy Huey and Elizabeth Palter

Photos by John Storey



35 Years
From left: Karen Romagnoli, Rainer Herbst and Helen Jackson



30 Years
Front row, from left: Lino Blandino Jr. and Alicia Huerta. Back row, from left: Ryan Weaver and Luis Machado



25 Years
From left: Garrett Dempsey, (Balstreri) and Brian Grant



10 Years
From left: (Balstreri) with Jose Castromayor



15 Years From left: front row; Alicia Cervantes, Jacky Villareyes and Michelle Garibaldi. Back row, from left: James Barry, Jeff Bauer and An Lam



5 Years Front row, from left: Brian Merlo, Kraig Santos and Jason Wolf. Back row, from left: Gilberto Acevedo, Thomas Davila and Jason Frink

HONOREES

45 Years

Gee, Sandra
Kapadia, Hansa
Kwan, Bing Bing
Lopes, Vern
Ramirez, Luis
Sala, Rodney

40 Years

Abriam, Edward
Canada, David
Dea, Robert
Gee, Marvin
Halvorson, Alton
Huey, Nancy
Lopez, Criselda
Palter, Elizabeth
Ramos, Emma
Regan, Evelyn
Siordia, Richard
Vella, Norma
Wu, Alice

35 Years

Hoffert, John
Jackson, Helen
Maxwell, Richard
Reed, Wayne
Romagnoli, Karen

30 Years

Blandino Jr., Lino
Carreon, Adler
Churchill, Tom
Cissell, Jason
Courpet, John
García, Ramiro

Huerta, Alicia
Ramsey, Jacquelin
Weaver, Ryan

25 Years

Dempsey, Garrett
Joe, Andrew
Martinez, Victoria
Navarro, Alvaro

20 Years

Cervantes, Juan
Galligani, Anthony
Galligani, Robert
Gonzalez, Roberto
Guerrero, Raul
Han, Hendrick
Ledbetter, Charles
O'Driscoll, Eamon
Trayer, Joshua
Valdivia, Fernando

15 Years

Aker, Barbara
Barry, James
Bauer, Jeff
Brown, Florence
Canaya, Caroline
Cervantes, Alicia
Clark, Dan
Garibaldi, Michele
Gartner, James
Gutierrez, Juan
Hoffland, Kasey
Johnson, Priscilla
Keate, Michael
Ku, John
Lam, An

Lam, Nam
Lee, Howard
Olivolo, Brian
Pasion, Anthony
Perez, Alejandro
Sales, Marcial
Singh, Sanjeev
Vazquez, Salvador
Villareyes, Jacky

10 Years

Andrews, Demetrius
Bordessa, Gioachino
Boyea, Christopher
Breiz, Jareau
Butler, Sam
Castromayor, Jose
Dawson, Kenneth
Foster, Gregory
Garivay, Manuel
Hawthorne, Clifford
Kunkel, Matt
Lideros, Marvin
Lindsey, Joseph
Marcaida, Felicito
Matsu, Vincent
McCown, Jesse
Pasion, Rudy
Pineda, Marcus
Preciado, Michael
Tierney, Joseph
Vanpool, Joseph

5 Years

Acevedo, Gilberto
Allen, Walter
Alvarez, Victor
Baliu, Damian

Boren, Tanner
Camacho, Gregory
Campos, Alexander
Chen, Louis
Davila, Thomas
Debien, Dustin
Do, John
Flores, Damon
Freudenberger, Matthew
Frink, Jason
Fuller, Lloyd
Grech, Raymond
Griffin, Ryan
Hauschildt, Christopher
Hay, Xuan-Lan
Hobbs, Taylor
Johns, David
Jose, Romeo Jr.
Lam, Eric
Leahy, Daniel
Lopez, Christian
Merlo, Brian
Miranda, Adalberto
Moses, John
Preciado, John
Pring, Andrew
Saggese, Robert
Santos, Kraig
Scover, Diego
Solario, Stephen
Taylor, Eva
Tinoco, Georgiana
Torres, David
Velez, Erminia
Vuong, Van
Williams, Benjamin
Wolf, Jason
Zemichael, Faniel



SERVICE AWARDS

East Bay April 6th, 2018



35 Years From left: Business Rep Michael Adayan with Frederick Asche



30 Years From left: (Adayan) with Juan Zunia



40 Years
Front row, from left: Sandra Barairo and Steven Chin.
Back row, from left: Francisco Gonzalez, IBEW 1245 Business Manager Tom Dalzell, Phyllis Robertson and Gene Tafoya



20 Years From left: Chris Hess with Business Rep. Ralph Kenyon



15 Years From left: Senior Assistant Business Manager Bob Dean with Melvin Colobong



5 Years
Front row, from left: Kimberly Ussery, Beth Bungart and Marlene Chana.
Back row, from left: Darnell Robinson, DeMario Hammond, Nathaniel Joseph and Jeff Davis



10 Years
From left: Ramon Marin, Kelly Willard Edwards and Cloudell Douglas

Photos by John Storey

Congratulations on your service!

HONOREES

45 Years

Goulding, Michael
Johnson, John
Kelley, Gary
Manuchehri,
Catherine
Sala, Rodney

40 Years

Barairo, Sandra
Blattler, Mike
Bomagat, Romeo
Brown, Tommie Jr.
Chin, Steven
Costa, James
Digiovanni, Vincent
Dillon, David
Dunlap, Rodney
Evans, Henry
Fyfe, David
Galicia, Rosemary
Gonzalez, Francisco
Gutierrez, Rosa
Hamilton, Raymond
Hayes, Peter
Hearne, Elisabeth
Keener, Dennis
Lachina, Michael
Lee, Tim
Lopez, Steve
Pilata, Barbara
Robertson, Phyllis
Rocha, Richard
Sabiniano, Corazon
Sofranac, Dan
Tafoya, Gene
Thaxton, Melvin
Turner, Caleb
Vera, Ernesto
Villalobos, John
Wong, Paul

Yordamlis, Steven
Young, Norman

35 Years

Andrews, David
Asche, Frederick
Baptist, Dale
Bushnell, Gary
Cardoza, Kirk
Fabella, Rebecca
Franzel, Ben
Furtado, Tina
Guterres, David
Nelson, John
Henderson, John
Herbst, Rainer
Leon, Felix
Lopez, Steven
Lui, Michael
Miller, Laura
Pfann, Fredrick
Raygoza, Arthur
Rouanzoin, Patrick
Sutton, Michael
Sweet, Donald Jr.
Williams, Rodney

30 Years

Kemp, Jim
Book, Douglas
Brinkley, Billie
Chen, Seamew
Childress, Morual
Colivas, Chris
Kinores, Gloria
Lewis-Adamou,
Michele
Mayfield, Arthur
Nunze, Tamra
Perry, Richard
Ramirez, Rico

Walker, Todd
Zunia, Juan
Zweig, John

25 Years

Bates, Jeff
Brewer, Dale
Brown, Dean
Brown, Eleanor
Carter, Willie
Davis, John
Ferguson, Kenneth
Mitchell, James
Nelson, James
Pollard, Michele
Roa, Peter
Sarino, Peter
Surges, Richard

20 Years

Boyce, Donald
Chavez, Gabino
Hess, Chris
Huey, Elaine
Kang, Sandeep
Le, Phuong
Lowther, Kenneth
Magana, Jose
Maldonado, Laura
Marsh, Terah
McKinney, Brett
Monds, Kevin
Price, Jeffrey
Rutland, Gary
Tadena, James
Tilson, Claudia
Valdez, Guido

15 Years

Abdullah, Rasheed
Aceves, Berta

Adams, Marcus
Ambriz Jr, David
Amodeo, Lori
Baros, Manuel
Bignone, John
Byrd, Romell
Carrion, Andres
Cerruti, Brian
Christopher, Shaun
Colobong, Melvin
Darnell, Brian
Dumalag, Rualdo
Duquette, John
Edwards, Blake
Gallagher, David
Gilley, Christopher
Goehring, Daniel
Gray, Rosette
Griffin, Michael
Hayes, Aaron
Heberlein, Justin
Jackson, William III
Juarez, Ramon
Juracich, Robert
Keeling, Curtis
Krieg, Sean
Maffei, Luke
Marchand, Glenn
Martin, Roberto
Mathiason, David
McDaniel, Winston
McConnell, Jeff
Mendoza, Martin Jr.
Ming, Bobby
Moa, Linikoni
Naicker, Kameel
Parks, David
Prada, Andre
Presley, Jonathan
Pruett, David
Ramos, Noel
Raquiza, Manuel
Ray, William
Reisinger, Kurt
Saephan, Lio
Schwab, Chad

Scott, Antonio
Serrano, Sergio
Simpson, Aldwayne
Smithwick, Tom
Thompson, Russell
Vohs, James
Wehrle, Ken
Wilson, Reed
Wong, William

10 Years

Allen, Christopher
Almaguer, Rolando
Ascarrunz, Casto
Avery, Desiree
Aviani, Patrick
Baker, Lynedra
Blanco, Teresa
Borunda, Daniel
Brown-Wright,
Felicia
Castaneda, Jose
Castro, Jeffrey
Collins-Petersen,
Christopher
Cook, Jason
Data, Nicholas
Dhesi, Paul
Douglas, Cloudell
Ebarvia, Rizaldy
Eck, Steven
Estep, Nate
Flores, Juan
Frazier, Christopher
Fuentez, Serena
Garcia, Alfredo
Garcia, Joshua
Garcia, Julio
Ingram, Brett
Iosefa, Joseph
Jeu, Kenny
Johnson, Thomas
Lawrence, Joseph
Lawrence, Tonya
Leung, Kwok
Lovett, Michael

Lutisan, Joseph
Marin, Ramon
McLean, Brandon
Medrano, Justin
Ochoa, Vanessa
Olmedo, Juan
Pledger, Richard
Rodas, Carlos
Rosales, Carlos
Shier, George
Singleton, Edmund
Suarez, Jose
Thomas, Demond
Torre, Ben
Ureno-Escobar,
Ruben
Ventura, Frank
Walters, Matthew
Wang, Jesse
Wasson, Philip
Willard, Kelly
Wilpolt, Andy
Wright, Javon
Zaballos, Jeffrey

5 Years

Aguila, Julia
Aguirre, Marcos
Alderete, Roger
Amate, Troy Michael
Amezcu, Roseanna
Andreoli, Matthew
Ayon, Cesar
Bahamondes, Anton
Banta, Ilorlina
Barber, John
Barkus, Maurice
Baxley, Justin
Bazan, Miguel
Bedell, Paul
Bernal, Alejandro
Bireley, William
Blake, Shannon
Boyd, Brian
Brady, Matthew
Brown, Josette

Brown, William
Bungart, Elizabeth
Burley, Dontorius
Cacuyog, Jeffrey
Cadena, Satomi
Casiano, Clyde
Chaidez, Oscar
Chana, Marlene
Childers, Justin
Cisneros-Sarmiento,
Cesar
Contreras-Hernandez,
Marcos
Cordova, Jacob
Cruz, Gyle
Davis, Brian
Davis, Jeff
Demry, Jevary
Dhillon, Balbir
Duncan, Jennifer
Dunn, Jazmonet
Egan, Benjamin
Erazo, Alexis
Fears, Kirby
Feyling, Christopher
Ford, Darlene
Gallardo, Mario Jr.
Gillespie, Travis
Gonzales, David
Gordet, Christina
Grajeda, Gilberto
Green, Joseph
Gustafson, Kyle
Hammond, Demario
Han, Samuel
Harris, Russell
Heffinger, Max
Hennigan Jr.,
Thomas
Hicks, Erin
Hilderbrand, John
Ho, Phong
Hodoh, Ashleigh
Hogg, Matthew
Hung, Thomas

Hurd, Jeremy
Ilunga, Jeremie
Jackson, John
Jay, Norma
Johnson, Lonny
Johnson, Matthew
Johnson, Tamara
Joseph, Nathaniel
Kirtley, Damone
Knowlton, Kevin
La, Dung
Land, Matthew
Lee, Darren
Lee, Sarah
Leonetti, Gabriel
Lideros, Daniel
Lindquist, Aleksandr
Lockhart, James
Lovely-Williams,
Shawana
Mael, Nathnael
Marin, Simon
Marquardt, Ashley
Martin, CJ
Martin, Roberto
McBee, Dennis
Meitzenheimer,
Kellan
Merritt, Shannon
Mijares, Raul
Minyon, Dina
Morgan, Daniel
Moses, Brittany
Murillo, George
Najera, Jesus
Newman, Susan
Nguyen, Tam
Nordson, Benjamin
Nuno, William
Ortiz, Damian
Overton, Christine
Pacheco, Aaron
Patchin, Michael
Pel, Rotanak
Perez, Alexander
Plummer,

Christopher
Radisch, Steve
Ramirez, Ashley
Ramirez-Hernandez,
Everardo
Ramos, Wilfredo
Ray, Brian
Richards, Cerelle
Rios, Pedro
Robinson, Darnell
Rocha, Richard Jr.
Rodriguez, Brian
Rodriguez, Jorge
Rogers, Christina
Romo, Alberto
Segura, Armando
Smith, Ruben
Szucs, Bryan
Tafa, Hilamani
Talton, Maurice
Tan, Marcus
Thompson, Jason
Thouraphanh,
Tiffany
Torres, Eddie
Torres, Saul
Trujillo, Carlos Sr.
Ussery, Kimberly
Valdez, Rolando
Vazquez, Raul
Vera, Erica
Voong, Vay
Weseloh, Robert
Williams, Shavon
Witrykus, Brian
Woods, Henry Jr.
Wright, Eric
Yee, Mannie
Young, Toni

"SHOW ME" SOLIDARITY

WELCOME BACK! HOW WAS YOUR VACATION?

I WASN'T ON VACATION! I WENT OUT TO MISSOURI WITH THE UNION TO WORK ON THE NO ON PROP A CAMPAIGN.

WAS THAT THE BALLOT MEASURE TO OVERTURN RIGHT TO WORK? I THINK I HEARD ABOUT IT ON THE NEWS.

YES, THAT'S THE ONE. I WAS THERE, TOO. WE PARTNERED WITH OUR SISTER IBEW LOCALS IN ST. LOUIS AND KANSAS CITY TO HELP GET OUT THE VOTE.

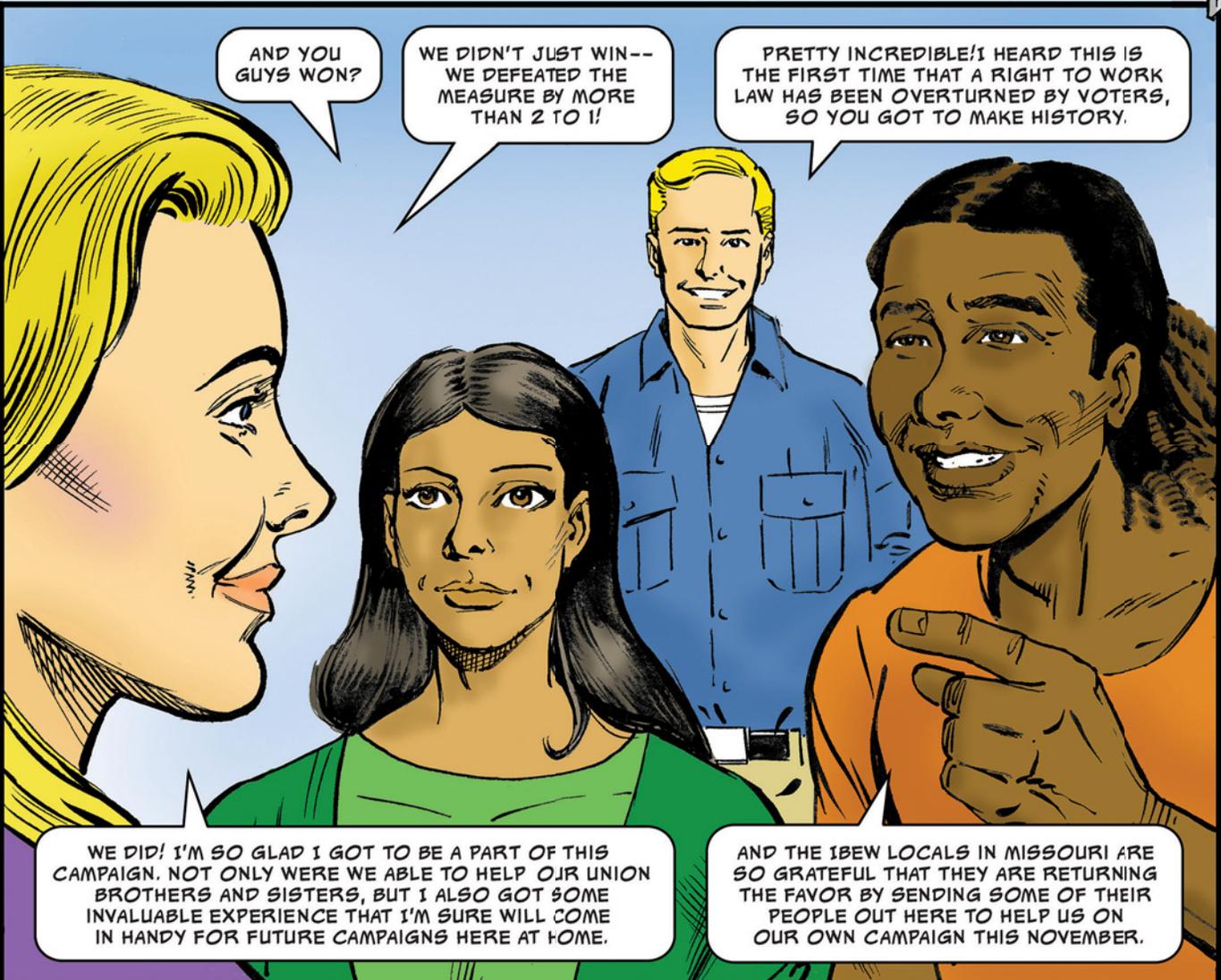


IT WAS AMAZING TO BE A PART OF THIS MASSIVE COALITION OF PEOPLE FROM ALL DIFFERENT POLITICAL AFFILIATIONS, ALL WALKS OF LIFE, UNION AND NON-UNION, TOO -- COMING TOGETHER TO BEAT BACK THIS ATTACK ON WORKERS.

BUT IT WAS HARD WORK. WE KNOCKED ON THOUSANDS OF DOORS, MADE HUNDREDS OF PHONE CALLS, AND WORKED OUR TAILS OFF TO REACH AS MANY VOTERS AS WE COULD TO URGE THEM TO VOTE NO AND RESTORE WORKERS' RIGHTS.

WHAT WAS IT LIKE? WHAT DID YOU DO?

WE HAD A LOT OF CHALLENGES TO CONTEND WITH, BUT WE ALSO MET LOTS OF INCREDIBLE, HARD-WORKING MISSOURIANS WHO WERE SO GRATEFUL TO HAVE US THERE, SUPPORTING THEM IN THIS FIGHT.



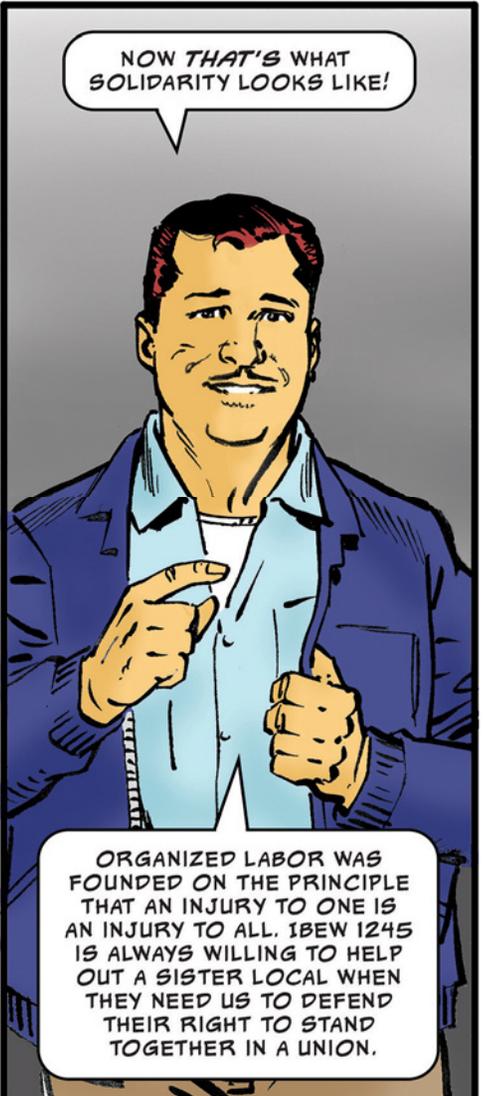
AND YOU GUYS WON?

WE DIDN'T JUST WIN-- WE DEFEATED THE MEASURE BY MORE THAN 2 TO 1!

PRETTY INCREDIBLE! I HEARD THIS IS THE FIRST TIME THAT A RIGHT TO WORK LAW HAS BEEN OVERTURNED BY VOTERS, SO YOU GOT TO MAKE HISTORY.

WE DID! I'M SO GLAD I GOT TO BE A PART OF THIS CAMPAIGN. NOT ONLY WERE WE ABLE TO HELP OUR UNION BROTHERS AND SISTERS, BUT I ALSO GOT SOME INVALUABLE EXPERIENCE THAT I'M SURE WILL COME IN HANDY FOR FUTURE CAMPAIGNS HERE AT HOME.

AND THE IBEW LOCALS IN MISSOURI ARE SO GRATEFUL THAT THEY ARE RETURNING THE FAVOR BY SENDING SOME OF THEIR PEOPLE OUT HERE TO HELP US ON OUR OWN CAMPAIGN THIS NOVEMBER.



NOW THAT'S WHAT SOLIDARITY LOOKS LIKE!

ORGANIZED LABOR WAS FOUNDED ON THE PRINCIPLE THAT AN INJURY TO ONE IS AN INJURY TO ALL. IBEW 1245 IS ALWAYS WILLING TO HELP OUT A SISTER LOCAL WHEN THEY NEED US TO DEFEND THEIR RIGHT TO STAND TOGETHER IN A UNION.