

Inside:



Utility Reporter



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UNITY IS STRENGTH

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

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PG&E crews performing restoration work after the Camp Fire in Paradise, CA. Story begins on page 22.

Photo by John Storey



Tom Dalzell
BUSINESS MANAGER

Build Power, Use Power

As I write this we aren't even a week into 2019, and yet the threats to our members are already lining up. As we prepare for battle, we look to the simple lessons we learned in 2018.

As a local, we faced many challenges last year. Our public sector members took the lead on organizing their colleagues to stay union even after the Supreme Court *Janus* decision allowed them to drop their membership but still receive union representation. Our Nevada members were at the forefront of a hard-fought and overwhelmingly successful battle against Question 3, a billionaire-backed ballot measure to deregulate electric utilities. And our PG&E members, especially our organizing stewards, were a powerful presence at the State Capitol as we fought for sensible wildfire legislation known as SB 901, which requires utilities to implement fire prevention plans, upgrade equipment and more. They also played a pivotal role in the passage of a bill that guarantees our Diablo Canyon members the retention pay that we negotiated in 2016.

At the same time, our peer-to-peer safety committees grew and expanded their reach, and our stewards did an excellent job of protecting the contract. Every agreement that Local 1245 negotiated in 2018 was industry-leading, especially the contract extension at PG&E.

Our formula for success is simple: Build Power. Use Power.

Our organizing stewards are the key-stone of this effort. They are motivated, trained, and hard-working. They work on political campaigns, building political power for Local 1245 in Sacramento and Carson City. When we need a large

presence at the capitol, they are there. Last summer, we mobilized more than 100 organizing stewards at the capitol to lobby the California Legislature — on just 48 hours' notice. They are essential to building our power.

We focus on relationships with regulators, legislators, and members of the executive branch. We work with both Democrats and Republicans, supporting those who support our members — and trying to educate those who don't. We have never had more political power than we have today, and that power just grows with time.

We build coalitions, based on the philosophy that there are no permanent allies and no permanent enemies. On several key occasions in the last two years, we have worked with organizations who in the past have been sworn enemies. Without coalitions, we could not have succeeded in defeating Question 3 in Nevada, winning protections for our Diablo Canyon members, or passing SB 901 in Sacramento.

We hire consultants and economists and lawyers and lobbyists to help us. Their expertise is invaluable, but it's the union members and leaders who remain the face of Local 1245.

The last ingredient in building power is money. We don't use your dues to buy support, but we do use it for messaging and developing our ground troops, the organizing stewards. Our members voted to raise dues in 2008 to be prepared for precisely these types of fights. Our Executive Board has carefully built our reserves and has overseen the prudent use of our funds for these fights.

So, no matter what the fights are in 2019, we are prepared. We know what to do. Number one: build power. Number two: use power.

“A” Member \$1 Dues Increase in 2019

As of Jan. 1, 2019, dues for all IBEW “A” members increased by \$1, to \$39. “BA” member dues will remain the same.

— Muriel Moore,
IBEW 1245 Dues Processor

Unit meeting changes

Unit #1110, Fresno Clerical (PM), has changed its unit meeting location to Round Table Pizza, 5702 N First St #101, Fresno, CA 93710. The meeting dates and times will remain the same.

— Gracie Nunez Clark,
IBEW 1245 Business Rep

Unit #1511, San Jose, has changed its meeting location to Sherwood Inn, 2988 Almaden Expressway, San Jose, CA. The meeting dates and time will remain the same.

— Casey Salkauskas,
IBEW 1245 Business Rep

International Labor Communicators Association Awards IBEW 1245 Wins 13 Awards

We are thrilled to announce that IBEW Local 1245 has won an astounding 13 awards and three honorable mentions from the International Labor Communications Association (ILCA) in 2018.



- **First Place:** Writing — Best Electronic Content — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **IBEW 1245 website**
- **First Place:** Electronic Media — Best Use of Social Media — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **International Women's Day**
- **First Place:** General Excellence — Print Publication — Labor Union 10,000 to 30,000 — **Utility Reporter**
- **First Place:** Electronic Media — Best Education and Training Video — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **The History of IBEW 1245 — a Seven-Part Video Series**
- **First Place:** Electronic Media — Best Issues Advocacy Video — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Hold the Pull: An Important Safety Message from IBEW 1245**
- **First Place:** Electronic Media — Best Promotional Video — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Women of IBEW 1245 (International Women's Day)**
- **Second Place:** Writing — Saul Miller Awards — Political Action — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **“Teamwork Makes the Dream Work” — Local 1245 Helps Get Out the Vote in Montana Special Election**
- **Second Place:** Visual Communications — Best Design — Newspaper or Newsletter (Print) — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Utility Reporter**
- **Third Place:** Writing — Best News Story — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **The Spillway Saga: IBEW members work to repair damage at Oroville Dam**
- **Third Place:** Writing — Best Analysis — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **The True Cost of a PG&E Bankruptcy**
- **Third Place:** Best Multimedia Campaign — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **“Share of the Machine”**
- **Third Place:** Electronic Media — Best Use of Social Media Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Lineman Appreciation Day**
- **Third Place:** Visual Communications — Best Cartoon — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Right to Work is Wrong**
- **Honorable Mention:** Visual Communications — Best Photo Essay or Gallery — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Tower of Power: Local 1245 members recoat transmission towers to protect the environment**
- **Honorable Mention:** Writing — Best Feature Story — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **Chasing Irma: Local 1245 members provide mutual aid in Florida**
- **Honorable Mention:** General Excellence — Website — Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations — **IBEW 1245 Website**

Local 1245 received seven ILCA awards in 2017, six in 2016, and five in 2015.



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<p>Business Manager/ Financial Secretary Tom Dalzell</p> <p>Communications Director/ Managing Editor Rebecca Band</p> <p>President Art Freitas</p> <p>Vice President Anna Bayless-Martinez</p> <p>Recording Secretary Rachel Ramirez</p> <p>Treasurer Cecelia De La Torre</p> <p>Executive Board — Northern Area Steve Segale — Northeastern Area Tom Cornell</p>	<p>— Central Area Gary Maschio</p> <p>— Southern Area James Hayes</p> <p>— Line Clearance Tree Trimmers and Outside Construction Mike Cottrell</p> <p>— At-Large PG&E General Construction Stan Zamora</p> <p>Published quarterly at 30 Orange Tree Circle, Vacaville, CA 95687.</p> <p>Official publication of Local Union 1245, International Brotherhood of Electrical Workers,</p>	<p>AFL-CIO, P.O. Box 2547, Vacaville, CA 95696.</p> <p>Our phone number is (707) 452-2700.</p> <p>Periodical postage paid at Vacaville and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.</p> <p>POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 2547, Vacaville, CA 95696.</p> <p>Single copies \$1.</p>
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Members Ratify Three-Year Agreement at NCPA

In November, IBEW 1245 members at the Northern California Power Agency ratified a three-year agreement with the Agency, which was subsequently adopted by the NCPA Commission.

The agreement, which runs from Dec. 23, 2018 through Dec. 18, 2021, includes 2.7% general wage increases, along with 2.5% labor market adjustments, in each year of the agreement for all classifications. A new Level 6 Instrument Control/Elec Tech class will be created/added to existing broadbanded classifications, where applicable. Shift premium for shift operators will be converted from a flat dollar amount to a percent of base wages, where applicable, and the same goes for relief operators. The union also negotiated improved safety footwear and safety eyewear language.

Our Local 1245 negotiating committee bargained extensively and professionally with the Agency on a variety of Local 1245 member and Agency proposals over various sessions at the IBEW 1245 hall in Vacaville and at NCPA

headquarters in Roseville. One particularly important item the Agency wanted to address during these negotiations was their proposal to create a third tier for retiree medical benefits in order to continue their efforts of controlling unfunded liabilities. The Local 1245 committee's goal in this endeavor was to protect the vested post-retirement medical benefit rights of current and future retirees currently under the two existing tiers while ensuring a viable and worthy third tier based on a flat minimum contribution for new hires moving forward, which it did.

The Local 1245 negotiating committee consisted of Charles Beck and Jerry Pangle from the geothermal facilities in Middletown, along with Mark Dempsey and Dylan Turner from the combustion turbine facilities in Lodi. Special thanks also go out to geothermal members Shawn Beverlin, Tom O'Brien and Nish McDowell, who provided oversight of the ballot counting and recording process.

—JV Macor,
IBEW 1245 Business Rep

IBEW 1245 Members Approve New Agreement at City of Vallejo

On Oct. 22, 2018, Local 1245 members from the City of Vallejo ratified a table agreement, with 96% voting yes out of the 94 votes that were cast. The City Council subsequently adopted the agreement on Nov. 13.

The two-year agreement, which was reached after seven months and 16 positive and productive bargaining sessions, includes general wages increases of 2.5% in the first full pay period following Council adoption, and another 2.5% in the first full pay period following January 1, 2019. Bargaining unit members who were employed by the city as of June 30, 2018, and continue to be employed during the first full pay period following Council adoption, will also receive a ratification bonus of \$1,250. The agreement also provides for

a guaranteed step increase if evaluations are not performed within 60 days of an employee's anniversary date where a step increase was due. Bargaining unit members who participated in the Retirement Health Savings Plan (RHSP) while the city secured a third party account fund manager will receive a one time lump-sum contribution into their plan accounts. We also secured numerous non-economic improvements to contract language.

The Local 1245 negotiating committee consisted of Shop Stewards Marcus Adams, Oni Brown, Dana Koutnik, Jorge Pamogas and Bill Stockman. We would also like to thank Election Judge Julie Bell, and Tellers Aaron Cano and Erica McCray-Hamilton.

—JV Macor,
IBEW 1245 Business Rep



A City of Vallejo member signs in to cast his contract ratification vote.

Photo by JV Macor

New Three-Year Agreement Ratified at City of Willits

IBEW Local 1245 members at the City of Willits recently ratified a three-year successor MOU, which was subsequently adopted by the City Council.

High points of the agreement include a one-time ratification bonus of \$1,000, as well as a 2% wage increase upon adoption by Council, another 2% in July 2019, and 2% in July 2020 (2019 and 2020 are subject the city's ability to maintain steady operating reserves). There are also newly established premium percentages for various certifications held by members working water and wastewater operations.

The committee was also able to secure improvements to the medical

benefits, allowing members to upgrade into higher-cost plans at a more affordable amount. Additionally, we negotiated improvements to safety shoe allowances, and many other positive changes to condition language throughout the agreement.

Securing this very favorable agreement was no small feat given recent challenges the city has faced, many of which may be attributed to the new Willits Bypass of Highway 101, which took a significant amount of traffic away from city streets and businesses.

The Local 1245 negotiating committee consisted of Bud Fritz, Logan Gamble, and alternate member Kenan O'Shea.

—JV Macor, IBEW 1245 Business Rep

New MOU Approved at City of Berkeley

IBEW 1245 members at the City of Berkeley recently voted to approve a tentative agreement on terms for a new MOU, effective October of 2018 through June of 2020. Upon City Council approval, members will receive a 3% cost-of-living adjustment and a lump sum of \$2,000. Effective October 21, 2019, there will be an additional 2% COLA.

The MOU also includes new rest period language, and the six-month waiting period to accrue vacation is removed. Health insurance in-lieu pay-

ments will be increased by an additional \$44 per month. The meal provisions are revised to clarify that employees shall earn additional meals for every four hours of continuous emergency overtime work with up to \$25 reimbursement per meal when no meal is provided.

The bargaining team was comprised of members Greg Marwick and Tom Hartman, as well as IBEW 1245 Assistant Business Manager Al Fortier and myself.

—Charley Souders,
IBEW 1245 Business Rep

CALENDAR

Feb 22: Service Awards, San Francisco	April 5: Service Awards, Lompoc	Training, Sacramento
March 8: Service Awards, Bakersfield	April 6: Service Awards, San Luis Obispo	April 23: Shop Steward Training, North Bay
March 9: Service Awards, Fresno	April 8: Shop Steward Training, Stockton	April 24: Shop Steward Training, Chico
March 22: Service Awards, East Bay	April 9: Shop Steward Training, Fresno	April 26: Service Awards, North Bay
March 26: Public Sector/Nevada Shop Steward Training, Reno	April 10: Shop Steward Training, Bakersfield	April 27: Advisory Council, Vacaville
March 28: Public Sector/California Shop Steward training, Vacaville	April 11: Shop Steward Training, San Luis Obispo	May 10: Service Awards, Redding
March 29: Service Awards, Monterey/Salinas	April 15: Shop Steward Training, Concord	May 11: Service Awards, Chico
April 2: Manufacturing Shop Steward Training, Vacaville	April 16: Shop Steward Training, San Jose	May 24: Service Awards, Reno
	April 17: Shop Steward Training, San Francisco	May 31: Service Awards, Eureka
	April 22: Shop Steward	June 1: Service Awards, Ukiah

New MOU Ratified at Paradise Irrigation District

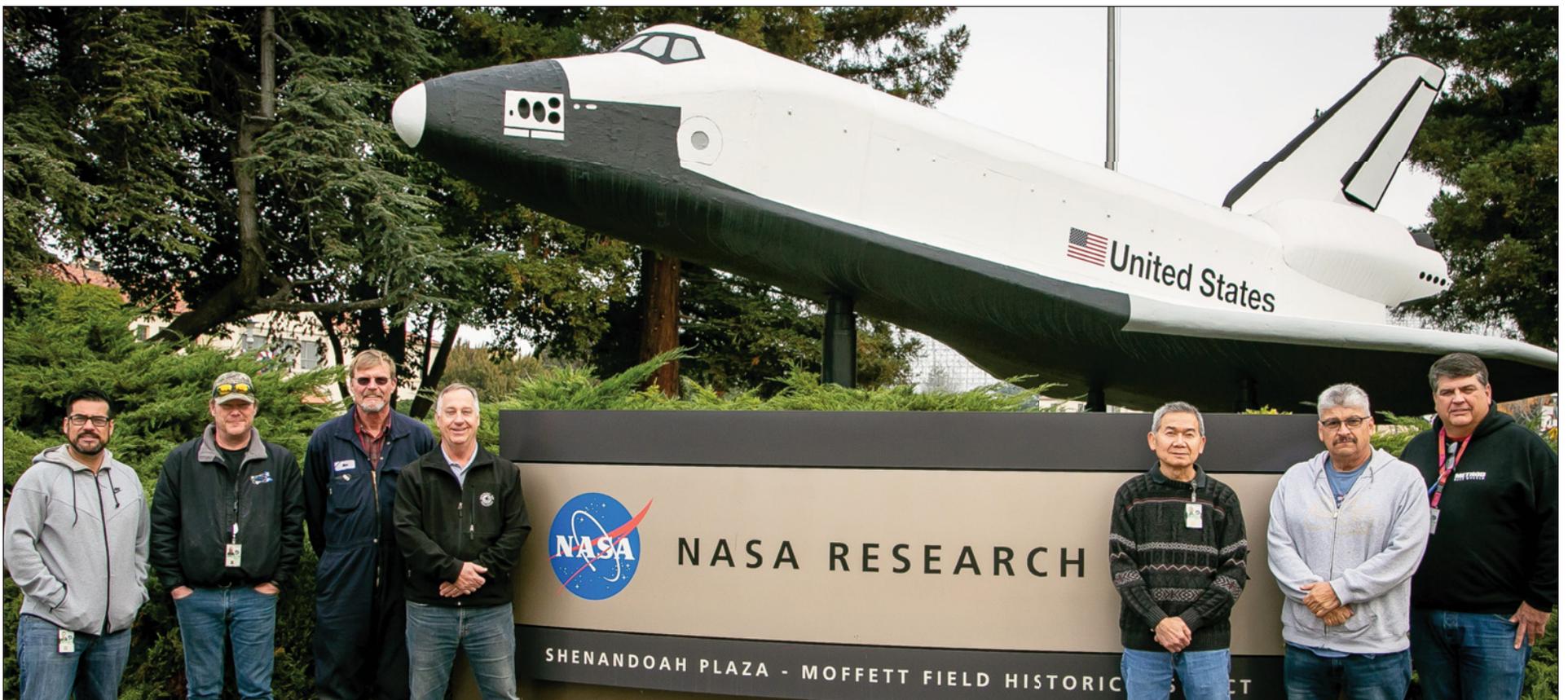
The IBEW 1245 members employed at Paradise Irrigation District have ratified a successor MOU by a vote of 20-3. The Irrigation District Board subsequently approved the MOU at its Oct. 17 board meeting.

The newly negotiated successor MOU includes a 5% general wage increase retroactive to July 1, 2018, through June 30, 2019. The agreement also caps health plan contribution costs at \$829.96 per employee, \$1,691.05 per couple, and \$2,183.10 per family, and provides for a cash payment to any eligible employee that elects to opt out of District provided health benefits in the

amount of one half the District's premium contribution. We successfully negotiated new upgrade language to reclassify employees who are assigned to perform work in a higher classification for more than 540 days within a five-year time period, and we also added language regarding cell phone reimbursement, and optional purchase of spouse/dependent life insurance.

The bargaining committee consisted of Business Rep Charley Souders, members Laura Capra, Jeremy Gentry, Clint Stanley and Rick Stier, and myself.

—Dominic McCurtain,
IBEW 1245 Business Rep



From left: IBEW 1245 members Sergio Rico, Johnny Connor, Don Ecclestone, Bill Van Zuylen, Hiep Khuc, Ron Payne, and Bill Browning work for Jacobs Technology at the NASA Ames Research Center in Mountain View.

In the Wind: Meet the IBEW 1245 members behind the world-class aerospace equipment at NASA's Ames Research Center

Before any newly designed airplane, chopper or rocket can take flight, it must first go through extensive testing in a simulated environment — and the only place in the U.S. where a full-size plane can go through that sort of test is at the U.S. Air Force's National Full-scale Aerodynamics Complex (NFAC), an Arnold Engineering Development Complex test facility located at NASA Ames Research Center at Moffett Field in Mountain View, CA. Ames is world-renowned for its cutting-edge work in the field of aerodynamics, and is capable of performing research, development and testing of aerospace equipment that would be next to impossible anywhere else.

"Anything that flies — subsonic and supersonic — we've tested in our wind tunnels," said IBEW 1245 member Bill Van Zuylen, who works at Ames in the wind tunnels as an instrumentation technician for Jacobs Technology, which is NASA's largest support service prime contractor. "I assemble all the sensors that go inside of the model and connect them up to our data acquisition system and actually acquire the data during the wind tunnel test."

IBEW 1245 is proud to represent the electrical and mechanical workers employed by Jacobs Technology as well as National Aerospace Solutions, LLC (NAS), a U.S. Air Force contractor that operates on site at Ames. The Local 1245 members at NAS also help to facilitate the testing of new aerospace equipment when it is brought in for a trip through the wind tunnels.

"We provide the hardware and tech support for a lot of our customers. When they come in with their model, it is our job to facilitate as far as hooking up their instrumentation so that they can communicate with our control room ... so they get the raw data that they're try-

ing to look for," explained IBEW 1245 member Lex Alday, NAS's lead instrumentation technician for the NFAC division. "We also install some of the cabling for their gauges to allow them to monitor throughout the wind tunnel testing that goes on, amongst other things. We do fabrication as well, if they need to build any special cables, chassis, anything like that."

Building and maintaining the massive and powerful wind tunnel systems at Moffett Field is no small job. It takes an extremely skilled, meticulous and knowledgeable workforce to keep these remarkable simulations up and running.

"The Unitary Plan Wind Tunnel Complex has the 11-foot test section which goes from .2 to 1.5 Mach. The 9-by-7 wind tunnel goes from 1.5 Mach to 2.5 Mach," explained Lead Electrician and IBEW 1245 member Don Ecclestone, who works for Jacobs Technology. "We maintain all the support equipment to make it work; lube system, motors, pressure switches, temperature switches, pressure transmitters, tem-

perature transmitters."

In an environment geared towards rapid technological advancement, human capital runs the risk of being neglected, which is why the workers at Jacobs and NAS are grateful to have the IBEW on their side. These workers were formerly members of IBEW 2131, a small manufacturing local which struggled for years to provide quality representation with limited resources. In early 2014, Local 2131 officially merged into IBEW 1245, and the 300 manufacturing members have been exceptionally appreciative for the support that Local 1245 has provided.

"The union's been there for us all along," said Van Zuylen. "We appreciate their help in negotiations for a new contract, pay raises, wages and health benefits."

"Cruz Serna, our business rep, he stays in contact pretty well in case there's ever any issues, which is really nice," added Ecclestone. "We are a little bit of a smaller group compared to the other [workgroups in Local 1245] ... but

he makes us feel like we're just as important as somebody who's in a 600-member segment."

The IBEW 1245 members who work on the U.S. Air Force contract for NFAC support are fully funded through the Department of Defense. However, many of the 1245 members who work on the NASA side were denied access to their worksites during the government shutdown. If another shutdown occurs, it could drastically impact these 1245 members at Ames, as well as tens of thousands of other workers employed by the federal government.

Due to security clearance issues, members of the general public cannot enter Ames, so regrettably, the *Utility Reporter* was not able to capture images of our members at work inside the facility. For a glimpse inside Ames, visit NASA's photo gallery at www.nasa.gov/centers/ames/orgs/aeronautics/windtunnels/arc-upwt-multimedia-index.html.

— Rebecca Band,
IBEW 1245 Communications Director



From left: IBEW 1245 members Bart Aganon, Lex Alday, Craig Morrison and Louie Icaro work for NAS at Ames. The wind tunnel is visible in the background.

Photos by
John Storey



NOTICE of LOCAL UNION ELECTION

In the coming months, IBEW Local 1245 will have nominations and elections for all elected leadership positions within the union. The election process will begin in March of 2019 for Officers, Executive Board, Advisory Council and Examining Board, with balloting in June of 2019 for new three-year terms.

Complete information on nominations, elections, duties, and qualifications of officers, the Executive Board, Advisory Council and Examining Board are found in the Local Union Bylaws and the International Union Constitution. The bylaws have recently been updated to reflect the amendments approved by Local 1245 members in the fall of 2018. The most up-to-date version of the Local Union bylaws can be viewed at www.ibew1245.com/bylaws.

CANDIDATE ELIGIBILITY AND NOMINATIONS

To qualify as a candidate for Local Union Office, Executive Board, Advisory Council or Examining Board, a member must have at least two years' continuous good standing in the Local Union immediately prior to nomination. (Local Union Bylaws Article III, Section 7. (e)). Candidates for Executive Board and Advisory Council must be employed under the designated organizational code/workgroup that they are running to represent. **Members who are elected in the Local Union must be able and available to attend all regular and special meetings** and to conduct the affairs of their office without compensation or other expenses other than provided for in Article X of the Local Union Bylaws. Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office.

Nominations for Executive Board, Officers, Advisory Council and Examining Board must be made at any regular General Membership Meeting (Unit Meeting) in March 2019. If a unit does not have a regular General Membership Meeting (Unit Meeting) scheduled in March 2019, a special General Membership Meeting (Unit Meeting) will be arranged.

To be nominated, the member must be present at the General Membership Meeting (Unit Meeting) where the nomination is made. Alternatively, a member may submit a letter of intent, which can be found online at <http://ibew1245.com/letter-of-intent>, in writing to Recording Secretary Rachel Ramirez at IBEW 1245, P.O. Box 2547, Vacaville, CA 95687 on or before Friday, March 1st, 2019, indicating that he or she will run for a specific Local Union office. That member must then be nominated at any General Membership Meeting (Unit Meeting) in March 2019. By submitting a letter of intent, a member does not have to be present at the meeting where he/she is nominated.

No member may be a candidate for more than one office. Anyone nominated to more than one office must choose the office for which she or he will be a candidate.

UNIT OFFICERS Nominations and elections of Unit Officers shall take place at June 2019 unit meetings (General Membership Meetings) in accordance Article XII of Local Union Bylaws. Units which do not meet in the month of June may elect their unit officers at their first unit meeting after June 2019.

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

Ballots will be mailed by June 1, 2019. To be eligible to vote, you must have paid your dues for March 2019 on or before May 31, 2019, per Local Union Bylaws Article III, Section 9. Completed ballots must be received by the Union at the designated post office box no later than 10:00 a.m. on Tuesday, June 25 at which time counting will begin.

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

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

ELECTED LEADERSHIP POSITIONS

OFFICERS AND EXECUTIVE BOARD

The following officers shall be elected in accordance with Article XVI of the IBEW Constitution and Article III of the Local Union Bylaws.

- President
- Vice President
- Recording Secretary
- Treasurer
- Business Manager/Financial Secretary* and six Executive Board members shall be elected as follows:
 - 1 – from the Southern Area
 - 1 – from the Central Area
 - 1 – from the Northern Area
 - 1 – from the Northeastern Area
 - 1 – at large from the group composed of the members from the General Construction Department of the Pacific Gas and Electric Company
 - 1 – from outside construction and tree trimming companies

For the purpose of the selection of the Executive Board members, the composition of the above areas and groups shall be defined as follows based on the member's organizational code (please note changes from the previous election resulting from the member-approved bylaws amendments).

SOUTHERN AREA

- 1100 San Joaquin – Clerical – PG&E
- 1101 San Joaquin – Physical – PG&E
- 1121 Merced Irrigation District
- 1141 Turlock Irrigation District
- 1151 Lindmore Irrigation District
- 1200 Coast Valley – Clerical – PG&E
- 1201 Coast Valley – Physical – PG&E
- 1221 City of Lompoc
- 1301 Pipeline Operations Physical PG&E
- 1401 City of Santa Clara
- 1500 San Jose – Clerical – PG&E

- 1501 San Jose – Physical – PG&E
- 2551 South San Joaquin Irrigation District
- 3031 Dynege HH
- 3041 Dynege Perm
- 4002 Frontier (Citizens) – Needles
- 5651 Jacobs Technology
- 5661 Lockheed Martin Space Systems
- 5671 Northrop Grumman Corporation
- 7901 PG&E Diablo Canyon Outage Workers

CENTRAL AREA

- 2000 Port of Oakland
- 2201 AC Transit
- 2300 East Bay – Clerical – PG&E
- 2301 East Bay – Physical – PG&E
- 2381 Foster Wheeler
- 2400 San Francisco – Clerical – PG&E
- 2401 San Francisco – Physical – PG&E
- 2420 General Office – Clerical – PG&E
- 2421 General Office – Physical – PG&E
- 2500 Stockton – Clerical – PG&E
- 2501 Stockton – Physical – PG&E
- 2531 Modesto Irrigation District
- 2532 Modesto ID/Admin/Tech/Clerical Unit
- 2533 Modesto ID/Professional & Supervisory
- 2541 Tri – a Dam Project
- 2601 Alameda Power Telecom City Of Alameda
- 2701 City of Berkeley
- 2801 City of Lodi – Utility
- 2901 City of Oakland
- 3051 Genon Energy HH
- 3061 Genon Energy Perm
- 5601 Advance Carbon Products Inc.
- 5611 AnsaldoBreda, Inc (Hitachi)
- 5621 Borden Lighting
- 5641 Delta Star
- 5681 Trayer Engineering
- 6401 Hiring Hall – City of Lodi
- 6911 Hiring Hall – Physical/PG&E

- 3001 Sacramento Regional Transit District
- 3100 Humboldt – Clerical – PG&E
- 3101 Humboldt – Physical – PG&E
- 3200 Shasta – Clerical – PG&E
- 3201 Shasta-Physical-PG&E
- 3210 Bella Vista Water District
- 3220 City of Redding – Electric
- 3221 City of Redding – Maintenance
- 3251 City of Shasta Lake
- 3261 Resort Improvement Dist #1
- 3400 De Sabl – Clerical – PG&E
- 3401 De Sabla – Physical – PG&E
- 3421 Paradise Irrigation District
- 3500 Drum – Clerical – PG&E
- 3501 Drum – Physical – PG&E
- 3541 City of Roseville
- 3600 Colgate – Clerical – PG&E
- 3601 Colgate – Physical – PG&E
- 3620 South Feather Power & Water
- 3621 South Feather Water Hydro Power (Oroville)
- 3651 Yuba County Water Agency
- 3661 City of Gridley
- 3700 North Bay – Clerical – PG&E
- 3701 North Bay – Physical – PG&E
- 3731 City of Healdsburg
- 3751 City of Willits
- 3791 City of Ukiah
- 3800 Sacramento – Clerical – PG&E
- 3801 Sacramento-Physical – PG&E
- 3901 SMUD
- 3921 U.S. Bureau of Reclamation
- 3931 WAPA
- 4004 Frontier (Citizens) – Colusa
- 4781 NCPA – Geo – Therm
- 5701 City Light & Power, Inc
- 5771 Sunoptics
- 6001 Hiring Hall – SMUD
- 6910 Hiring Hall – Clerical/PG&E

NORTHEASTERN AREA

- 3021 Transcanada GTN
- 3231 Lassen MUD
- 3301 NV Energy (Sierra Pacific)
- 3341 Truckee – Donner PUD
- 3351 Truckee Meadows Water Authority
- 3371 Mt. Wheeler Power

- 3381 Wells Rural Electric
- 3521 Plumas Sierra REC – Phys.
- 3561 City of Fernley
- 4001 Frontier (Citizens) – Alturas
- 4003 Frontier (Citizens) – Elko
- 5231 Liberty Energy/Calpeco
- 6301 Hiring Hall – NV Energy

ADVISORY COUNCIL

The following Advisory Council seats shall be elected in accordance Articles III, XII and XIII of the Local Union Bylaws. For the purpose of the selection of the Advisory Council members, the composition of the areas and groups shall be defined as follows based on the member's organizational code as listed above (please note changes from the previous election resulting from the member-approved bylaws amendments).

1. San Joaquin Division of PG&E – Physical
2. Coast Valleys Division of PG&E – Physical
3. Diablo Canyon Nuclear Generating Station
4. GPO&M-T&D and Gas Distribution and Control Center
5. City of Santa Clara and San Jose Division of PG&E – Physical
6. Alameda/Contra Costa Transit District and East Bay Municipalities
7. East Bay Division of PG&E – Physical 8. San Francisco Division of PG&E – Physical and General Office of PG&E – Physical
9. Stockton Division of PG&E – Physical
10. Sacramento Regional Transit District
11. TransCanada
12. Humboldt Division of PG&E – Physical and Resort Improvement District #1.
13. Shasta Division of PG&E – Physical, City of Redding, City of Shasta Lake, and Bella Vista Water District
14. NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt. Wheeler Power, Inc., Lassen Municipal Utility District, Wells REC, Liberty Energy and Plumas Sierra REC

15. De Sabla Division of PG&E – Physical
16. Drum Division of PG&E – Physical, and City of Roseville
17. Colgate Division of PG&E – Physical, Yuba County Water Agency, and City of Gridley
18. North Bay Division of PG&E-Physical, City of Healdsburg, City of Ukiah, City of Willits
19. Sacramento Division of PG&E – Physical and City Light & Power
20. Sacramento Municipal Utility District and City of Lodi
21. USBR, Western Area Power Administration
22. Frontier Communications
23. General Construction of PG&E – At Large
24. General Construction of PG&E – At Large
25. General Construction of PG&E – At Large
26. Tree Trimmer Companies
27. Clerical PG&E – Northern Area
28. Clerical PG&E – Central Area
29. Clerical PG&E – Southern Area
30. Irrigation Districts (Merced ID, Turlock ID, Lindmore ID, Paradise ID, South Feather Power and Water Agency, Modesto ID and South San Joaquin ID)
31. Outside Construction
32. City of Lompoc
33. Manufacturing
34. Generation including Dynege, Foster-Wheeler, Genon, NCPA, NRG and Tri-Dam Project
35. Materials Distribution Dept. of PG&E
36. City of Vallejo and Greater Vallejo Recreation District

EXAMINING BOARD

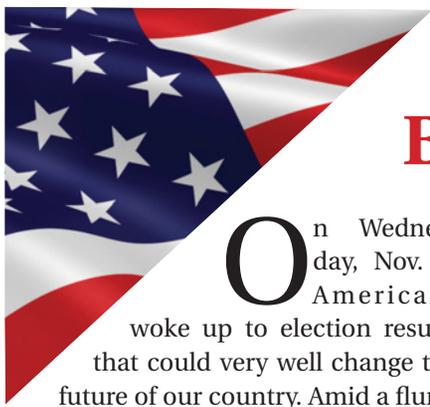
The Examining Board shall consist of three journeyman members from the Construction Unit (Outside Line).



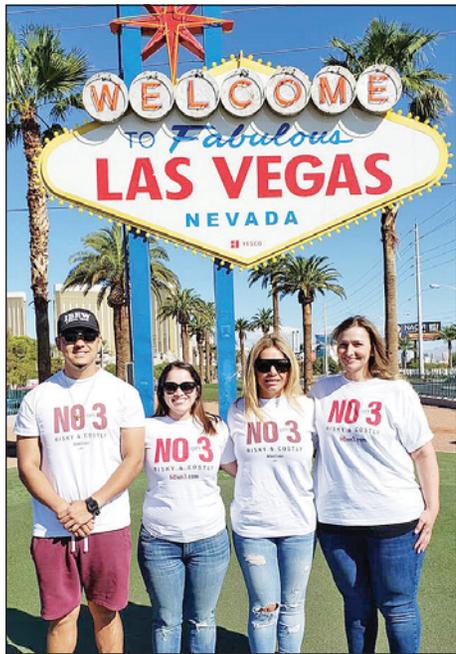
For more information and FAQs, visit www.ibew1245.com/union-election-faqs

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

IBEW 1245 Members Help Propel Union-Backed Candidates and Campaigns to Victory



On Wednesday, Nov. 7, Americans woke up to election results that could very well change the future of our country. Amid a flurry of wins and losses, one thing is abundantly clear — voter turnout matters. Nowhere is that more apparent than here in IBEW 1245's jurisdiction, where our own members helped to push a number of key ballot measures and candidates to victory, thanks to their hard work in getting out the vote in their communities.



Organizing Stewards Anthony Corales, Melissa Echeverria, Mary Corrente and Janelle Bucci raised awareness for No on 3 in Las Vegas.

Local 1245's biggest win of the night came out of the state of Nevada, where we defeated the billionaire-backed effort to deregulate the state's energy market. The risky and costly deregulation measure, known as **Question 3**, had passed by more than 2-to-1 when it first appeared on the ballot in 2016. But thanks to our members' hard work and dedication, as well as the broad bipartisan coalition we built in opposition to Question 3, we succeeded in turning the tables and this time, the

measure lost 2-to-1 (see more on page 8). Our extensive Get Out the Vote effort also had a magnanimous effect on the rest of the ticket. Together, we ousted anti-union incumbent US Senator Dean Heller and replaced him with our friend **Jacky Rosen**, and we also helped elect



Local 1245 Organizing Stewards Lupe Johnson and Jeremy Smith were proud to support Rosanna Herber for SMUD Board.

pro-union Governor **Steve Sisolak** and Lt. Governor **Kate Marshall**.

In **Sacramento**, Local 1245 secured a big victory for **Rosanna Herber**, the newly elected member of the SMUD Board in Ward 4. The hundreds of IBEW 1245 members who work at SMUD are incredibly grateful to have Herber as an ally when it comes time to bargain their contract. In fact, Local 1245 carried the Sacramento Labor Council's Get Out the Vote effort almost single-handedly, as we were the only union who released members to work with the Labor Council on this election, and our organizing stewards turned our dozens of 1245 volunteers who put in thousands of hours of work. Thanks to their tireless efforts, the Sacramento Labor Council secured six out of the top ten spots for the most calls to voters made from a California labor council during this election cycle.

In the **Bay Area**, Local 1245 also helped rack up a victory for our longtime ally **Katie Harrison**, who handily won her re-election bid to the Berkeley City Council. Harrison has proved herself to be a fierce supporter of labor rights and has lived up to her promise to stand with IBEW 1245 on utility issues. She's exactly the kind of elected official our members who work at the City of

Berkeley deserve to have in their corner.

Our 220 members employed at the City of **Vallejo** are looking forward to having a new ally on the City Council with the victory of **Hakeem Brown**, our members at the City of **Alameda** are feeling the same way about the election of **John Knox White** to their City Council, and our members working at **AC Transit** are glad to have **Joel B Young** and **Mark Williams** keep their seats on the AC Transit Board.

In the **Central Valley**, IBEW 1245 helped propel **Measure L** to victory in Lodi. This sales tax will directly benefit the Local 1245 members who work for the City of Lodi. Our members also helped longtime labor ally **Heath Flora** retain his Assembly seat. Other union-backed candidates, including Assemblymembers **Jim Patterson** and **Joaquin Arambula**, as well as Fresno City Council candidate **Nelson Esparza**, also secured victories in their respective races.

In the City of **Lompoc**, Local 1245 members worked hard to successfully elect **Jenelle Osborne** as the city's new mayor, and they also worked to re-elect City Council member **Victor Vega**. Both Osborne (who formerly served on the City Council) and Vega have been friendly to the IBEW 1245 members who work for the City. Their attempt to oust an unfriendly City Council member wasn't as



Alvin Allen, who works for the City of Lompoc, leaves campaign literature in support of Lompoc City Council member Victor Vega at a voter's door.



Local 1245 Organizing Stewards Kevin Krummes (left) and Andrew Garcia (right) with Wisconsin's new Governor-Elect, Tony Evers

fruitful, but they are still pleased to have assisted with two victorious campaigns.

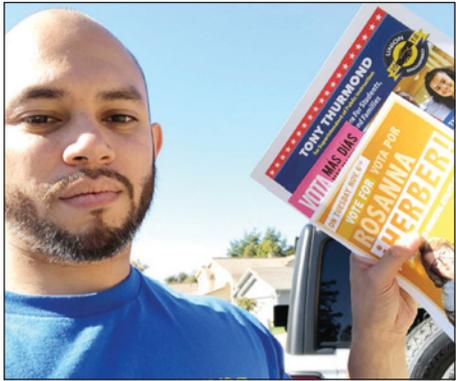
Additionally, Local 1245 also played a role in one of the biggest electoral upsets of the night, which came from the state of Wisconsin. Notoriously anti-union Gov. Scott Walker, who rose to fame by stripping Wisconsin union members of their collective bargaining rights, lost his re-election bid to challenger **Tony Evers**, and two Local 1245 members assisted with what is being considered the biggest labor-driven coup in the nation. Walker had worked closely with the Koch Brothers to aggressively weaken unions and dismantle the labor movement, and in fact became the poster child for union-busting policies that have spread to other states as well. But on election night, Walker got a taste of his own medicine, as he learned that unions will never back down from a bully until that bully is defeated.

"When I look at all of the races that our IBEW 1245 organizing stewards and volunteers had a hand in during this election cycle, it's obvious that our members made a real difference," said IBEW 1245 Business Manager Tom Daltzell. "The amount of time and effort that they put in over several months has paid off in ways that even I didn't expect, and the end result is a much brighter future for us all. I couldn't be prouder of everything that we've accomplished."

— Rebecca Band, IBEW 1245 Communications Director



EVERY VOTE COUNTS



Unprecedented Solidarity: IBEW Members from a Dozen Locals Band Together to Stop Question 3 in Nevada

Whenever other IBEW locals are under attack, Local 1245 never hesitates to dispatch our own activists to assist our brothers and sisters in their fight. This past fall, as Local 1245 members in Nevada faced a massive attack of their own, IBEW locals from all around the country, including many locals that we've supported in the past, flocked to our jurisdiction to return the favor.

In mid-October, IBEW members from Locals 47, 57, 77, 109, 124, 125, 465, 499, 659 and 1547 joined with members and leaders from Local 1245 and Las Vegas-based Local 396 to get the word out about Nevada's Question 3, a deceptive and dangerous energy deregulation measure that could have led to widespread job loss, increased energy costs, unreliable power, rolling blackouts and consumer fraud.

In the weeks leading up to Election Day, the pressure was mounting to make sure Nevada voters truly understood what was at stake with this risky and costly measure. So Locals 1245 and 396 partnered with NV Energy to host a canvassing blitz in the Las Vegas area, with the intention of reaching as many voters as possible and encouraging them to vote No on Question 3.

Unprecedented Solidarity

Before they hit the streets on Oct 17, the IBEW members, many of whom traveled hundreds of miles from their home local to participate, came together to hear from some inspiring speakers, including notable labor leaders, utility execs and elected officials.

"Looking out over this group ... what a dream come true. I think that this is truly unprecedented solidarity among the different IBEW locals, as well as remarkable labor-management cooperation, the likes of which are rarely seen in the United States," IBEW 1245 Business Manager Tom Dalzell told the group as he kicked off the day. "You can't put a price tag on what we have in this room. Your honesty, and your truth, and your



IBEW 1245 Business Manager Tom Dalzell

enthusiasm, and your passion, and your devotion and commitment ... that's what will win it."

"You're out there doing the hard work that needs to be done... We couldn't do it without all of your help," echoed IBEW International President Lonnie Stephenson. "And I want to acknowledge, of course, Tom Dalzell. He's pretty reserved and he doesn't take much credit, but I can tell you he's been a big catalyst that has really brought us together. He spearheaded a coalition of all the IBEW local unions that have members working at Berkshire Hathaway properties. And we have seen our relationship build and grow at each one of those properties across the country."

Dalzell's leadership, coupled with the forward-thinking perspective of NV Energy CEO Paul Caudill, has brought about a new era of collaboration between IBEW and NV Energy after many years of contention and strife.

"We knew that we couldn't position this company, and frankly, the state of Nevada, to be able to take on the changes in the market without the IBEW," Caudill told the IBEW activists and supporters. "But this [campaign] is not about NV Energy. It's about the people in the state of Nevada that will be impacted by this. And, frankly, it's about people who can't afford to pay more for their electricity as they go forward ... So, it's a good one to

fight. We're not backing down from anybody, and I just can't tell you how much I appreciate what you guys are doing."

AFL-CIO Secretary-Treasurer Liz Shuler, who comes out of IBEW 125 in Portland, put the No on 3 campaign in the context of other notable labor victories that defined 2018, including the teachers' strike in West Virginia, and the defeat of right-to-work in Missouri.

"Some of you were out there working to defeat Prop A in Missouri. And that's a lesson, that when we come together, no one can stop us," Shuler said. "This is the moment that we are in ... and No on 3 here in Nevada is going to be the next victory, the next milestone for working people in this country."



AFL-CIO Secretary Treasurer Liz Shuler

"Make no mistake, this isn't just about some mundane energy regulatory matter," added Nevada Assemblymember Chris Brooks, a No on 3 stalwart who formerly worked as a journeyman wireman out of IBEW 357. "This is an attack on workers, it's an attack on regulations that govern the way that we make our energy, and how we deliver it to all the citizens in Nevada."

Open to Listening

After the rousing speeches concluded, the IBEW members quickly went right back to work, knocking on thousands of doors to talk with voters about Question 3 and what deregulation would mean for everyday Nevadans.

For IBEW Local 47 Staff Organizer Erin Koh, the issue of deregulation hits close

to home. As a former SoCal Edison employee who was working for the utility in the wake of California's own deregulation debacle, Koh was able to incorporate her first-hand experience into her conversations with voters.

"It was actually easy for me to explain exactly how bad [Question 3] would be for Nevada," she said, noting that she had a front-row seat to the harm that a similar type of deregulatory maneuver brought to California. "It was really good, people were definitely open to listening to us and understanding that deregulation is not something that Nevada needs."

As a seasoned campaigner, Koh found door-to-door canvassing in Vegas to be highly effective. Even in neighborhoods where the majority of people weren't home when she came knocking, she was still able to speak with many voters virtually face-to-face, thanks to the prevalence of new video-surveillance doorbells that allow residents to see and communicate with people on their doorstep remotely through a mobile app.

While some of the IBEW canvassers, like Koh, brought a wealth of campaign experience, others came to Vegas without having ever participated in a get-out-the-vote effort before. Matt McEntire, who hails from IBEW 659 in Medford, OR, works as a lineman for Pacific Power, another Berkshire Hathaway-owned utility. He doesn't have any experience working in politics, but he saw a call for volunteers in his local union bulletin, and without knowing anything at all about Question 3, he signed up — and soon found himself going door-to-door in Vegas.

"It was a little nerve-wracking at first, but I'm getting used to it," he said, noting that he received excellent mentorship from some of the more experienced organizers from other IBEW locals. "A lot of the younger people here are pretty receptive once you make contact and tell them what it's all about ... when you start talking dollars, they start paying attention."

Both Koh and McEntire spent a little



IBEW members from a dozen locals came together in Las Vegas to get out the vote for No on Question 3.

Photos by John Storey

IBEW 1245 Member Runs for Local School Board of Trustees



Flores bumped into a co-worker from Merced Irrigation District as he worked to get out the vote.



Flores with fellow organizing stewards Aileen Zuehlke and Hector Gonzalez, and 1245 Staff Organizer Fred Ross

Rodrigo Flores is a 19-year member of IBEW 1245 and works at the Merced Irrigation District. As a Local 1245 organizing steward, Flores has been involved in a number of political campaigns to help get out the vote — and in 2018, he decided to embark on a campaign of his very own.

Flores ran for the Weaver Union School District Board of Trustees, which is a small school district situated on the outskirts of Merced, comprised of one preschool, two elementary schools and one middle school. Flores himself attended school in the district, his son is currently a sixth grader at Weaver Middle, and his wife also works for the district as a teacher, so Flores has very close ties to Weaver Union.

Flores feels very passionately about working to improve the district for his own family as well as the many other families who work and go to school in Weaver Union.

“I’m running because I want to give back to the district. We’ve had the same people in office for a long time here, and I think it’s time for a change,” said Flores at the start of his campaign, noting that the incumbent in his area has been in office for nine years. “I feel like I have a lot to contribute. I want to integrate the community more into the decision-making processes, and make people more aware of what goes

on at the schools.”

“Rodrigo is both excited and nervous [about the election],” IBEW 1245 Staff Organizer Fred Ross reported from the field in the area of Weaver Union Flores is running to represent. “He really appreciates the help from the two teams of IBEW organizing stewards who have come out to canvass with him, and he credits the organizing steward program for his commitment to public service.”

As a municipal utility worker, Flores isn’t your average school board trustee. But he was motivated to effect positive change for the students and school employees alike, and in his opinion, that’s the most important attribute that any political candidate can have.

“If someone feels strongly about making change, then they should just go for it and run for office!” he said. “Instead of being negative and griping about problems that you see, run and do something positive for your community!”

It was an exceptionally close race, but when the votes were finally all counted, Flores lost to the incumbent by just nine votes.

“I want to thank my wife and my two boys for all the support,” he wrote to his friends on Facebook. “Thank you to [IBEW 1245 Staff Organizer] Fred Ross, and [Organizing Stewards] Mark, Matt, Aileen, and Hector at IBEW 1245 for the great help.”



Flores ran into one of his former teachers when he was out canvassing.



Ross reports that Flores (right) has a disarming smile and open personality as he meets and greets voters.



over a week canvassing in Nevada, and found the experience challenging but rewarding, as did their colleagues. Many of the other IBEW local volunteers expressed appreciation for Local 1245’s powerhouse team of organizing stewards, who help to coordinate, organize and assist the other teams.

“We had 32 IBEW members out here with us knocking on doors. We helped get everyone trained and briefed, and then we passed out turf [precinct walking lists]. Once everyone was out, we grabbed some turf for ourselves and heading out right behind everyone!” Organizing Steward Brittney Santana reported. “At one point we approached a group of neighbors who were just talking about Question 3 when we walked up, and they were happy to see us out talking to them and their neighbors for a No vote!”

There’s no question that the No on 3 campaign was highly effective, particularly in regards to connecting one-on-one with voters. And at the end of the day, the measure was soundly defeated by a 2-to-1 margin, despite the fact that the measure passed by a 2-to-1 margin when it first came up in 2016. This is due in large part to the time and effort that IBEW members committed to this campaign.

— Rebecca Band, IBEW 1245 Communications Director

IBEW 1245 Member Elected to Hercules City Council

Fourteen-year IBEW 1245 member Dion Bailey is no stranger to serving the public. He’s made civil service his career, and currently works as an airport duty manager at the Port of Oakland. For the past five years, he’s also sat on the planning commission for the town of Hercules. And on Nov. 6, 2018, he was elected to serve as a member of the Hercules City Council.

“I’ve always wanted to give back to my community,” said Bailey. “And I’ve done that a little as a planning commissioner, but this new role on the City Council will enable me to help bring about change in a much broader sense.”

Bailey has lived in Hercules for 25 years, ever since his family moved out to the East Bay from San Francisco when he was still in high school. He clearly adores his city, and is brimming with new ideas to help improve it. One of his more ambitious goals involves the development of a rail station in Hercules.

“Amtrak comes through here every day, but it doesn’t stop,” said Bailey, noting that although the rail line runs right through his town, residents have to drive all the way to Emeryville or Martinez to catch the train. “I would like to get that done as a way to get folks off of I-80 and ease traffic congestion. My

major goals have to do with transportation, but I also ran on a platform of improving public safety and financial sustainability.”

Serving on the City Council is a substantial time commitment, but it’s not a full-time job, so Bailey will be able to continue working at the Port and serving his co-workers as a union shop steward — but he will be required to vacate his seat on the planning commission now that he’s been elected to the City Council.

Bailey believes that the years he’s spent as a shop steward have equipped him with a unique set of skills that enable him to be a forward-thinking elected official.

“Being a shop steward has taught me how to listen, how to figure out what people really want, and how to go out and try and make it happen — because nothing is impossible,” said Bailey. “Our previous IBEW Business Rep, Al Fortier [now an IBEW 1245 Assistant Business Manager], has always said ‘Go out there and try, because you never know.’ Some of the things we’ve accomplished [as a bargaining unit] were from that ‘you never know’ category. So I apply that same thinking here — I listen to people’s ideas and I take things forward. I’ve

done that as a planning commissioner, and I plan to do the same as a City Council member.”

— Rebecca Band, IBEW 1245 Communications Director



IBEW 1245 member Dion Bailey has been elected to serve on the Hercules City Council. Photo by John Storey.

IBEW 1245 Demonstrates Support for CARB's Innovative Clean Transit Regulation

On Friday, Dec. 14, 2018, three IBEW 1245 organizing stewards joined with IBEW representatives from locals all across California to express their support for the state's landmark Innovative Clean Transit (ICT) proposal at a hearing before the California Air Resources Board (CARB).

"The regulation will mandate zero emissions of all public transit throughout the state by the year 2040," explained Organizing Steward Charlotte Stevens, who was among those who attended the hearing. "This will promote a healthier environment and create jobs for our members."

According to CARB, this first-of-its-kind regulation "is part of a statewide effort to reduce emissions from the transportation sector, which accounts for 40 percent of climate-changing gas emissions and 80-90 percent of smog-forming pollutants. The transition to zero-emission technologies, where feasible, is essential to meeting California's air quality and climate goals."

At the hearing, the public support for the ICT regulation was clearly on display. More than 40 people testified before the Board, and only two were in opposition to the regulation.

"The highlight of the hearing was when Sacramento County Supervisor Phil Serna, Dr. John Balmes, and Diane Takvorian — all of whom are CARB Board members — gave IBEW recognition during their speeches," said Organizing Steward Georgette Carrillo.



The IBEW 1245 Organizing Stewards, seated behind the podium in their blue union shirts, were clearly visible on the televised broadcast.



IBEW 1245 organizing stewards joined with other proponents of California's Innovative Clean Transit regulation at a hearing on Dec. 14.

"Charlotte, Alvin, and I sat in the third row because we definitely wanted to make our presence known, and I think we accomplished our goal, since you could see us clearly on the TV screen."

At the end of the day, the Board voted to approve the new regulation, which is expected to reduce greenhouse gas emissions by 19 million metric tons from 2020 to 2050 — the equivalent of taking four million cars off the road.

"Not only will this benefit our IBEW

members in many ways ... but it will also benefit the public by decreasing lung-related illnesses, providing affordable transit in low-income communities, and combating emissions that are contributing to our drastic climate change," said Organizing Steward Alvin Dayoan.

"Each time I represent IBEW at the Capitol or other government agencies, I see the obvious proof that the work we do matters and makes a significant difference," added Stevens.

At Utility Gas Conference, California Gas Workers Unite to Face Challenges Ahead

Approximately 30 union members from across the state participated in the fourth annual California Utility Gas Workers conference, which took place in Palm Springs in mid-December. Members from IBEW 1245, ESC Local 20, IBEW Local 465, and UWUA Locals 132, 483, and 522 attended the two-day conference, which was geared towards strengthening the coalition between the gas utility union locals, all of whom are facing a wide array of unique challenges that have and will continue to impact the natural gas industry in California.

The conference kicked off with a quick look at some of the victories and struggles that our locals worked through in 2018. Dave Lewis, PG&E's director of gas wholesale marketing & business development, provided a broad overview of the gas side of the company and many of the large-scale changes that are impacting the business, including renewable natural gas and the shift towards lower emissions vehicles.

Much of the conference focused on the legislative battles we've fought and will continue to fight — and effective organizing tactics that bolster those lob-

bing efforts — in order to protect the stability of the natural gas workers we represent. IBEW 1245 Staff Organizers Eileen Purcell and Rene Cruz-Martinez lead conference attendees through a deep dive into the world of member-driven organizing as a critical tool to effect political and legislative change.

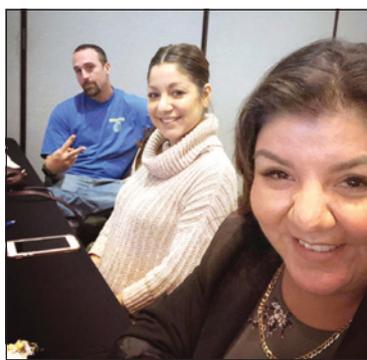
"Our presentation focused mainly in membership engagement and the recruitment of our own members and organizing stewards doing the work. The strength in numbers and the 'sea of blue' in the State Capitol were impactful, helping sway the outcomes for SB 1090 and SB 901 by showing state legislators what we stand for," said Cruz-Martinez. "We explained how we continue to engage members through internal organizing... and we provided information on our political relationships and how we train and expose our organizing stewards to represent our union at the capitol halls."

Purcell and Cruz-Martinez called upon some of IBEW 1245's own organizing stewards to share their experiences from the hard-fought political fights that Local 1245 engaged in over the past year.

"I enjoyed being part of the organizing steward program presentation. I found that by telling our story, it helped paint the picture for the members who have hardly participated in their unions," said Organizing Steward Nilda Garcia.



Local 1245 Staff Organizers Eileen Purcell (left) and Rene Cruz-Martinez



Local 1245 Organizing Stewards (from left) Marc Goodwin, Melissa Fernandez and Nilda Garcia

"It felt good to know that other unions look up to us and want to know how we got to where we are," added first-year Organizing Steward Melissa Fernandez. "I'm very new to this, but the encouragement I got from everyone makes me want to do more and push people more to get involved."

The organizing presentation was exceptionally well-received and piqued the interest of the other unions, inspiring many to consider the possibility of a network of active members across multiple union locals who would be ready to mobilize and take on the special interests that seek to drive natural gas to a premature demise in the Golden State.

The second day of the conference focused on legislative recaps, prognostication, and discussion about how our coalition can be better prepared to

positively affect the outcome of what is to come. IBEW 1245 Business Manager Tom Dalzell provided his substantial insight into California's political workings, while Senior Assistant Business Manager Bob Dean offered a discerning overview into the renewable energy developments that are destabilizing the traditional market for electricity produced by natural gas power plants. The attendees then broke out into groups delineated by job classification, and had the opportunity to learn about the various challenges that workers in their line

of work are facing at different utilities in California. This prompted much conversation that continued to energize all in attendance to be active participants on the issues that effect the future of the natural gas industry in the state, as opposed to being mere spectators of the decision-making process.

As the conference wrapped, we gathered to plan the next steps. The primary immediate action item was to explore communication tools to stay more closely connected to our brothers and sisters in between these annual get-togethers. It was obvious to all in attendance that events are likely to unfold at a rapid pace over the next 12 months, and if we wait until next December to talk again, we will not have taken advantage of the time we spent identifying our opportunities to shape what comes of a rapidly changing utility and energy landscape.

— Anthony Brown, Senior IBEW 1245 Assistant Business Manager

Rene Cruz-Martinez contributed to this report. Photos by Nilda Garcia.



Senior Assistant Business Manager Bob Dean (left) and Business Manager Tom Dalzell

IBEW 1245 Members Attend Inter-Union Gas Conference

A diverse delegation of IBEW 1245 members attended the Inter-Union Gas Conference in Niagra Falls in late October. This unique international conference brings together gas workers from the IBEW, as well as International Chemical Workers Union Council (ICWUC), United Association of Plumbers and Pipefitters (UA), United Steelworkers (USW), Utility Workers Union of America (UWUA) and UNIFOR (a Canadian utility union) for an action-packed four-day conference.

This year's conference theme was "Protecting Gas Workers' Mental Health and Wellness," and featured a variety of speakers who touched on a number of health-related issues, including tough topics such as suicide prevention. The members also participated in workshops broken out by line of business

(clerical, distribution, service, and storage/transmission/field), where they were able to delve into some of the challenges and successes they experience in their particular work environments.

"Attending this conference has definitely opened my eyes to get involved and do more with my union," said IBEW 1245 member Teofilo Freeman.

Representing Local 1245 at the conference were members Joe Sanchez, Phil Wiltens, Teofilio Freeman, Trevor Robertson, Sandi Busse, Kathy Polido, Phuong Tran, Ricardo Hernandez, Troy Callahan, Lou Campagna, PJ Doherty, Rich Eisenbeiss, David Holtz, David Keef, Marty Kumle, Leo Lopez, Steve Lange, Marty Marshall, and Carson McAtee, along with IBEW 1245 staffers Adam Weber, Lloyd Cargo and Dennis Seyfer.



From left to right, back row: Joe Sanchez, Phil Wiltens, Teofilio Freeman, and Trevor Robertson. Front row: Sandi Busse, Kathy Polido, IBEW 9th District International Rep Charlie Randall, Lloyd Cargo, Phuong Tran, and Ricardo Hernandez at the Inter-Union Gas Conference in Niagra Falls

Working Together to Solve Problems

GOP Asm. Cunningham Meets with Local 1245 Shop Stewards in San Luis Obispo

When the CPUC decided to gut the meticulously negotiated Joint Proposal Agreement intended to ensure a safe and equitable decommissioning of the Diablo Canyon Nuclear Power Plant, IBEW 1245 refused to take the decision lying down. Instead, the union opted to pursue a legislative remedy — but in order to pass the legislation needed to restore the original terms of the Joint Proposal, we needed to find state lawmakers who would be willing to go to bat for us.

Enter Assemblymember Jordan Cunningham, a San Luis Obispo native who was elected to the Assembly in 2016. As a Republican, Cunningham wouldn't necessarily be on a union's list of likely bill sponsors. But thanks to the work that IBEW 1245 has done to build relationships with legislators on both sides of the aisle, Asm. Cunningham was more than willing to partner with 1245 and co-sponsor the Diablo Canyon bill with Sen. Bill Monning (D- Central Coast).

In these highly divisive political times, "bipartisan" isn't a word that comes up often, but IBEW 1245 is incredibly proud of our bipartisan achievement we accomplished with the passage of the Diablo Canyon bill, known as SB 1090. And Asm. Cunningham is clearly pleased as well, as he took time out of his busy

schedule to share his sentiments with a group of IBEW 1245 shop stewards at their annual training in SLO in late October.

"We got SB 1090 through with just one 'no' vote," he told the stewards proudly. "We got through three committees in the Senate, and the Senate floor, and two committees in the Assembly, and the Assembly floor, with only one 'no' vote through that entire process. And that's a testament to [IBEW 1245's] hard work and ingenuity, Senator Monning's leadership, and maybe a little bit of my leadership ... That's how you solve problems in a bipartisan way."

"We had such an awesome coalition. And it gives me such hope for the future," he continued. "It's all about finding alliances and working together to solve problems."

Asm. Cunningham proceeded to engage in a candid discussion with the Local 1245 stewards, answering questions on a wide range of issues, from the economic impact of the closure of Diablo Canyon, to inverse condemnation, to the DMV, to climate change.

On that last topic, Asm. Cunningham wasn't afraid to discuss his views, despite the fact that they do not align with many of the members and leaders of his own party.

"I accept the science of climate change. I have a bachelor's degree in physics. I think that the evidence is piled up and is pretty strong that carbon emissions are contributing to what might be somewhat a natural warming cycle anyway, but I think we're making a contribution to it," he told the stewards. "There were two big bills that attempted to put California ahead of anybody else on climate change. One was the cap and trade extension... and I voted for that. I was one of eight Republicans in the legislature — seven in the Assembly, one in the Senate — to do so. And I thought that the evidence was pretty strong that that program was working pretty effectively. It had been tried, it was successful, and it seemed like the most economically feasible way to do that."

Cunningham is also a staunch advocate for infrastructure investment, which is not always a popular position among the GOP. On building a brighter, bipartisan future for California, Asm. Cunningham had this to say:

"I think the future of California is going to depend on making intelligent investments in our infrastructure. Our



Assemblymember Jordan Cunningham (R-San Luis Obispo)

population growth, our housing, our energy supply, our transportation network — we have major, major needs and major gaps. And we need to step up and start plugging those gaps. And I think it's going to be a future [with] less R versus D ... the defining contours are going to be people who want to build things that human beings need, and people who, for whatever reason, do not."

— Rebecca Band, IBEW 1245 Communications Director



IBEW 1245 Business Manager Tom Dalzell (right) thanked Asm. Cunningham for his leadership on SB 1090.



Asm. Cunningham posed for a group photo with IBEW 1245 shop stewards in San Luis Obispo.

Photos by John Storey

Statement on PG&E Bankruptcy from IBEW 1245 Business Manager Tom Dalzell

In response to PG&E's Chapter 11 filing on Jan. 29, 2019, IBEW 1245 Business Manager Tom Dalzell issued the following statement:

“At this point, we do not know exactly what the utility will look like once it emerges from bankruptcy. However, we remain fully committed to protecting our members’ jobs, as well as the wages and benefits that they have earned, so that they can continue to provide safe and reliable gas and electric service to millions of Californians in thousands of communities across the state.

“We staunchly oppose any sale, break-up, municipalization or change of ownership at PG&E for a number of reasons. Parceling out the utility into smaller, weaker segments would unquestionably have a negative impact on the safety and stability of both gas and electric service, it would increase costs, and it would decelerate progress towards California’s ambitious clean energy goals. Furthermore, selling or municipalizing some or all of PG&E’s gas or electric transmission or distribution systems would not solve the overarching issue of climate change and the strict liability policies that have put PG&E and all other California utilities on an unsustainable trajectory.

“The claims from the 2017 and 2018 wildfires, filed under California’s inverse condemnation law, are the single largest cause of the company’s financial woes that have led them to this point. Under inverse condemnation, plaintiffs do not need to prove negligence on the part of PG&E, they only have to prove that PG&E equipment was involved in the fire (even in instances of extreme and unanticipated climate change-induced weather events). If left in place, this policy will continue to put an undue onus on all power utilities in California, regardless of ownership, and we urge state lawmakers to act quickly and decisively to reform inverse condemnation immediately.

“There are no easy solutions to the structural, regulatory and climate change-induced problems that PG&E is facing. The company, the unions, the CPUC and state lawmakers must all work together on a comprehensive plan that will harden the system, alleviate undue liability, protect customers and workers, and keep us on track towards 100% renewable energy.”

For the latest news and information on the bankruptcy proceedings at PG&E, please visit www.ibew1245.com/pge.

PG&E Bankruptcy Court Update: Jan. 31, 2019

The “first day motions” were argued in bankruptcy court and ruled on. The two that are most important to us are in the first bullet and we prevailed on both. Our bankruptcy counsel was in court all day involved with the motions.

- Most importantly, the cash management and wage and benefits motions were granted on an interim basis. This approves the normal payment processes and use of payroll accounts and other related benefits accounts pending the final hearing.
- PG&E was approved for their DIP loan on an interim basis. This gives them immediate access to \$1.5B in credit, which will also help them maintain normal operations, payroll, and benefits.
- The wildfire victim plaintiffs’ lawyers spent quite a bit of time arguing. Some took the position that no one should be paid until victims are paid, but the judge respectfully overruled them. Others indicated a desire to have a very quick claims process implemented to allow access to funds for victims.
- With respect to the future of the case, PG&E’s counsel indicated they plan to set up a fire victim claim fund (which would be similar to Takata). They were not specific about how they plan to free up money for that fund, but the general speculation seems to be that they will focus on their Power Purchase Agreements.
- A number of parties are calling for the creation of other creditor committees. There have apparently been requests for a municipality committee, a fire victims committee, and an equity committee. It will be sometime next week before we hear the US Trustee’s position on whether they intend to support formation of those committees. The creditor committees vote on the eventual plan for reorganization. We have expressed our interest in being on the creditor’s committee.

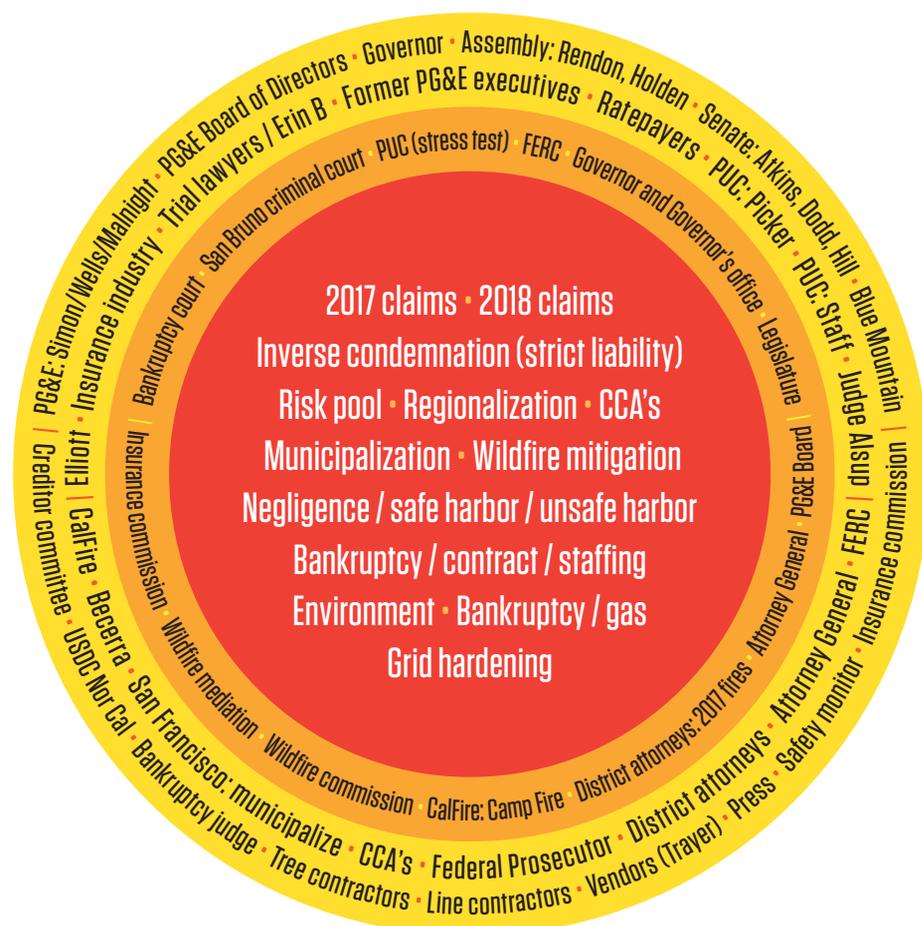
The STIP Issue, which only affects about 15 Local 1245 members, was not decided today. It has taken a lot of heat because it is seen as a bonus, not at-risk pay.

To view the interim orders, visit

<http://bit.ly/pge-bankruptcy>

(scroll to the bottom of the page for links to the interim orders)

BANKRUPTCY FIELD OF PLAY





A PG&E crew replaces a transformer.

Photos by John Storey



PG&E Line Crew Replaces Transformer in Atascadero

Some days at work are tough. But other times, the job is as smooth as can be.

It was one of those glorious days for a three-man PG&E line crew in Atascadero when the *Utility Reporter* caught up with them in late October. The weather was clear, the conditions were favorable, and their transformer replacement job near a mobile home park was as straightforward as any crew could want.

“The transformer was overloaded due to some upgrades in the neighborhood, so we’re just putting in a larger overhead transformer,” explained Crew Foreman Thomas Grennan. “This job is pretty nice. We’re able to get two trucks to it, which makes it pretty easy. And it’s a beautiful California morning.”

Grennan, a 23-year member of IBEW 1245, was all smiles as he spoke about his experience with the union.

“The union has always kept my job safe, and kept me safe,” he said. “It’s kept our wages high, and our benefits great. Plus we’ve got a great rep here in [Jerry] Camacho.”



From left: Linemen Jonathan Montoya, Brian Mallean and Thomas Grennan





Electrician Rod Brown monitors circuits.



Foreman Jeff Norwood moves a pole into place.

The City of Lodi skyrocketed to notoriety with the 1969 release of the Creedence Clearwater Revival song by the same name. The song “Lodi” tells the story of a seasoned musician who laments the stagnation of his career in the Central Valley town. But if all you know of the area is the impression you’ve gotten from that 50-year-old CCR tune, a short visit to Lodi will quickly have you singing a different one.

Coined the “Zinfandel Capital of the World,” Lodi is a well-known wine growing region with over 113,000 acres of vineyards and a climate similar to nearby Sonoma and Napa counties. And while the lyrics of “Lodi” paint a somewhat bleak picture of the types of op-

portunities available there, the town itself can actually be a wonderful place to launch and grow a career — just ask any of the IBEW 1245 members who work for the City of Lodi’s electric utility.

Designing the Future of Lodi Electrical

Five-year IBEW 1245 member Benjamin Griffith works as a senior electrical engineering technician for the City of Lodi, and values the unique opportunities he’s been given through his quality union job. He oversees a broad range of work, from replacing getaways to installing a station feeder and a mile-and-a-half of new primary cable, to routine

The Lodi Low-Down



Electrical engineers for the City of Lodi, from left: Rafael Tapia, Ben Griffith, Carl Wohl, and Blake Edwards at their offices in Lodi.

maintenance. He also does all the single line and three-line drawings for construction crews and customer-based projects, determining required materials and labor estimates which impact the city budget.

“I design electrical power systems, system maintenance and capital projects,” he explained with pride. “I design and estimate pretty much all of the electrical utility projects for the City of Lodi.”

Urgent issues also require Griffith’s attention. He told the *Utility Reporter* about a low-voltage report he had responded to out in the field earlier that day, noting that he and his colleagues always try to create as little impact on customers as possible, working through

the night and into the early pre-dawn hours when necessary to minimize disruptions.

Griffith recognizes the value that the union plays in improving his pay and working conditions and has seen the power of collective action first-hand at the bargaining table.

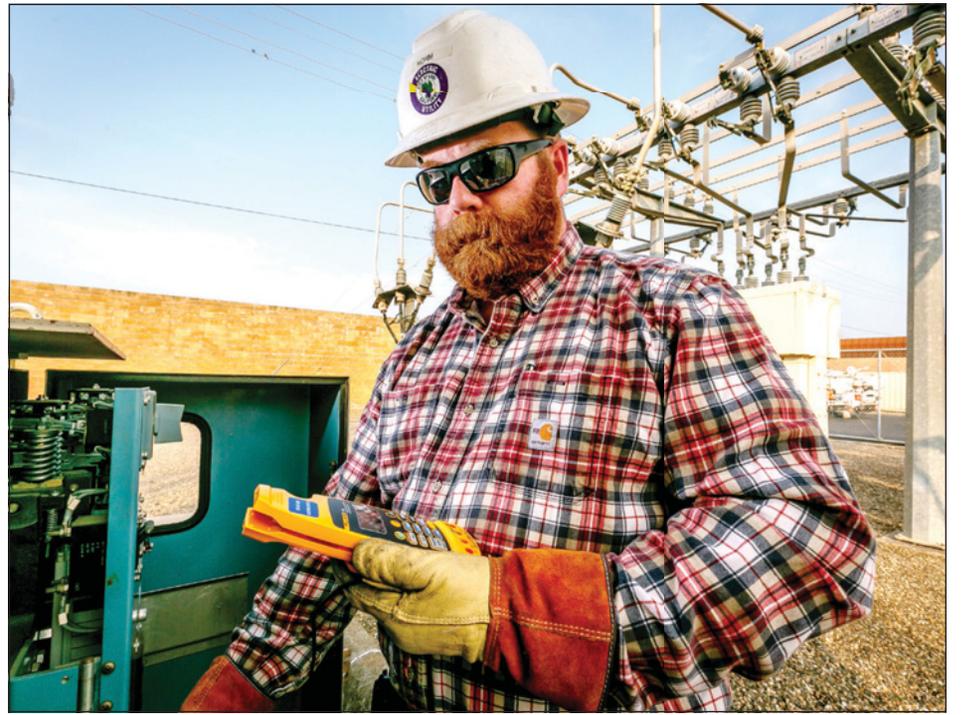
“We’re stronger as a group than as a single person asking for benefits or increases in wages or time off,” he said. “When you have [dozens] of people, and you tell ALL of them ‘no,’ that’s a big group of people to have to ignore. A single person is easy to ignore.”

Keeping the Public Safe

Journeyman Lineman Layne Worley,



Journeyman Layne Worley (left) and Apprentice Charlie Brown change out a cross arm.



Electrician Norm Cassin checks a circuit.



Supervisor Rich Willett



Apprentice Charlie Stocker



Dispatcher Aaron Silver puts a pin in a map at the dispatch center to show where circuits are open or closed.



City of Lodi line crew, from left: Foreman Elton Lamborn, Journeyman Layne Worley, Apprentice Charlie Brown, Journeyman Jeremy Barlow, and Apprentice Alvaro Ramirez



Electricians for the City of Lodi, from left: Norm Cassin, Adrian Solis, and Rod Brown at a sub-station in Lodi

a native of nearby Oakdale, also works for the City of Lodi's Electric Utility Department and has been an IBEW member since 2013.

Worley recently returned home after completing his line apprenticeship with Mountain States JATC in Montana. He appreciated his time in Big Sky Country, but is glad to be back home with his crew.

"I enjoy it here. It's a great group of guys to work around," he said, noting that a successful group dynamic is critical for safety on the job.

While Worley's work includes routine maintenance on tangent structures, like changing out cross arms, he knows that even everyday tasks still require

careful focus and attention. The presence of the public can always pose new challenges and potential dangers that IBEW workers are careful to heed. He appreciates the union's focus on safety, but his favorite part of being a union member is the sense of belonging and collective power.

"The best part about the union is the support," said Worley. "The union always has our backs, especially in bargaining with the city."

The Union Difference

Before coming to the City of Lodi's

Photos by John Storey

Electrical Department over two years ago, Apprentice Lineman Charlie Brown worked for a non-union outfit in Nevada for four years. The union difference did not take long to realize.

"I started a real apprenticeship, and I actually get recognized," Brown explained. "Even just down to tools that we need. Out there in Nevada, the tools were slim. It was [a culture of] make what you have work. We don't have any of those issues at all in Lodi."

For Brown, working for the City of Lodi is an opportunity to get a lot of experience, while also performing routine and preventive maintenance. He works hard to make sure everyone goes home

safe — including his co-workers, as well as other members of the community.

Brown knows from his own experience that the union plays a key part in establishing a culture of safety and training, and that's what makes IBEW workers the best in the business. The union is providing a better life for Brown, too.

"When I was working non-union, I was working for \$18 bucks an hour, driving to and from work two hours each way, and I wasn't getting paid for it — it was all on my own time, my own dime," said Brown. "I'm definitely doing a lot better now. Anybody should come join the union if they can. Better themselves, have a better life for sure."

ON THE GO IN THE SNOW

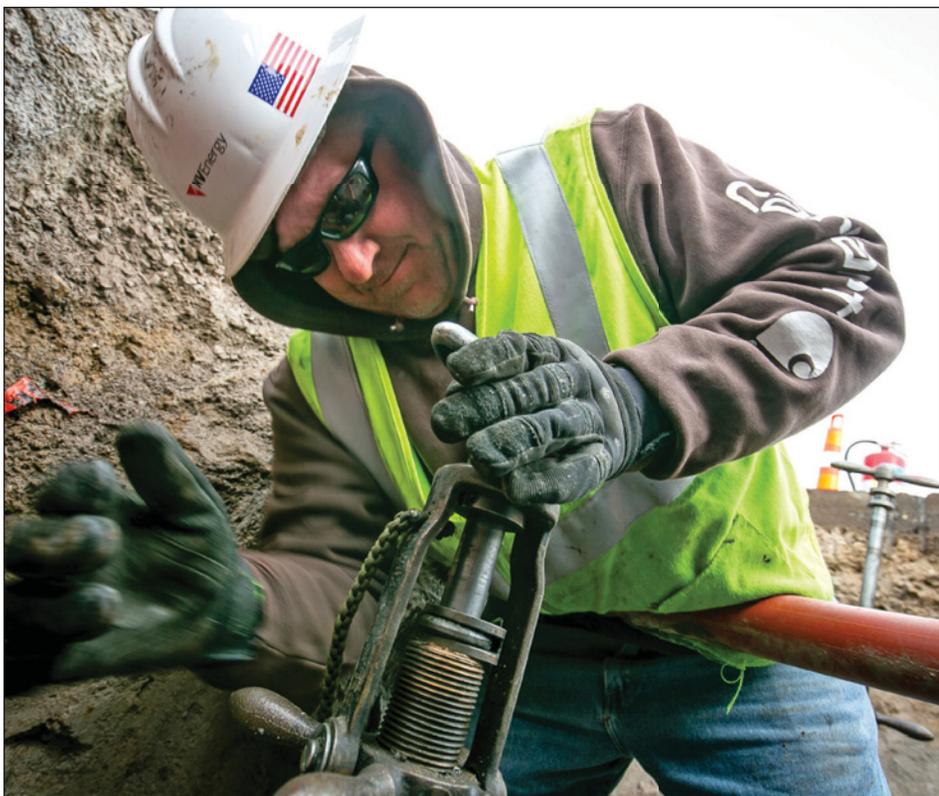
IBEW 1245 gas workers at NV Energy get the job done, no matter the weather



Richard Eisenbeiss



Eric Culp, left, and Larry Walburn



Scott Kohlman

At the intersection of La Rue and South Virginia on the south side of Reno's midtown district, NV Energy Gas Ops Working Foreman Mark Hicks and his crew were busying offsetting a gas main.

"Our gas main is in the way of a storm drain that they're running through, so we're going to lower the pipe so they can run their storm drain over the top of us," said Hicks, a five-year member of IBEW 1245. "We'll dig up the storm drain to de-pool ... and then we'll weld plots on the pipe. Then we tap the plots, stop the flow of gas, cut the pipe out of the way, and weld 90s on to lower the pipe down back to the hole."

This 10-foot section of pipe is part of a much larger project that NV Energy's gas ops team has been working on since September. It's relatively commonplace work for the crew, but on this particular day, the crew had to contend with a thick blanket of snow on the ground, adding additional challenges to the tough, rocky terrain they were digging in.



Mark Hicks

"The weather's getting pretty tricky," added Hicks. "It's winter time, so the snow and ice are making it slippery."

Reno averages about 22 inches of snow annually, so the six inches of snowfall that hit the area the day before was definitely a bit more than what NV Energy crews are accustomed to working in. But they didn't allow the wintry weather to get in the way of them complet-

ing the job in a safe and timely fashion.

Meanwhile, on the outskirts of town, another NV Energy gas crew was working to remove old valves and couplings that are no longer up to snuff.

"We've got to tap in to the existing pipe in order to stop off the flow all the way around, so we can have a safe work area in the middle, where we're doing our work," said Gas Division Foreman Scott Kohlman, a 15-year member of IBEW 1245. "And then we bypass ... so no customers lose their gas service. Then I replace the valve, or we cut the valve out and we put this pipe in there."

NV Energy is about half-way through this expansive, years-long upgrade, and the gas team completes about a dozen of these change-outs per month, but with half a foot of snow on the ground, everything becomes more precarious, and time is of the essence.

"We spread some ice melt around the job site and we're getting her done because we don't want this hole to fill up with water," Kohlman said.

While the IBEW 1245 members who work on the gas side of NV Energy may be assigned to all sorts of different tasks, they share a common bond through their union brotherhood. Since Nevada is a so-called "right to work" state, the employees are not required to pay union fees, but the majority of them choose to voluntarily maintain their membership with IBEW 1245 because they value the protections and benefits that the union has fought to secure for them. In fact, living in a right to work state has caused many of the members to have an even greater appreciation for the union.

"We're all union members here. We like the union because they stand up for us, and they help us get extra little incentives [from the employer] like meals and travel time and whatnot," said Kohlman. "I like working here better than my last job [which was non-union], because the employer can't walk all over you when you're in the union."

Hicks expressed a similar sentiment.

"I wasn't in the union before I came here. I didn't have retirement, I didn't have anything like that," he said. "There's definitely a lot of benefits to [union representation]. We feel comfortable, and that's something I didn't have on the outside. And we've got a bunch of good people like [Business Rep Adam Weber], and I feel like they have our back."

— Rebecca Band, IBEW 1245 Communications Director

Photos by John Storey

January — March 2019



Welder Larry Walburn



Larry Walburn welds a pipe while Roberto Peña holds the fire extinguisher.



Byron Ayala



Welder Richard Eisenbeiss cuts a pipe.



Eric Culp hands a tool to Roberto Peña.



Left to right: Byron Ayala, Mark Hicks and Richard Eisenbeiss
Utility Reporter



Left to right: Scott Kohlman, Roberto Peña, Eric Culp and Larry Walburn



Hardening the Grid

Summit Line Construction crew works to make the system safe from fires Photos by John Storey

In the wake of recent wildfires, there's lots of talk about hardening the electric grid as a protective measure to make the system more resilient and less susceptible to future fires. But what, exactly, does "grid hardening" look like?

The *Utility Reporter* caught up with Outside Construction Journeyman Lineman and Crew Foreman Travis Citro and his crew at a grid-hardening project in Nevada City to get an up-close look at the work involved.

Citro, who works for Summit Line Construction, has been assigned to a six-and-a-half-mile fire hardening project, which includes installing bigger and taller poles, new tree wire, new transformers that use non-burning oil which is better for the environment, and fire-resistant elf fuses and fault-tamer fuses.

"Anything and everything that's on the system is getting upgraded and replaced," Citro explained. "All the service wire is getting updated. Any gray services that may be cracked or smaller services are getting upgraded to larger services. All the services that are currently attached to trees are getting service poles instead. All the primary wire is new tree wire for PG&E's system."

Dedicated IBEW crews — including Citro's — are working to address PG&E's new specifications for fire hardening, which includes installing these new materials and implementing a new pole-setting depth chart. Previously, a 50-foot pole would be set ten percent deep plus a foot-and-a-half. Now, that same pole will be set ten percent deep plus three feet. Additionally, all bore holes on the

bottom of a pole are now underneath ground level, which requires installation of a treatment pole wrap that was not previously done.

Citro's project, like most of the current grid-hardening work, is situated in a heavily wooded area, so workers are minimizing exposed parts and conductors as much as possible to reduce fire danger. They are installing bird covers and covered jumpers, and anything that's exposed is getting wrapped with a self-fusing tape for insulation.

The upgrades are critically important work, but with so many new components, the crews must determine best practices for the new equipment specs — both the installation and maintenance. Many of these upgrades are industry-leading standards and require careful learning to address the differences and challenges these new processes create.

For example, Citro said one challenge his crew has had to tackle was discovering that after de-energizing the new tree wire, it still holds a capacitance charge on it, making it hot for a period of time. Linemen have to take that into consideration when testing and grounding. They are also learning how to manage new fully insulated wire, which is heavier and cannot support a ground on it.

Now as much as ever, IBEW workers are building the grid of the future — one that is state-of-the-art, safe and reliable — and responsive to the energy, weather and capacity demands of the future. At the same time, these skilled members are committed to ensuring a smooth



Jim Taylor, (right) and Bronson Lee II work in a bucket.

transition that has the least impact on customers and their service during the upgrades.

Despite the numerous changes to work procedures and processes, the union's commitment to safety and

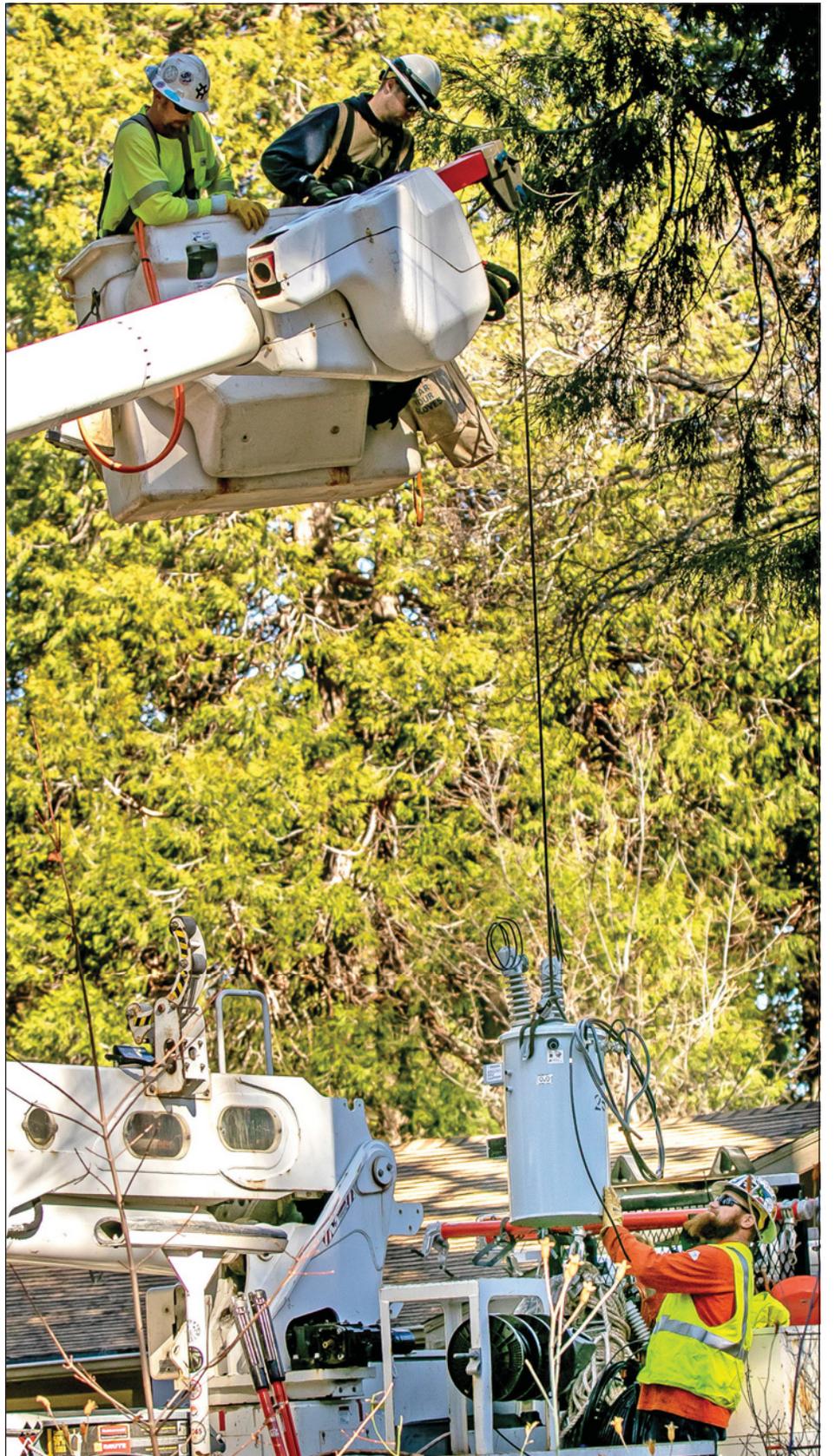
brotherhood is unwavering. As Citro said, "I've been with 1245 for 13 years. There's a camaraderie within the union. People have a lot of pride in what that represents. We keep everybody working safe and together."



IBEW 1245 Outside Line crew from Summit Construction, left to right; Bronson Lee II, Rick Kennedy, Travis Citro, Jake Jared, Jim Taylor and Louis Campbell



Louis Campbell works on an arm.



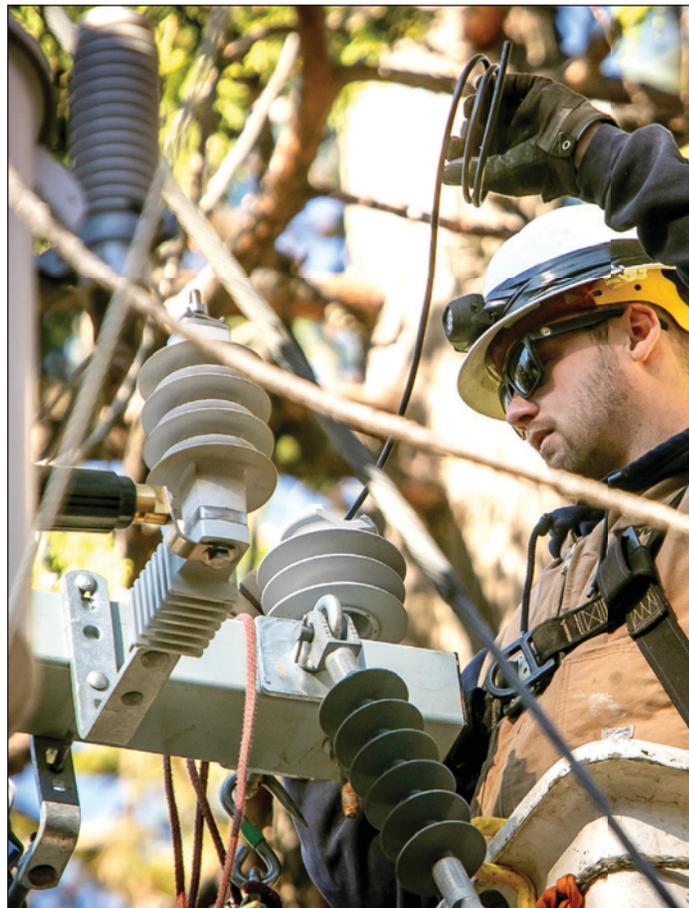
Jake Jared guides a transformer up to Jim Taylor and Bronson Lee II.



Jim Taylor prepares a cutout for installation.



Travis Citro sends up tools to his crew.



Bronson Lee II works in a bucket.



Bronson Lee II (above) and Louis Campbell



The 2019
Organizing
Stewards

Catching the Organizing Bug

The 2019 class of IBEW 1245 organizing stewards learns from the past and prepares for the future

Enthusiasm is contagious — and union activism is the kind of enthusiasm that spreads at a breakneck pace.

For a prime example, look no further than the 2019 class of IBEW 1245 organizing stewards. When the union officially launched its ground-breaking organizing steward program back in 2014, the inaugural class was comprised of just 28 activists. But these enthusiastic member-leaders quickly spread the organizing bug to their peers, who then spread it along to even more co-workers — and before long, members in every corner of 1245’s jurisdiction were clamoring to catch the bug for themselves. In just five short years, the program has grown more than five times its original size, and now boasts a whopping 148 organizing stewards in its ranks.

Second-year Organizing Steward Gabrielle Baker, who works at PG&E’s Fresno Contact Center, wasn’t always a union activist. She’s had union representation at her previous jobs, but didn’t catch the organizing bug until she

joined IBEW 1245.

“I used to be one of those people that did not believe in unions. I was never in trouble, so I never needed a shop steward, and I thought the union was only good for discounts to amusement parks,” she confessed. “Once I came over to PG&E, everybody was talking about the union, and my friend Tracy Amaro invited me out [to an IBEW 1245 event]. Once I saw for myself the work that’s being done, and the comradery ... hook, line and sinker, here I am!”

Alex Abrego, who works in the warehouse at SMUD, caught the bug from his co-worker, Kim Camatti, who got him involved with organizing around the *Janus vs AFSCME* Supreme Court case. That case sought to weaken unions in the public sector — but has ended up having quite the opposite effect, as Abrego has exemplified through his newfound union activism.

“Before I came to SMUD, I was non-union. But now I can see the benefits of the union, and if I can help out any way I can, I’m going to do it,” Abrego said. “I

really value the brotherhood. No matter where you work — PG&E, or SMUD, or Reno, or wherever — we’re all one huge family, and that’s what makes us strong.”

Dana Johnson, who works for PG&E in payment processing, also shared a story about shifting her perspective on the union. She was having issues at work, and became disillusioned with the union because she wasn’t really familiar with how it operates.

“I was ready to stop paying union dues ... but my union rep, Gerald, got me in to a meeting — the Union Network Member Experience — and I got to hear what actually goes on with our union, and all the different roles that the stewards take on [to strengthen the union],” she said. “I met with Gerald again after that, and he asked if I wanted to go out to Nevada to work on the No on Question 3 campaign, because he knew that I’m from Nevada and have family there. That experience made me realize that I wanted to take on a bigger role in the union — especially because there are no other organizing stewards in my building.”

Baker, Abrego and Johnson each come from different backgrounds, workgroups and experiences — but they all caught the bug, and they’re thrilled to be a part of the 2019 class of organizing stewards.

On January 25, they came together with their fellow organizing stewards for the annual kick-off meeting and training at Weakley Hall. The diverse group contains individuals from all walks of life, a wide variety of workgroups including clerical and physical, and even some retirees. Many of them have extensive organizing experience, while others have only just begun to explore the world of union activism. But despite



Tom Dalzell

their differences, they all share a common bond through the IBEW.

“I love to see how much pride our stewards take into being appointed to this role,” said IBEW 1245 Staff Organizer Rene Cruz Martinez, who emceed the event. “Having been an organizing steward myself prior to coming on staff with IBEW 1245, I know the feeling. It is a sense of belonging, knowing we are making a difference to make our union stronger, ready to take on challenges head-on. We are the front line of the defense against attacks on labor.”

In his opening remarks, IBEW 1245 Business Manager Tom Dalzell echoed these sentiments, sharing words of appreciation and inspiration with the room full of organizing stewards.

“What we’re doing at Local 1245 right now is building power and using power — and 90% of that power comes from the people in this room. You are ordinary people doing extraordinary things,” he told them. “It’s remarkable to see how this dedicated group within our membership has fundamentally changed this union in terms of the



Rene Cruz Martinez



Dana Johnson



power we can exert — and now we're known far and wide as the union that can deliver. You are the arrows in our quiver, the lightning bolts in the fist of 1245. You are the power! From the bottom of my heart, thank you for everything you've done and continue to do."

The organizing stewards proceeded to spend the afternoon recapping and discussing the numerous organizing, legislative and political campaigns that they engaged in over the past year, highlighting the ones that left the biggest

impact — including the passage of the wildfire bill, the defeat of an energy deregulation measure in Nevada, the successful internal organizing effort around *Janus*, and the election of Rosanna Herber to the SMUD Board.

They also discussed what it means to be an organizing steward, including the obstacles and opportunities they face, and then proceeded to break out into their new teams to lay out a game plan for the coming year. Due to the colossal size of this year's class, the union has

appointed 20 leads, each of whom is responsible for guiding a team of 8-10 stewards over the course of the next 12 months.

The action-packed day concluded with a special screening of the film "Made in Dagenham," which tells the remarkable story of a group of British women workers who went on strike for equal pay at a Ford motor plant. The strike eventually led to the passage of the UK Equal Pay Act in 1970.

Although the film is set in Great

Britain factory in the 60s, the organizing stewards were still able to draw many parallels and gleaned a number of key lessons that they can apply to their own organizing efforts in what is already shaping up to be another highly eventful year. Staff Organizer Fred Ross summed it up best:

"At its core, organizing is about moving people to take action. It's not about lecturing, it's about listening, and it's about engaging them to make a difference. That's what we're here to do."

What has been your most meaningful accomplishment through IBEW 1245's member-driven organizing program?



"I've been able to talk to people who do not vote, who feel like their voice doesn't matter. But once we started engaging in conversation ... they knew that we were there to help them, and they knew that it was important. Being able to influence their decision to get out and vote, it means a lot. It's really fulfilling." — *Gabby Baker, PG&E*



"One of the most rewarding things I did was the fight against *Janus vs AFSCME*. We had at least 90% of our members at SMUD stay on with the union. It was really unifying to see everyone come together. I had no idea we could be that strong when we went into it." — *Justin Hirschi, SMUD*



"These past five years as an Organizing Steward, I've learned to motivate, energize and mobilize my brothers and sisters. It's a very rewarding feeling to get behind them and push them into leadership roles. It's become my passion!" — *Nilda Garcia, PG&E*

"Having one-on-one conversations with my co-workers. I had a few experiences where some were doubting the union. But now they're asking more questions, and wanting to go to meetings. It's very exciting to see more people wanting to be involved."

— *Armando Vasquez, PG&E*



"Working on the *Janus* campaign was really rewarding. It feels good to know that your coworkers support what you believe in. And it was great opportunity to learn more about them!" — *Rodrigo Flores, Merced Irrigation District*



"I've been able to help fellow employees see all the benefits in belonging to IBEW 1245 and how our union has been the driving force for democracy in both the workplace and the community. Organizing Stewards are the vehicle for that driving force!"

— *Kim Camatti, SMUD*



"I have become resource for others in achieving their goals. I feel empowered to lift others in their fights for equality and justice."

— *Kristen Rasmussen, PG&E*



Photos by John Storey

PARADISE LOST: ON THE SCENE AT THE CAMP FIRE



PG&E crews restore service after the fire in Paradise, California.

California has seen more than its fair share of horrific wildfires, but none can compare to the Camp Fire, now the largest and most deadly fire in California history. The fire claimed at least 86 lives, demolished entire towns, sent tens of thousands of residents fleeing, and left many of them — including 86 members of IBEW 1245 — homeless right before the holidays.

The fire spread so quickly and with such fortitude that it caught most residents completely by surprise. For 10-year IBEW 1245 member and Paradise resident Brian Clarke, that fateful day started out much like any other. Clarke, who works in vegetation management for Trees Inc, went into work around dawn, as he usually does. But as he was leaving the yard around 7:30am to get to his work assignment, he noticed a large plume of smoke on the horizon. After making some calls to a family member and the Butte County sheriff, he learned that the fire was encroaching on the nearby town of Concow, and the entire area in and around Paradise was being evacuated. He quickly reached out to his general foreman and made plans to evacuate.

Shortly thereafter, Clarke got a call from his wife, who was crying as she

struggled to round up the family pets. She had collected three of their four dogs, but was unable to get the last one, a blind goldendoodle. So Clarke and his son, who also works with him at Trees Inc, headed towards home on an animal rescue mission.

“By that time, the roads were blocked and we couldn’t get into Paradise [by car], so we jumped out and started running down the street,” Clarke recalled. “The fire was everywhere, things were blowing up all around us ... fortunately someone picked us up, and we got our dog, and a few of our chickens, and one of our cats. We didn’t have time to get anything else, so we just got out with the animals and the clothes on our backs, and that’s it.”

Clarke, his son and the pets narrowly escaped the fire, and there was a point in time when he wasn’t sure if they would make it.

“We were sitting in bumper-to-bumper traffic and it started to get really dark, and everything around us was catching fire,” he said. “Embers were bouncing off the hood of the car, and it got really, really hot ... I called my wife to say, ‘This might be it.’ But somehow we made it to Chico. The last thing I saw



Brian Clarke captured this photo of the smoke plume before the fire reached Paradise.

as we got out was the ‘Welcome to Paradise’ sign burning up in flames.”

Within a matter of hours, Clarke’s primary residence, as well as his rental property, would be reduced to rubble. The weeks since the fire have been tough for the Clarks, but they feel fortunate to have received assistance from friends, co-workers and others, and they also appreciate the support they’ve gotten from both Trees Inc and IBEW 1245.

“The union’s been great. I called up my union rep, Ray Banfill, right away, to tell him what was going on, and he showed us quite a bit of support,” said Clarke, noting that several of his Trees Inc coworkers were also displaced by the fire. IBEW 1245 is issuing \$1,000 checks to each member who lost their home in the fire — funded through a combination of donations, assistance from IBEW International, and the local’s own funds.

Clarke’s employer has been extremely understanding of the situation and provided them with hotel rooms, gift cards, and flexibility at work so they can get their affairs in order. Clarke returned to his tree trimming job in Oroville just a couple weeks after the fire, and has found that being back on

the job has been surprisingly cathartic. “Going back to work helps,” he said. “Sitting around all day and waiting for calls and emails from the insurance claims adjusters, it’s stressful. But work has actually eased my mind.”

The fire may be contained, but the aftermath of the blaze is still wreaking devastation across Butte County. As utility first responders, hundreds of IBEW 1245 members from PG&E have been on the scene from day 1, capping gas lines, cleaning up downed wires and transformers, and beginning the arduous gas and electric restoration process.

For 15-year IBEW 1245 member Steve Lange, who grew up in the town of Paradise, working in the ruins of his beloved hometown has been exceptionally emotional.

“This is the hardest thing I’ve ever had to do for PG&E, hands down,” Lange said as he choked up with emotion. “Paradise is where I call home. I went to school here, graduated here, met all my friends here. I live in Chico now, and I have for quite a while, but when I talk about Paradise, I always call

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The remains of Clarke’s home.

Photo by Brian Clarke





Steve Lange choked up with emotion during an interview with the *Utility Reporter*.



PG&E gas crews cover trenches after the fire.



GSR Phuong Tran caps a valve in a burnt home.

Photos by John Storey



Steve Lange and colleague Dave Elkington rescued this pair of tortoises that survived the fire in Paradise.



Paradise Lost, from page 22

it my home. I see what was my church across the street, gone. I've seen the house that I grew up in, gone. I see my elementary school, gone. I see the places where I had my first kiss, where I met my friends, all gone. If I had to put a number on it, I'd say over 90% of this place is gone."

When the *Utility Reporter* caught up with Lange in Paradise just days after the fire had leveled the town, he was clearly shaken up. But he didn't let his emotions get in the way of the job he had to do.

"We're here, working on making it safe," said Lange, who works for PG&E GC Gas out of Chico, "and moving on tomorrow to do whatever we have to do to make this place better."

Lange was among the dozens of gas members that PG&E quickly dispatched to address the immediate safety concerns, in an effort to protect the first responders and others who were on the scene from utility hazards created by the fire. With so much damage, the task can seem insurmountable, but the expert workers from PG&E have handled the situation with professionalism and aplomb.

"Right now, we are assessing the damages to the facilities, documenting what houses are still up, what services are damaged, and what services are not damaged, so later on we might be able to restore gas to the folks that are still able to receive our services," Gas Service Representative Phuong Tran told the *Utility Reporter* on Nov. 12, about 72 hours after Paradise burned down.

Like many PG&E employees, Tran is no stranger to fire zones. In 2017, he spent almost a month working in Santa Rosa and Napa following the wine country fires. With the images and experiences from those fires still etched in his mind, he never imagined that it could get worse than that — until he arrived in Paradise.

"I said at that time that I would never forget [the aftermath of the wine country fires], that it would probably affect the rest of my life. But this is far worse than last year's fires, from the totality of the damages we're seeing," said Tran, who works out of PG&E's Fremont yard.

"I worked on the Carr Fire, and then we were on the Napa fire, but this is the worst one yet," concurred GC Line Foreman Joe Hurte, who works out of Chico. "This is the most devastation I've ever seen. Block after block after block with nothing left."

Even with their vast fire experience, the PG&E crews were blown away by what they encountered and had to work around. They face exceptionally hazardous driving conditions, with lines and trees down across nearly every roadway. They came across transformers and other equipment perilously dangling in trees. They had to contend with some of the worst air quality ever recorded in the United States. They crossed paths with countless terrified animals — both wild and domesticated — who were hungry, confused, and left with nowhere to go. And they had to ensure ample communication and coordination among the hundreds of first responders, as well as the 80+ mutual aid crews and contractors, in order to keep everyone safe.

The work is taxing, the days are long, the conditions are incredibly difficult, and every pile of rubble is a painful reminder of the lives and homes that have been lost. But the 1245 members on the scene are committed to doing all the can for the communities and residents impacted by the fires.

"I'm here for as long as they need us to do the work. This is what I signed up for," said Tran. "This is what all of us signed up for. If we can't show up for this, then we shouldn't be in this classification. This is when our company and our customers need us the most. This is why we're here."

Nick Data of PG&E walks through a burnt home checking for gas service.



Rebuilding After the Camp Fire

by IBEW 1245 Business Manager Tom Dalzell

Every day since November 8th when the Camp Fire started, members of IBEW 1245 have been working to rebuild the gas and electric systems of Paradise, Magalia, and Concow. In the early hours of the fire they risked their lives to help evacuate those with no way to get out. Since then, they have worked from dawn to dusk, and sometimes more, seven days a week. They have worked through weeks of horrible air quality and they have worked through rain. For weeks, many were living in a temporary camp; all have given up time with their families. Dozens of crews were thousands of miles away from their families as the holiday season passed by.

By now, more than 5,000 union members have been involved either in rebuilding the infrastructure that will allow restoration of gas and electric service or in an unprecedented, massive mobilization to prevent future fires. Many of our members are a part of the communities devastated by the fires. They lost their homes, and their families and friends lost their homes. For many, the rebuilding effort is personal as well as professional.

The jocular nature that is a part of everyday life on the crews isn't seen. The destruction and loss of life and property make for a somber workplace. They are keeping their heads down, working hard and focusing on the tasks at hand. They remember that a union brother died during restoration of electric service after the Carr fire over the summer, and they pay attention to working safely.

There aren't a lot of discussions about wildfire policy among the crews, but they have their opinions — opinions based on years of building and maintaining gas and electric systems.

When they see the advertisements and client solicitations by trial lawyers, they are stunned by the naiveté of the claim that a gas or electric system can be perfect, wherever it is or whoever is running it. They understand that the type of utility incidents that have started fires over the last few years are minor mechanical failures that happen every day at every utility, but that climate change has made those unpreventable minor failures very costly. They know that the deadly Carr fire in June was started by a minor car accident — a flat tire on a trailer led its rim to scrape the asphalt, igniting sparks that started a fire that burned 229,651 acres. They get it — minor events can have major consequences.

And when they see the California Department of Forestry and Fire Protection deeming one branch on one tree cut by a licensed line clearance tree trimming contractor to be criminal negligence, they just scratch their heads and wonder. Does CalFire not know that the contractors are trimming more than a million trees away from lines in northern California every year? Does it not know that predicting the rate of growth on a tree is not a simple exercise? Does it really expect that every branch on every tree is going to be cut perfectly? Does it really consider inadequately trimming one branch on one tree to be possible criminal negligence?

The workers who are rebuilding the infrastructure in Butte County see the blame game and the huge contingency fees for trial lawyers and wonder if anyone else understands that no utility can operate for long under the existing conditions, rules, and laws in a climate-changed northern California. Mostly though, they don't think about policy. They think about their job today — rebuilding after the Camp Fire.



Concord GSR Puts EMT Background to Good Use

IBEW 1245 member Eric Zimmerman just started working as a PG&E Gas Service Rep in July of 2018, and with just a few short months on the job, he has already learned to expect the unexpected.

Zimmerman had been applying for full-time jobs at PG&E for quite some time, and was absolutely thrilled when he secured a position as a GSR out of PG&E's Concord yard. He had just left his previous job as an emergency medical technician and appreciated the opportunity to continue helping the public in a new way. But little did he know that his first few months on the job would be marked by not one, but two instances where he'd find himself utilizing those EMT skills in life-threatening situations.

The first such instance occurred at Diggers Diner in Concord. Zimmerman was working a Saturday overtime shift and had stopped in to the busy diner for his lunch break. As he was waiting for his food, a man came in to the diner, yelling that someone had just tried to run him over with a car. The staff at the diner immediately grabbed the phone to call 9-1-1, and Zimmerman quickly glanced outside to see if he could spot the alleged attacker but didn't see anything. He then looked over the man for apparent injuries, and spotted nothing that seemed serious, save for a small amount of blood on the man's hand.

Minutes later, a second man came into the diner, exclaiming that he had been stabbed by the first man, who was still inside the diner. The first man started to make his way towards the bathrooms at the back of the restaurant, but Zimmerman was sure to get a good look at him before getting up to assist the second man, who had fresh blood all over his leg.

"I could tell this was serious. So I went up and introduced myself, told him I'm EMT certified, and began to assess him for life-threatening injuries," said Zimmerman. "He said that his side hurt, and he showed me what looked like about a four-inch laceration that penetrated down to the fatty tissue near his hip. He was bleeding pretty good."

Zimmerman knew that he needed to control the bleeding, so without hesitation, he brought the man out to the curb and got the waitress to bring over some fresh napkins and a clean rag. The restaurant staff asked Zimmerman if he could explain the situation to the 9-1-1 dispatcher, so he told the injured man to use the napkins and rag to press down hard on the wound and hold the pressure while he was on the phone.

"After I handed the phone back to waitress, I was talking to the injured man, trying to keep him calm," said Zimmerman. "He told me that he felt like he was going to pass out, and it was then that I noticed there was a smear of blood on his neck, so I had him wipe his neck and saw that he actually had a sec-

ond stab wound to the neck — it looked like a small puncture, but that right there could definitely have changed things quickly!"

Zimmerman told the man to use the rag to put pressure on the neck wound, and within five minutes the police arrived and arrested the first man, and then the fire department came and took over first aid for the victim. Zimmerman

reported the incident to his supervisor, and then returned to his lunch and continued on with his shift.

"When I told the guys in yard [about the incident], they said that a lot of people wouldn't have stepped up

like that. It's not that they wouldn't want to help, but they just wouldn't have known what to do," said Zimmerman, noting that there were about 40 other people in the diner at the time, but he was the only one who jumped up to offer first aid. "When I get into a situation like that, I don't even think twice, I just start helping any way I can."

Less than two months later, Zimmerman once again found himself tapping

into his EMT background on the job. It was another Saturday shift, but this time, he was working in San Francisco, helping out their gas service department with some extra compliance work. He had just started his task and was knocking on his third door of the morning when he inadvertently came across a medical emergency inside a customer's home.

As the customer opened the door, Zimmerman immediately got a sense that something wasn't right, as the woman at the door seemed extremely upset and agitated. She said something unintelligible to Zimmerman, and then closed the door on him. He waited, hoping that she would send another family member to speak with him. And within a few moments, the door opened again, and this second family member said, "Is there something I can help you with? I'm on the phone with 9-1-1!"

Once again, Zimmerman's training kicked in. He introduced himself, mentioned his background as an EMT, and asked what was going on. The customer told him that her elderly grandmother had suffered a serious fall, and Zimmerman asked if he could step inside and take a look.

"I walked in and right in the hall I could see her laying down — she was probably in her 80s or 90s. A family



Concord GSR Eric Zimmerman

member was propping her up," Zimmerman recalled. "I asked what happened, and they said she had fallen through the bathroom door and hit her head on the wall. I did a quick assessment to her head and neck to check for injuries and lacerations. I didn't feel anything, so I laid her down to make her comfortable."

Zimmerman asked one family member to round up a list of all the medications she was taking, and her medical history, so it would be available when the emergency responders arrived. It was then that Zimmerman learned she

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Member Spotlight: Thomas Mora

The *Utility Reporter* talked with IBEW 1245 member Thomas Mora, a veteran who completed PG&E's PowerPathway program and now has a career he loves and a brotherhood he can't imagine life with-

out. Below, Mora shares his personal story, his experience finding a career at the PG&E call center in Fresno, and what motivated him to become more involved with the union as an Organizing Steward in 2019.

Tell us about your military service.

I was in the Marine Corps from 2002-2006, stationed at Camp Lejeune in North Carolina, and I served two tours of duty in Iraq. My Marine Expeditionary Unit was part of the takeover of Falluja.

Because of events that happened during my tour of duty, I received a combat meritorious promotion to Corporal. It usually takes two to three years, but I got it after about a year and half. I was immediately in a supervisory role, in charge of a truck of Marines. I was 19 years old, right out of high school.

The second deployment was hard. It was hard to go back, but my friends were going and we had a brotherhood and I didn't want to break that. I needed to be a protector, and I wanted to be there if someone got injured.

What did you do, career-wise, after you left the Marines?

I always thought I would be in the

Marine Corps for 20 years, but after two deployments, I decided to come out. Coming back was tough. It was a hard adjustment and took a lot of help from my family.

I went home to Fresno at 22 years old and decided to go back to school. It helped being around people my own age, but it was hard not having some of the power and responsibility.

I went on to work for Bank of America doing customer service for three years, and then to a payroll company.

How has your PowerPathway experience impacted your career?

I first heard about the PowerPathway program from my friend Nes who is also a veteran. We worked together and he told me the program was planning a class for veterans only, and that PG&E and IBEW 1245 were committed to bringing 18 veterans into the company.

I joined the PowerPathway program and my life changed. I learned a lot about the company and traveled to places like San Bruno and Bishop Ranch that are very important to understand. Then I went into customer service training in Fresno.

Being with a class of veterans felt like being back home. There is something about the camaraderie and the way you can talk to each other. We all got along well, and I formed some really close friendships.

Why do you think veterans make



Marine Corps Veteran Thomas Mora served two tours in Iraq.

such excellent employees?

For one, veterans take orders well. On top of that, we understand what being on time is. Being in the military, everything is about time and doing things on time. We have a saying, on time means being 15 minutes prior to 15 minutes prior.

Veterans also have strong work ethic. A lot of military people are really driven,

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everyday
HEROES

everyday
HEROES

Bringing Water Back to Paradise — Local 1245 members at Paradise Irrigation District work to repair a torched system

For more than a century, the Paradise Irrigation District has been providing water and related services to residents and business in the quaint, mountain town of Paradise, CA — a place that was relatively unknown to most Americans before the Camp Fire leveled the town in early November.

In a matter of hours, the town of Paradise transformed from a hidden gem into a national headline, and the IBEW 1245 members who work for Paradise Irrigation District saw their world turned upside down.

The majority of these members are Paradise residents who lost their homes and all of their worldly belongings in the fire. Just four of the members who live in Paradise have homes that are still standing — but due to the massive amount of damage and chemical exposure, their houses are still uninhabitable as of this writing, and there's no telling when they might be able to move back in.

But despite the unimaginable loss and devastation that this workgroup has suffered through, nearly all of them have returned to work, doing their part to help repair and restore water service to their tight knit community. Six full-time workers and three part-timers have left the District since the fire; most

of them accepted an early retirement offer from the District. But the remaining 18 members who are still with the District have been hard at work — and their first order of business has been identifying and repairing the numerous leaks that the fire left in its wake.

It can be hard to quantify the magnitude of damage that these crews have set out to repair, but it is truly massive. According to one member who works at the water treatment plant, immediately after the fire, when there were few, if any, water customers remaining in the system, the plant was still treating around 2.2 million gallons per day, which is about one-third of the normal production for the average day's use for the District. Despite the fact that no one was using water, it kept moving due to the extensive amount of leaks within the system.

Detecting and repairing these leaks is an arduous task to say the least, but the members are committed to doing their work so that one day their friends and neighbors may be able to access potable tap water once again.

"The crews are repairing main line leaks with open trench methods, as well as capping service lines that go to lots with no structure, and they are replac-

ing infrastructure to those that are still standing, to restore service," explained IBEW 1245 Business Rep Dominic McCurtain, who represents the members at Paradise ID.

Detecting and repairing leaks is only one part of the lengthy service restoration process. Once leaks are repaired and pipe segments are able to be commissioned, the District must conduct extensive water-safety testing, which will likely take many months. The testing is necessary due to the potential for benzene and/or bacteria to accumulate in the pipes, and once an individual pipe segment is commissioned, it can take days or weeks for the test results to come back.

Fortunately, the testing that has been conducted so far has shown limited benzene impact to the public water system. The issue of benzene in water supplies only became apparent after the 2017 fire in Santa Rosa, where melted pipes resulted in benzene contamination. Benzene is easily absorbed into plastic and rubber and can absorb into biofilms that line all water pipes. Sometimes the benzene is lightly absorbed and can be eliminated by flushing, but if the benzene is heavily absorbed, then the plastic or rubber gasket pipe seg-

ments may need to be replaced. Paradise Irrigation District is continuing to test water samples and will update the public as soon as test results are known.

In the meantime, the District is advising residents to use only bottled water for drinking, cooking and brushing teeth, and customers can pick up cases of water from the District main office during specified hours, and can also utilize licensed water haulers and public filling stations in adjacent areas.

Water service is being restored, street by street, and the progress that has been made given the conditions is nothing short of outstanding. As of this writing (Jan. 23) the District website reports that its transmission system is 90% filled, and the distribution system is 50% filled. IBEW 1245 commends the work of its members,* and looks forward to the day when Paradise residents can consume their tap water once again.

— *Rebecca Band, IBEW 1245 Communications Director*

Dominic McCurtain contributed to this report.

*Regretfully, IBEW 1245 members at Paradise ID were not available for interview at press time.



Mora (right) and fellow union member Brandon Fosselman posed for a photo in the State Capitol during IBEW 1245's legislative lobby day in support of SB 901.

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driven to make change. I'm involved with five groups at work. One is a veterans' resource group. We just had meeting about the three families we adopted for Christmas. I like making change, and I like helping veterans.

How did your service prepare you for your day-to-day?

My military background certainly helps me in my day-to-day work in the customer service center. I'm able to get yelled at by a customer and won't even flinch. And then I tell them exactly what needs to be done to help with their projects. Every single day is unpredictable. It's never going to be the same call, but you figure it out as you go. My military experience prepared me for this — how to take in a lot of information, process it immediately, and figure out what needs to be done.

Tell me about your experience working to pass union-backed legislation.

I went to Sacramento this summer in support of SB 901, important legislation related to California wildfire recovery. It was a good experience seeing the union together on this issue. About 100 of us descended on the Capitol in full force, with members on all four stories. We went to every legislator's office and gave them a breakdown of how this change would help us as employees and union workers and would help fire victims. We gave our opinion whether they liked it or not. I stayed up until midnight watching for the outcome that night, and it passed!

What was it like working on getting out the vote during the 2018 election?

It was my first time canvassing, and it was an eye-opening experience. We worked with four or five different organizations, including the IBEW Local and other organizations, and our teams hit the streets hard to help get out the vote. I worked with [organizing steward] Kurene Turner to manage a team of volunteers. We made sure doors were getting knocked, would go to houses with volunteers, and answered any questions. It was a good experience and I learned a lot. And I'm pretty proud, our candidate was down by about 2,000 votes based off mail-in ballots — and she ended up winning!

How has having a union job changed your life?

I'm big in the union. I had never been in any type of union prior to IBEW 1245 and my family isn't union, so I really didn't know how they help workers. All I ever heard was that you have to pay

dues and it never made sense to me. After attending meetings and finding out everything the union does for workers, it's amazing. It's changed my life, and I could never leave.

Who inspired you to get more active in the union, and what are you most looking forward to as an organizing steward?

The two people who really inspired me to get more active in the union were Ashley Finley and Joe Sanchez, who is also a Marine Corps veteran. Joe asked me every day for a month if I was going to the next union meeting. Ashley is an

organizing lead and she was also really persistent in keeping me updated and involved.

I'm really looking forward to getting the word out. I'm always ready to hit the street. Whatever needs to happen, I'll make it happen and I'll help get the word out.

Tell us a little more about yourself. What do you like to do in your free time?

I live in Fresno and enjoy spending time with my girlfriend, my dog, and my five nephews and three nieces. Go Lakers!

Zimmerman, continued from page 25

was on blood thinners, which immediately raised a red flag in his mind. Another family member had already pulled out a blood pressure cuff, and when Zimmerman first checked her blood pressure, he observed that it was quite elevated.

"The family told me that she'd had a stroke within the last six months, so she couldn't talk or tell me anything — but she looked really scared," Zimmerman said. "So I asked her family to talk to her and help her calm down. The second time I took her blood pressure a few minutes later, it was lower, down from 150 to about 120, which is closer to normal range."

The woman became visibly more relaxed under Zimmerman's care, and when the fire department finally arrived and took over, Zimmerman explained to them what had happened, and they told Zimmerman that he had done an excellent job.

"I really do like helping — and she needed my help. It's just in my nature, and I was in the right place at the right time," said Zimmerman.

When Zimmerman took the job at PG&E, he was excited to begin a new career in service to his community. He never imagined he would find himself in two medical emergencies during his first four months on the job, but he feels like he was exactly where he was meant to be in those moments.

"It might sound cliché, but I'm so happy to be working here, and I really value the fact that we're taught to always put safety first," he said, acknowledging that he had also gone through the company's mandatory CPR and First Aid refresher course right after he hired on. "Being able to help people is truly amazing... and being able to help in a PG&E uniform is even better."

— *Rebecca Band, IBEW 1245 Communications Director*

Advisory Council Honors the Legacy of Mike Davis

When IBEW 1245 President Emeritus Mike Davis passed away in early January, the loss sent shockwaves through the union (see obituary on page 42).

To commemorate Davis' life and his contributions to the union, the IBEW Local 1245 Executive Board held a small memorial for his friends and family in conjunction with the quarterly Advisory Council meeting.

"Mike Davis was a big part of 1245 for many years, and he always will be," Local 1245 Business Manager Tom Dalzell said at the start of the ceremony. "What he did, the changes he made, and the dedication he had to this organization will live on ... and we are better because of him."

Former Business Manager Jack McNally worked closely with Davis over the course of many years. During the memorial, McNally shared many anecdotes about Davis, including a story about his no-holds-barred approach to enforcing the union's expense policies when he served as Local 1245's treasurer — questioning and even rejecting one of McNally's own meal expenses to set an example.

"I looked at him as being a very valuable leader of 1245," said McNally. "Mike was a great unionist through and through ... and he was a good man as well."

Steve Rayburn, PG&E's former director of labor relations, often sat on the opposite side of the table from Davis during labor-management meetings, but despite this seemingly adversarial relationship, he and Davis formed a unique bond. Rayburn wasn't able to attend the memorial, but he sent in a letter, which Dalzell read aloud to all in attendance.

"Mike's passing comes at a time when there is an unprecedented level of divisiveness in our country. Today's political leaders could have learned a lot from Mike ... When it came to issues when parties had a disagreement, Mike was always calm and respectful," Rayburn wrote in the letter. "He was a fair and tough union leader, but he will always be a better friend in my eyes."

Dalzell shared a story from early in his career as business manager, when he and Davis were debating whether or not they should push for a dues increase in order to build up a war chest to use for big fights that they knew would soon be on the horizon.

"Mike said, 'This is something we have to do for the local. We'll go out and make our case, and if the members agree, that's fine, and if they don't agree and it ends our careers with the union, that's fine too.' ... Well, it ended up passing, and it left us in a very sound financial position, in a way we wouldn't have been



Davis' wife Dee wipes away tears as President Art Freitas presents her with a photo collage of her late husband.



The family took a moment to look at Davis' name etched on the memorial wall near the front entrance of the union hall.

if Mike hadn't led that fight."

Current President Art Freitas viewed Davis as an invaluable mentor, and expressed his appreciation for the lessons he gleaned from his predecessor.

"I'm where I am today because of what I learned from Mike," said Freitas. "He taught me to stop, listen, and analyze — and then act."

Davis' widow, Dee, and several members of the family were in attendance at the memorial as well. The union presented the family with a framed photo collage, featuring photos of Davis throughout the course of his 45 years with the union.

Davis' family was a bit too emotional to speak at length during the memorial, but his wife managed to hold back tears for a few moments to share some sentiments.

"Thank you for everything you've done for him — and for us," she said.

ADVISORY COUNCIL



Local 1245 Welcomes New Advisory Council Members

IBEW 1245 President Art Freitas administered the oath to four new Advisory Council members at the January 2019 meeting. (Pictured from left) Ivan Pereda has been appointed to the PG&E Clerical Northern Area seat, Steve Lange has assumed one of the PG&E GC At-Large seats, Phuong Tran has filled the PG&E East Bay seat, and Oni Brown will be representing City of Vallejo/GVRD.



New Video Highlights IBEW 1245's Biggest Wins in 2018

2018 was an action-packed year for IBEW 1245. In a new video that premiered at the quarterly Advisory Council meeting, Business Manager Tom Dalzell details some of Local 1245's tough fights and big victories from the past year.

Watch it at bit.ly/ibew2018yearinreview.

2019 Class of Organizing Stewards Sworn In

In what has become an annual tradition, IBEW 1245's fifth class of organizing stewards flooded into the first Advisory Council meeting of the year for their formal swearing-in. The 142 activists, clad in their signature blue shirts and jackets, raised

continued on next page



Georgette Carrillo addressed the Advisory Council.

their right hands as they took the oath, vowing to “further the purposes for which the IBEW is instituted, with a focus on educating and mobilizing members and the larger community to support worker organization and the recognition of worker’s rights and dignity.”

PG&E Customer Service Rep Georgette Carrillo, a nine-year IBEW member who has been part of the organizing steward program since its inception, spoke before the Advisory Council on behalf of this year’s organizing steward class.

“The job of an organizing steward takes a special person — one who is able to recruit, mobilize and engage others. It takes someone who is, at times, willing to unselfishly dedicate their own time and energy,” said Carrillo. “Everyone standing in this stage today has proven without a doubt that they have what it takes to be an organizing steward.”

“I, along with the organizing stewards, owe a tremendous thank you to our business manager, Tom Dalzell, for his vision and understanding the need



President Art Freitas administers the oath to the 2019 Organizing Stewards.

to equip rank-and-file members with the necessary tools to mobilize and engage,” she added. “I also want to thank the 1245 Executive Board for supporting the program since its inception, and finally I would like to thank our staff or-

ganizers, Fred, Eileen, Rene and Rick.” “These organizing stewards are the smooth stones with which we build our power — and we use that power in labor organizing campaigns, community outreach, political campaigns and union-

building events,” IBEW 1245 Business Manager Tom Dalzell told the Advisory Council. “They have changed this union and have given us power we never had before. And they get better and better with each year.”

Sen. Bill Dodd Thanks Local 1245 for Assisting in the Passage of Wildfire Legislation

State Senator Bill Dodd is one of IBEW 1245’s greatest allies in the California State Legislature. Among Local 1245 members, he is best known as the author of SB 901, the wildfire bill that the union worked aggressively to get signed into law in 2018.

Sen. Dodd took time out of his busy schedule to stop by Local 1245’s January Advisory Council meeting in order to pay homage to the union leaders and activists who flooded the halls of the State Capitol, testifying during committee hearings and lobbying legislators at the 11th hour to ensure passage of the hotly contested bill.

“I’d like to thank all of the brothers and sisters who are here today — I recognize many of your faces,” Sen. Dodd said. “You were there with your blue shirts on in those hearings, and that means a lot to me and my colleagues.”

He also noted the key role that the

union’s business manager played in crafting and passing the bill.

“Tom Dalzell was instrumental [in the passage of SB 901], and has been a guiding light for me on a number of issues,” Dodd added, noting that like most lawmakers, he was an inch deep and a mile wide in utility issues prior to the wildfires. “It really helps having someone with skills and expertise in this area ... I can’t even believe that I’ve learned as much as I did about IBEW and your jobs.”

Dodd made it abundantly clear that he truly values the working men and women who do the difficult and some-

times dangerous work that most other lawmakers take for granted — and he will never cease to fight for the workers, no matter what the future holds for PG&E.

“I know these are turbulent times, but nothing should diminish the hard-working people who are doing all the work on the ground to make sure we have a safe, reliable and affordable electrical grid — and that’s you,” he said, noting that, thanks to Labor, SB 901 contains several critical worker protections. “I consider it an honor to have my bill directed to get this work done ... and I will continue to push for invest-

ment and planning, regardless of what happens with the bankruptcy.”

After answering a few questions from members, Sen. Dodd thanked the union once again, and asked if he could go on a ride-along with an IBEW 1245 crew in the near future so he could get an up-close-and-personal look at the work our members do each and every day. The union’s leadership is already working to set that up.

And to demonstrate that the appreciation goes both ways, Local 1245 Business Manager Tom Dalzell gave Dodd a framed photo of an IBEW 1245 line crew working in Napa — where Dodd is from and represents in the State Senate — for him to hang in his Senate office.

“Senator Dodd is a great champion for Local 1245,” said Dalzell. “He’s unafraid of what people think, and he takes on the tough fights. We’re lucky to have him on our side.”

“Tom Dalzell was instrumental [in the passage of SB 901], and has been a guiding light for me on a number of issues.”

— Sen. Bill Dodd



Sen. Bill Dodd

Photos by Jon Storey



As a token of appreciation, Business Manager Tom Dalzell presented Sen. Dodd with a framed photo of an IBEW 1245 crew working in Dodd’s Napa jurisdiction.

Tyler Traynor Wins Quarterly Photo Contest

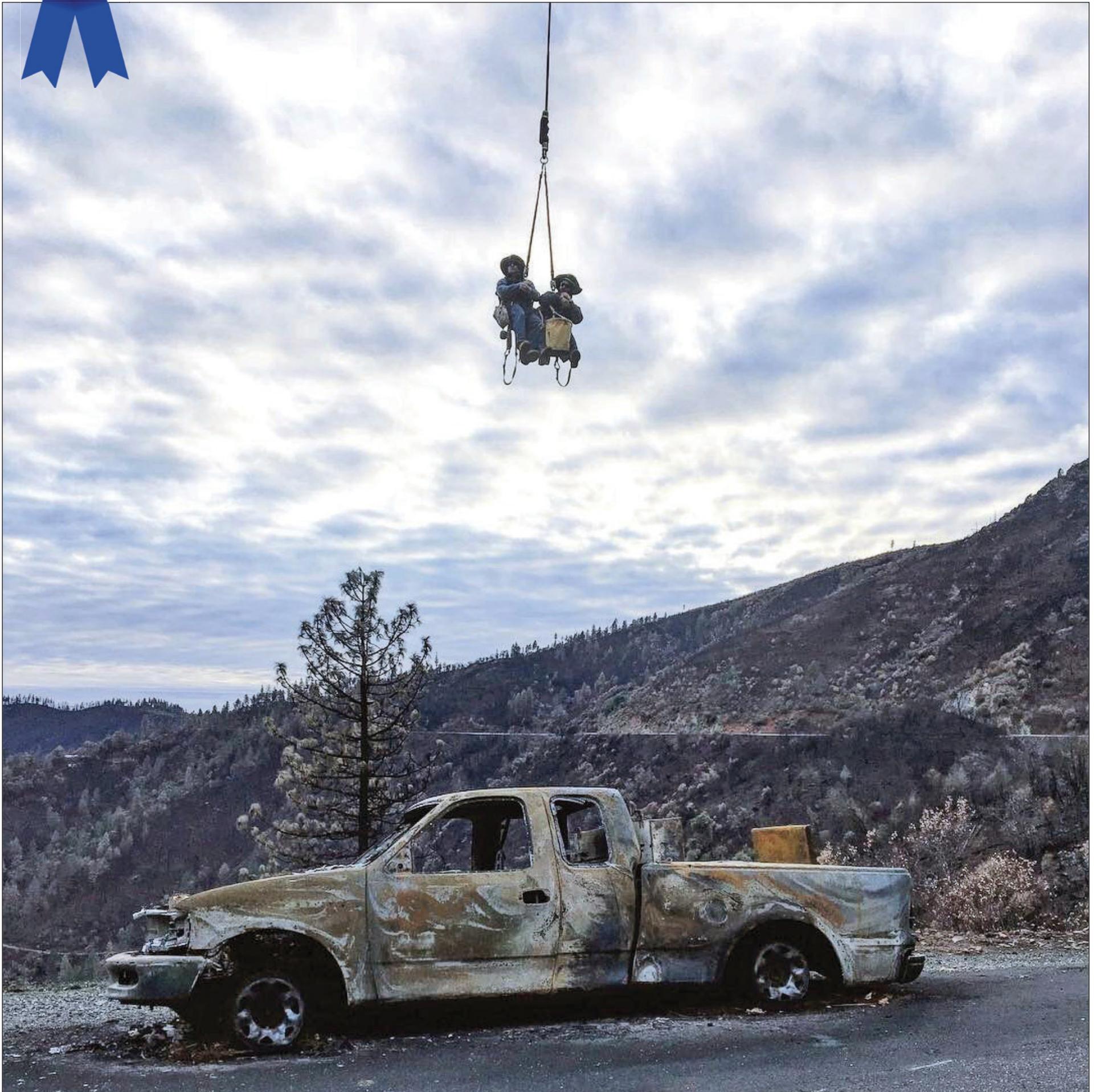
PG&E Towerman Tyler Traynor joined IBEW 1245 just a few short months before the Camp Fire swept through his hometown of Paradise, CA. Traynor is among the 86 members of Local 1245 who lost their homes in the devastating fire. The young towerman captured this photo from the fire zone that ended up being selected as the winning entry in this quarter's photo contest.

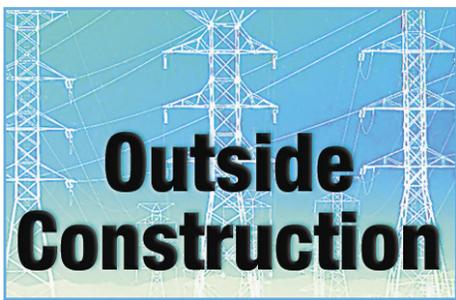
"The fire happened on Thursday, and I went back to work that Saturday," Traynor told the Advisory Council. "We were patrolling the lines [via helicopter]... I landed, and my buddies came in right behind me. As they were coming down over this burned car, I thought, 'This would be a great picture,' so I pulled out my phone."

Traynor accepted his \$500 price with his fiancé, Tilly, by his side.



Traynor, center, with the Local 1245 Executive Board and his fiancé, Tilly





WORK PICTURE

The work picture throughout our jurisdiction continues to remain very strong with no end in sight for both California and Nevada. Just as PG&E was moving into an accelerated fire hardening program, which is expected to provide additional work for our members for at least the next 15 years, we were hit with the Camp Fire. Resources from just about all of our contractors — as well as from other utilities from other states in the form of mutual aid — were moved to that restoration effort. They worked very long hours in physically and emotionally taxing conditions, and we thank everyone who helped in this effort.

California

While this effort was underway, we were at full employment at the hall and had standing calls for up to 25 linemen daily. PG&E announced in the middle of this effort the need for an additional 2,000 linemen to perform and make repairs to 50,000 transmission structures that covered 5,400 line-miles, and initially set a goal to complete the project in 90 days. Resources of this magnitude in such a short period of time when we were already facing severe shortages would seem impossible. From the Friday before Thanksgiving until the week after, we worked closely with the customer to devise a plan to get the resources in place to do this without disrupting all the other work that is going on. This is an emergency for PG&E, and we need to be

part of the solution, as it has a direct impact on our members.

The National Emergency Response Agreement, which has been in place since 2010, as well as the National Transmission Portability Agreement, were tools to achieve this. We also worked closely with the customer on what it would take to draw linemen here around the holidays. Eventually the numbers went down from 2,000 and have settled at a little over 600. This work is under way with a slightly later completion date. I constantly try to explain to our membership that the two biggest threats to the 100% union workforce are safety/quality and our ability to provide manpower to perform the work when called upon. If we don't do it, someone else will — and that is not an option



Ralph Armstrong

for us. Business Rep. Ralph Kenyon has spent every morning working with the customer and the employer as they on-board for this inspection work until they reached the 600 number which was settled on. We have been diligent that these agreements are followed to the letter, and everyone here is an IBEW member on a referral.

Our work is nowhere near done. On Monday January 14, bids were due in for a similar undertaking on the distribution system in the high fire-prone areas. This amounts to 640,000 structures. Work is supposed to be completed in 120 days after it's awarded, and based on a six-day work schedule, this represents about 6,000 structures per day. This will be another huge draw on resources. The first part of this will require a visual inspection to document what, if anything, needs repair. We have worked with the Western Line Chapter of NECA on a Memorandum of Understanding (MOU) to address this work as a single-man operation. We have inspection agreements in place and, in an effort to move this work to the construction workforce, this was needed.

There is a wage rate increase for this to the wage rate of the Compliance Inspector 2 that is covered in the inspection agreements and all the other benefits afforded in the OSL agreement. Anything that is found to be more than a minor repair from the ground level will be sent for crew work.

All the above-mentioned work is in addition to all the Accelerated Fire Hardening upgrade work in the fire prone areas as well as the rest of the work our contractors have all over the system. There is a lot work we are doing to make this successful, and we will continue to work closely to make this happen. Thanks to everyone who is out here every day contributing to this effort as professionals. I am confident we will get through all the coming challenges and you are all part of the reason for that confidence.

All of the OSL reps are very busy in the field visiting crews as well as dealing with all the additional issues that come with the increase in work.

Nevada

Work picture for Nevada remains strong. We are seeing some good size transmission projects and some good distribution work as well.

PAR has doc linemen in North Lake Tahoe and South Lake Tahoe working on the crews where needed. PAR has also picked up some 4/25 kV cutover work in Reno.

Wasatch has 35+/- doc linemen working at various locations for NV Energy. Wasatch also has a doc crew in Yerington and Fallon working on a T&E basis. The five sub techs have returned to work for the substation group all over the system. Wasatch is working on 23 miles of 120 KV rebuild from Lahontan to Interstate 80. They have also begun working 300 or so pole replacements in Paradise Valley and Eden Valley. All work on these projects is progressing well.

Titan Wyoming should be wrapping up 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 completed.

Newman has started on a small 4-5-week distribution job in Battle Mountain converting single phase to three phase.

Summit is working on a substation job for Liberty Utilities in South Lake Tahoe which includes a new control house and all new distribution breakers and getaways. The new poles for the new UG getaways have been set and the OH wire has been transferred. They are currently working on the control wiring and substation equipment.

CONTRACT RATIFICATIONS

We had two contracts set to expire at the end of 2018, and we were successful in ratifying extensions to both of these agreements.

San Francisco Trolley Agreement (SFECA agreement): This agreement expired on December 31, 2018. We successfully negotiated a new five-year deal that included 3% wage increases each year for the first three years, and wage increases in the final two years will be based on a CPI formula that has been used in the past. It also included \$.25 a year for each year for healthcare, and if it's not needed, it would be added to the NEAP rate. The last thing that was bargained was the sick leave mandate. In exchange for writing this out of the agreement, we agreed to phase in an HRA fund that will reach \$1.00 an hour by the term of the agreement.

Franklin Energy dba GoodCents Solutions: This agreement has been in place since 2006 and has been successfully negotiated several times since then. This agreement covers workers who have been performing and maintaining the SmartThermostat program for PG&E. The company has made some enhancements to its medical and disability benefits and we came to an agreement to extend this current agreement addressing wages only. Both parties have agreed to a three-year extension with wage increases for all classification of 3% a year for each year or 9% over the term of the extension.

JATC

The California-Nevada JATC will accept applications online for 10 days from February 11, 2019 until February 22, 2019. Applications can ONLY be submitted online through the www.CalNev-JATC.org website and will not be available until February 11, 2019. The application must be completed online no later than February 22, 2019 and all required documentation MUST be received by February 22, 2019.

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 it will continue to do so.

Currently, we currently have 421 outside line apprentices registered in our

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	17	3	35	21	101	239	11	7	434	346
NOVEMBER	30	0	38	9	88	166	3	4	338	192
DECEMBER	14	0	14	3	49	277	6	0	363	106
Totals by Classifications	195	12	206	177	745	1,345	107	116	2,912	2,903

Please call the hotline after hours for daily counts related to current 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.

Please call the hotline for details on all available calls!

Line Clearance Tree Trimmers

Regionalization Plan Could Bring Big Changes

JATC program. This is up from 381 just three months ago, with another climbing class scheduled in a couple of weeks. We have one traveling apprentice in our jurisdiction. 150 Apprentices are working out of Local 1245, 223 are working out of Local 47, 13 are working out of Local 396, 15 are unemployed and another 15 are not available to work for various reasons. Six are on leave. In 2018, we graduated 70 apprentices to journeyman lineman, and we indentured 150 outside line apprentices.

The CalNevJATC trustees are and have been actively working to obtain property in the north. There are a couple sites of interest and we are in the process of negotiating a price with the land owner for a site in Vacaville. This has been a long and sometimes exhausting process, but feel we are getting close to making this a reality.

EVENTS CALENDAR

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

Know Your Contract

Every month, we run into many basic contract issues with simple solutions available to members simply by looking in the agreement. Then there are issues where 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 be broken down, and in many cases they could find themselves being shorted on pay. With the amount of work we have going and the large number of travelers, 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 coming up most in the field, and discuss them here.

As we enter the rainy season, we tend to get flooded with calls asking if members are required to work in the rain. The very last paragraph in Section 4.4 of the agreement addresses this issue:

"It is agreed that, except in emergencies, employees shall not be required to work in rain or other inclement weather. However, if the employees choose to, and the Employer agrees, they will be allowed to work if they desire to do so. In the event of the inclement weather, employees shall report on scheduled work days unless otherwise instructed by the Employer at least two (2) hours before the regular starting time. No individual workers of the crews shall be called in to work except in extreme emergencies."

In short, there is no requirement for anyone to work in the rain unless it has been deemed an emergency. There are also no premiums in pay for members who chose to work in the rain. There are always questions, especially under storm work, regarding whether it's an emergency or not, and if the customer requires crews to take a rest period. One thing we have noticed is when these situations come up where the customer feels it is an emergency, and crews don't think so and refuse to work in the rain for restoration purposes, they are usually pulled off the storm work.

Utility Reporter

From the Accelerated Vegetation Reduction Plan that began in September, to the Camp Fire in November, there was no shortage of work for our line clearance tree trimmers as 2018 came to close. And as 2019 began, we received word of changes coming to PG&E's regionalization plans for routine work. This was something that PG&E had been planning for some time and we intend to disseminate the details soon, however, the plan has changed a couple times, and we want to ensure that any information we share with our membership is up-to-date and factual, so as not to contribute to the rumor mill.

With the new regionalization plan,

there are bound to be changes — and change is hard, but we will all get through this together. IBEW Local 1245 business reps will be working with the membership and contractors to make sure everything is done according to the agreement in as smooth a manner as possible. It has been about 25 years since any re-alignment like this has taken place, and that was not of this magnitude. But we got through it then and we will make it through this one as well.

There are many things that are in flux right now, but one thing we know for sure is that the need for skilled and qualified line clearance tree workers isn't going anywhere. Keep your focus on safety, as it is the main priority for all of us.

Northern Area

The Northern area has been very busy these past three months. We had all the Wild Fire Risk Reduction sites set up and running, and we made a big push to get all the new contractors and employees signed up with the union (see story on page 32). This has been a long process and a big learning experience for a lot of these contractors, as most of them have never worked on a union job before and weren't quite sure what to do. Some of the new members were just as lost as well. There were a lot of questions and a lot of phone calls in the beginning, but it seems like everyone is getting into the rhythm now.

Just as things were starting to run smoothly, the Camp Fire started, and the restoration efforts began. This was the most devastating fire that we have ever seen, claiming the homes of close to 90 members of Local 1245. As the restoration process began, most of the contractors that were working the Wild Fire Risk Reduction were switched over to clear the burnt trees in that area. This has also attracted more contractors into the area to help. We have never seen this many tree contractors working on PG&E property before. This also came at a time when our routine contractors were

continued on page 35



IBEW 1245 members arrive early morning to do emergency tree work for PG&E in Sonora.

El plan de regionalización podría traer grandes cambios

Desde el Plan Acelerado de Reducción de la Vegetación que se inició en septiembre, hasta el Incendio del campamento en noviembre, nuestros podadores de árboles para el despeje de líneas estuvieron muy ocupados hasta el cierre de 2018. Y comenzando 2019, hemos recibido noticias sobre cambios en los planes de regionalización del trabajo rutinario de PG&E. Esto era algo que PG&E ha estado planeando durante algún tiempo y tenemos la intención de divulgar los detalles pronto. Sin embargo, el plan ha cambiado un par de veces y queremos asegurarnos de que cualquier información que compartimos con nuestros miembros esté actualizada y basada en hechos, para no contribuir a los rumores.

Con el nuevo plan de regionalización, seguramente habrá cambios — y los cambios siempre son difíciles, pero todos vamos a superarlo juntos. Los representantes de negocios del Local 1245 del IBEW estarán trabajando con los miembros y contratistas para asegurarse de que todo se realice cumpliendo el acuerdo de la mejor manera posible. Han transcurrido 25 años desde que hubo un cambio en los planes, y ese cambio no fue de esta magnitud. Superamos los cambios en esa oportunidad y lo haremos de nuevo esta vez.

Hay muchas cosas que están cambiando ahora, pero una cosa que sabe-

mos con certeza es que la necesidad de trabajadores calificados para el despeje de líneas no desaparecerá. Mantengan su enfoque en la seguridad, ya que es la principal prioridad para todos nosotros.

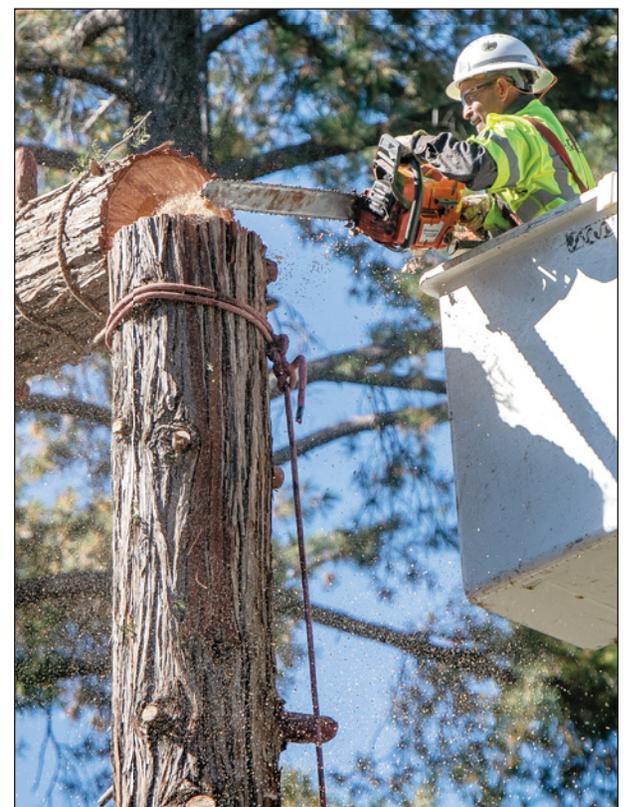
Zona norte

La zona norte ha tenido mucha actividad en los últimos tres meses. Establecimos y operamos centros para la Reducción del Riesgo de Incendios Forestales, e hicimos un gran esfuerzo para que todos los nuevos contratistas y empleados se inscribieran en el sindicato. Este ha sido un proceso largo y una gran experiencia de aprendizaje para muchos de estos contratistas, ya que la mayoría de ellos nunca habían trabajado con un sindicato y no estaban seguros de qué hacer. Algunos de los nuevos miembros también estaban un poco perdidos. Al principio hubo muchas preguntas y un montón de llamadas telefónicas, pero parece que todos ya se están adaptando a las nuevas circunstancias.

Justo cuando todo estaba comenzando a funcionar sin problemas

surgió el Incendio del Campamento y comenzaron los esfuerzos de recuperación. Este fue el más devastador incendio que jamás hemos visto. Unos 90 miembros del Local 1245 perdieron sus hogares. Al comenzar el proceso de recuperación, la mayoría de los contratistas que trabajan en el programa de Reducción del Riesgo de Incendios

Continúa en la página 36



Photos by John Storey

Local 1245 Welcomes Temporary Vegetation Management Workers Into the Union

When PG&E launched its Accelerated Wildfire Risk Reduction plan in September of 2018, upwards of 1,500 line clearance tree workers from 29 different contractors flooded in to IBEW 1245's jurisdiction to begin work on the massive project, which involves clearing all vegetation within 12 feet of the conductor on more than 7,000 miles of line in the highest-risk fire areas.

In any situation where a temporary workforce is brought in for a special assignment, there's always a risk of those individuals being treated and compensated unfairly, but Local 1245 refused to allow that to happen. IBEW 1245 Business Manager Tom Dalzell got a commitment from the company that the work and associated resources would all be union, and Senior Assistant Business Manager Ralph Armstrong promptly secured a Project Labor Agreement (PLA) to ensure that these temporary workers received wages and protections that are commensurate with the full package enjoyed by the permanent tree trimmers already working in IBEW 1245's jurisdiction.

Under the PLA, all the temporary tree workers would be given the opportunity to sign up with the union, and their employers would all become signatory to IBEW 1245. But organizing this onslaught of new workers doesn't just happen overnight — it takes a time-intensive and highly coordinated effort on the part of IBEW 1245's staff and organizing stewards.

Armstrong worked with Business Rep Liz McInnis to lay the groundwork for identifying, welcoming and signing up the new tree trimmers. Together with Business Representatives Abel Sanchez, Ray Banfill, and Junior Ornelas, they briefed the current membership about the plan, while staff organizers Eileen Purcell, Fred Ross and Rene Cruz Martinez identified, recruited and trained 15 bilingual organizing stewards to help the business representatives welcome, educate and sign up the new tree members, most of whom are native Spanish

speakers. And of course, the entire process wouldn't be possible without the union's office staff, including Muriel Moore, Peggy Proschold, Ashley Crase, Tanya Iniguez and Jennifer Edwards, who have handled the massive influx of clerical work seamlessly.

"This was and continues to be a massive undertaking, the likes of which I have not experienced in my 18 years with Local 1245," said McInnis, who has helped to spearhead the entire operation. "It is overwhelming at times, but we adapt and push forward."

A Warm Bienvenido

Providing union orientations for all of the new tree workers has been anything but simple. As Organizer Eileen Purcell noted, "For many of the temporary workers — who hail from across the United States — membership in IBEW 1245 is their first union experience."

That meant that each and every individual needed to be informed about the union and what it does, as well as the terms of the PLA, so they had a firm understanding of their rights. This proved to be more challenging than expected, due to the fact that there were remote base camp sites, language barriers, literacy issues, and time constraints to contend with — not to mention the fact that a substantial percentage of the tree trimmers and contractors come from right-to-work states, with little to no experience working in unionized environments, and a slew of negative presumptions about unions.

"I was surprised on how some of the new members did not know what a union was, and how hesitant they were to become members. But after talking to them and educating on what our union stands for, they were very surprised and interested in becoming members," said prospective Organizing Steward Griselda Fernandez. "I felt proud to be able to speak to the new members in Spanish and be able to build trust between their work place and their union."

"It's a great experience any time you are bettering someone's life," said Lead Organizing Steward Nilda Garcia. "I take

pride in being an active union member, and I expressed that when talking to the workers. It wasn't hard for them to know that signing up was the best choice!"

After hearing about the union difference and receiving thoughtful answers to their questions, nearly all the tree trimmers were enthusiastic about signing up with the union. The organizing stewards may have thought that meant their work was done — but they quickly realized that many of the new members had a hard time understanding and completing the union membership forms, so they stepped up to assist their new union brothers.

"Honestly, I could totally relate with them, since my father to this day always has a difficult time filling out applications, whether they be in English or Spanish," remarked Organizing Steward Luz Rivera. "It gave me great satisfaction that we were able to help sign up all these new members."

"I enjoyed making a difference and

letting them know the language barrier will not stop them from knowing what they are part of," added Organizing Steward Melissa Fernandez.

With more and more tree trimmers coming in to PG&E territory every week, the organizing process is still ongoing, but the system put in place by Local 1245 has proven to be highly effective and will continue to give all tree trimmers working in 1245's jurisdiction the same knowledge, opportunities, and protections.

"Our goal is to make sure that every tree trimmer who works in our territory knows that the union is here for them. We're looking out for their safety, we're ensuring they get fair pay, and we've got their backs if there's an issue with the employer that they need help with," said Senior Assistant Business Manager Ralph Armstrong. "They may only be here temporarily, but they are a part of the 1245 family now, and we're doing everything we can to make sure they have the same rights and wages as our 1,800 other tree trimmers."

Eileen Purcell, Liz McInnis and Rene Cruz Martinez contributed to this report.



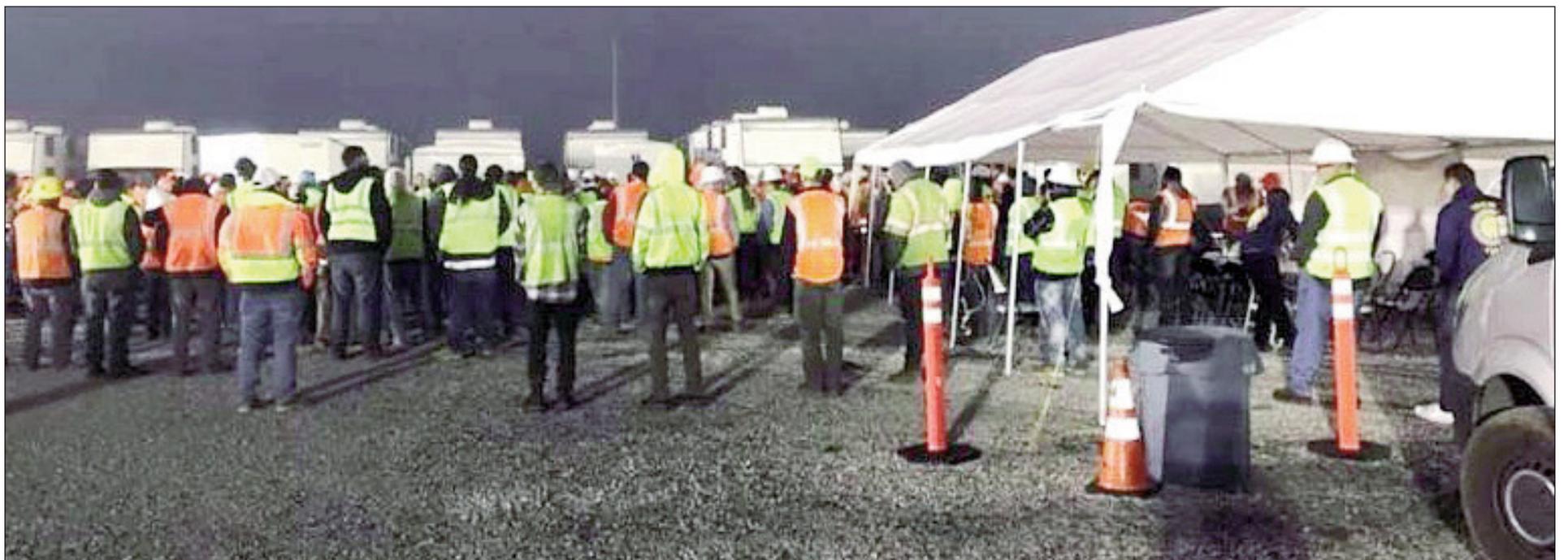
Bilingual Organizing Stewards and IBEW 1245 Business Reps traveled to base camps all over 1245's territory to welcome new tree trimmers into the union. This photo was taken in Paradise, CA.

Photo by Eileen Purcell



Business Rep Abel Sanchez and Organizing Steward Rachel Ramirez sign up tree trimmers in Oakhurst.

Photo by Miguel Pagan



Vegetation management workers came together before dawn for a union orientation at the micro-base camp in Rohnert Park.

El Local 1245 la da la bienvenida al sindicato, a los trabajadores temporales para el control de la vegetación

Cuando PG&E inició su Plan Acelerado de Reducción de Riesgo de Incendios Forestales en septiembre de 2018, más de 1,500 trabajadores para el despeje de líneas eléctricas de 29 diferentes contratistas llegaron a la jurisdicción del IBEW 1245 para comenzar a trabajar en el gran proyecto, que consiste en despejar toda la vegetación que se encuentre a una distancia de 12 pies (3.6 m) o menos de los cables eléctricos en más de 7,000 millas (11,200 kilómetros) de líneas de transmisión en las zonas con mayor riesgo de incendio.

En cualquier situación en la que se trae mano de obra temporal para un trabajo especial, siempre hay un riesgo de que esas personas sean tratadas y compensadas injustamente, pero el Local 1245 se negó a permitir que eso sucediera. Tom Dalzell, Gerente de Negocios del IBEW 1245, logró un compromiso por parte de la empresa para que el trabajo y todos los recursos asociados se hicieran con la participación del sindicato, y Ralph Armstrong, Gerente Asistente de Negocios Senior, rápidamente obtuvo un Acuerdo Laboral para el Proyecto (PLA por sus siglas en inglés) para garantizar que estos trabajadores temporales recibieran sueldos y protecciones acordes con el paquete completo que gozan los podadores de árboles con contrato permanente que trabajan bajo la jurisdicción del IBEW 1245.

Bajo el PLA, todos los trabajadores temporales de las compañías de árboles tendrían la oportunidad de inscribirse en el sindicato, y sus empleadores serían signatarios del IBEW 1245. Pero la organización de esta avalancha de nuevos trabajadores no ocurre de la noche a la mañana. Toma mucho tiempo y es un esfuerzo que requiere mucha coordinación por parte del personal del IBEW 1245 y los delegados organizadores.

Armstrong trabajó con la Representante de Negocios Liz McInnis, para sentar las bases para identificar, recibir e inscribir a los nuevos podadores de árboles. Junto con los Representantes de Negocios Abel Sanchez, Ray Banfill, y Junior Ornelas, informaron a los miembros actuales sobre el plan, mientras que el personal organizador, compuesto por Eileen Purcell, Fred Ross y Rene Cruz Martinez, identificó, reclutó y capacitó a 15 delegados organizadores bilingües para ayudar a los representantes de las empresas a recibir, educar e inscribir a los nuevos miembros podadores, cuyo idioma natal, en la mayoría de los casos, es el español. Y por supuesto, todo el proceso no sería posible sin el personal de oficina del sindicato, incluidos Muriel Moore,

Peggy Proschold, Ashley Crase, Tanya Iniguez y Jennifer Edwards, quienes manejaron a la perfección la afluencia masiva de trabajo administrativo.

“Esto fue y sigue siendo un enorme esfuerzo nunca visto en mis 18 años con el Local 1245”, dijo McInnis, quien ha ayudado a liderar toda la operación. “Es abrumador a veces, pero nos adaptamos y seguimos adelante”.

Una Cálida Bienvenida

Ofrecer orientación sobre el sindicato a todos los nuevos trabajadores para el control de vegetación no ha sido sencillo. Eileen Purcell, organizadora, señaló: “Para muchos de los trabajadores temporales que vienen de todas partes de los Estados Unidos, ser miembros del IBEW 1245 es su primera experiencia sindical”.

Esto significa que tuvimos que suministrar información sobre el sindicato y lo que el sindicato hace, a todos y cada uno de ellos, así como información sobre los términos del PLA, para que comprendan claramente sus derechos. Esto resultó ser más difícil de lo esperado ya que había que enfrentar problemas como la existencia de campamentos en zonas remotas, barreras de idioma, problemas de alfabetización y limitaciones de tiempo. Además de que un porcentaje considerable de los podadores de árboles y contratistas provienen de estados con empleo a voluntad, con poca o ninguna experiencia trabajando en entornos sindicalizados, y con un montón de presunciones negativas sobre los sindicatos.

“Me sorprendió cómo algunos de los nuevos miembros no sabían qué era un sindicato y su indecisión para convertirse en miembros. Pero después de hablar con ellos y educarlos sobre lo que nuestro sindicato representa, estaban muy sorprendidos e interesados en convertirse en miembros,” dijo la candidata a Delegada Organizadora Griselda Fernández. “Me sentí orgullosa de poder hablar en español con los nuevos miembros y poder crear confianza entre su lugar de trabajo y su sindicato”.

“Es una gran experiencia mejorar la vida de alguien”, dijo Nilda García, Delegada Organizadora Líder. “Estoy orgullosa de ser miembro activo del sindicato, y así se los hice saber a los trabajadores. ¡No fue difícil para ellos entender que inscribirse era la mejor decisión!”.

Tras explicar la diferencia que hace pertenecer a un sindicato, y contestar preguntas, casi todos los podadores de árboles estaban entusiasmados de inscribirse en el sindicato. Quizás los delegados organizadores pensaron que

habían terminado su trabajo, pero pronto se dieron cuenta de que muchos de los nuevos miembros tenían problemas para entender y llenar los formularios de inscripción del sindicato, así que intervinieron para ayudar a sus nuevos hermanos del sindicato.

“Sinceramente, los entiendo perfectamente, ya que mi padre, hasta hoy en día, tiene problemas para llenar formularios, ya sean en inglés o en español”, señaló la Delegada Organizadora Luz Rivera. “Me dio mucha satisfacción poder ayudar a todos estos nuevos miembros a inscribirse”.

“Disfruté marcar la diferencia y hacerles saber que la barrera del idioma no iba a impedir que comprendieran lo que significa ser parte del sindicato”, añadió la Delegada Organizadora Melissa Fernández.

Cada semana llegan más podadores de árboles al territorio de PG&E, por lo

que el proceso de organización aún continúa, pero el sistema establecido por el Local 1245 ha demostrado ser muy efectivo y seguirá ofreciendo a todos los podadores de árboles que trabajan en la jurisdicción del Local 1245, los mismos conocimientos, oportunidades y protecciones.

“Nuestro objetivo es asegurarnos de que cada podador de árboles que trabaja en nuestro territorio, sepa que puede contar con el sindicato. Vigilamos su seguridad, garantizamos que reciban una remuneración justa, y pueden contar con nosotros si hay algún problema con el empleador y necesitan ayuda”, comentó Ralph Armstrong, Gerente Asistente de Negocios Senior. “Es posible que solo estén aquí temporalmente, pero ahora son parte de la familia del 1245, y estamos haciendo todo lo posible para asegurar que tengan los mismos derechos y salarios que nuestros otros 1,800 podadores de árboles”.

Eileen Purcell, Liz McInnis y Rene Cruz Martinez contribuyeron con este informe.

The Changing Landscape for IBEW 1245 Tree Trimmers

Dear Local 1245 member working in vegetation management:

Thank you for your sacrifice and hard work to help PG&E prevent future forest fires.

Local 1245 is in constant communication with PG&E about your work, and we know of changes coming in the future. By the time you see this letter, the situation may look different than it does now.

The main change that PG&E is working on is to regionalize all contractors. These changes will affect many of our members. If a member is working for an employer that has been reassigned to a different area and chooses to move with that employer, the change will just be a change in scenery. If a member chooses

not to follow their current employer, there may be a change in their employer. Our current contract (Section 6.6) has language related to this and we will work with every affected member to protect their rights.

On the whole, the work is not going away; there is a generation's worth of work for our members with vegetation management skills.

With all this going on, we want to be sure that you and your fellow members focus on the safety and the job at hand. The work you are doing is critical to the system and no matter how details turn out, everyone should have a job.

In Unity,
Tom Dalzell
IBEW 1245 Business Manager

El paisaje cambiante para IBEW 1245 para podadores de árboles

Estimado miembro del Local 1245 que trabaja en el manejo de la vegetación:

Gracias por su sacrificio y su arduo trabajo para ayudar a PG&E a prevenir futuros incendios forestales.

El Local 1245 está en comunicación constante con PG&E sobre su trabajo y sabemos de los cambios que se avecinan en el futuro. Para cuando reciba esta carta, la situación puede verse diferente a como lo hace ahora.

El principal cambio en el que está trabajando PG&E es regionalizar a todos los contratistas. Estos cambios afectarán a muchos de nuestros miembros. Si un miembro está trabajando para un empleador que ha sido reasignado a un área diferente y elige mudarse con ese empleador, el cambio será un cambio de escenario. Si un miembro decide no

asociar a su empleador actual, puede haber un cambio en su empleador. Nuestro contrato actual (Sección 6.6) tiene lenguaje relacionado con esto y trabajaremos con cada miembro afectado para proteger sus derechos.

En general, el trabajo no se va; hay una generación de trabajo para nuestros miembros con habilidades de manejo de la vegetación.

Con todo esto sucediendo, queremos asegurarnos de que usted y sus colegas se enfoquen en la seguridad y el trabajo que tienen entre manos. El trabajo que está haciendo es crítico para el sistema y no importa cómo resulten los detalles, todos deberían tener un trabajo.

En unidad,
Tom Dalzell
IBEW 1245 Gerente de Negocios/Business Manager



Tree trimmers filling out their union membership forms at the base camp in Paradise

Safety Stalwart Rich Lane Retires From the Union

After nearly seven years on staff at IBEW 1245, Business Rep Rich Lane will be retiring from the union this spring. Brother Lane is well known for his role in organizing the union at Turlock Irrigation District, and for developing and growing Local 1245's landmark peer-to-peer safety programs.

"As organizer, negotiator, and safety preacher, Rich has embodied the spirit of the IBEW," said IBEW 1245 Business Manager Tom Dalzell. "He was instrumental in bringing the line department of the Turlock Irrigation District into Local 1245, served well on several negotiating committees there, and lastly has had a great encore career with Hold the Pull and other peer programs. He left us a lot."

Lane has been an outspoken union advocate for the better part of 50 years. Back in the 70s, while he was working for a landscaping company in Merced, Lane began organizing his coworkers to join the United Farmworkers Union to help them achieve better working conditions. His union activism ended up costing him his job — but he soon found a new opportunity, working with the UFW in Livingston and San Jose.

"There were so many good people at the UFW," said Lane. "I learned so much about unionism from them that influenced me for the rest of my life."

Lane went on to work for Turlock Irrigation District for 34 years, 26 of which were spent in the line department. He wore many hats at TID, including apprentice program trainer for 20 years, relief troubleshooter for 10 years, first aid/CPR instructor, first responder pro-

gram trainer, and safety and compliance rep for TID's line department. He also helped to organize a union for his colleagues at TID, and became an IBEW 1245 member along with the rest of the TID line department on January 2, 2000.

"When the TID unit was recognized by the state to hold an election for union affiliation, I remember making the phone call on the day of the ballot count to inform [IBEW 1245 staffer] Dennis Seyfer that we were in our new union home," Lane recalled. "It sounds kind of overdramatic, but as a unit, we went through a lot to get there, and it wasn't easy. It was an outstanding accomplishment by the membership."

As a newly minted IBEW member, Lane immediately took on a number of leadership roles within the union. He served as the TID unit's first chairman, he became a shop steward, he joined the local unit safety committee, and he sat on the negotiation committee for three cycles of bargaining. He also served on the IBEW 1245 Health and Safety Committee, and represented the irrigation districts on the 1245 Advisory Council. In 2009, he became the recorder for the newly formed Hold the Pull peer safety program committee, and three years later, Local 1245 Business Manager Tom Dalzell brought him on staff to cultivate and expand that burgeoning program.

"Rich came on staff at 1245 when the Hold the Pull peer to peer program was really getting rolling and was able to take that program and duplicate it in the gas department and trees," said Senior



Rich Lane



Keep The Clearance 2014



Lane served as a judge at the IBEW PG&E linemen's rodeo in 2017.

Assistant Business Manager Ralph Armstrong, who supervises all of Local 1245's safety initiatives. "Rich was a big part of the success of these programs, and he also provided substantial guidance for the union's health and safety committee."

As the peer safety rep, Lane enhanced and expanded Hold the Pull, and also worked to build the Control the Pressure committee for gas workers, as well as the Keep the Clearance committee for tree trimmers. Under Lane's tutelage, these committees have blossomed into remarkable programs that have since been emulated by several other union locals. Lane also worked to recruit more safety stewards, and has helped cultivate these stewards into true workplace leaders, giving them the skills and opportunities they needed to spread the message about safety to their fellow members. There's no question that Lane's work has helped to prevent injuries and save lives on the job.

"Working with the peer to peer programs and watching people go out of their comfort zones to do something for the good of others ... was profound to me, and their individual effort is inspiring in so many ways," said Lane. "I am so proud to have been affiliated with them."

As Lane departs from the union, his absence will be felt by many.

"Rich has been a wealth of knowledge when it comes to OSHA and safety



Control the Pressure Meeting 2018



HTP thanked Rich for his service.

in general, and will be greatly missed," said Local 1245 Business Rep Casey Kelley, who worked closely with Lane on the peer safety programs.

"I'll miss the membership and working with such a wide variety of people dedicated to the same cause. There are so many challenges and a lot of problem solving going on by staff and membership all the time, I'll miss being involved with that," said Lane. "I will also miss watching people develop and find skills they don't know they have. Some people have an innate need to help make things better, that's the draw that Local 1245 has for many. It did for me."

After spending so many decades on the road as a lineman and a union business rep, Lane is looking forward to spending more time at home with his devoted wife Jackie. The couple plans to relocate to Washington state.

— Rebecca Band, IBEW 1245 Communications Director



Santa Rosa Retirees Club President Receives Sentimental "Guerneville Gang" Plaque

At the November meeting of the IBEW 1245 Santa Rosa Retirees Club, retiree Greg Kestel presented Club President Art Fahrner with a plaque that hung on the wall of the PG&E Guerneville Service Center, a relic from his days as a part of the "Guerneville Gang" back in the mid-80s.

Fahrner recently returned to his President duties after having suffered a broken hip accompanied by a long and painful recovery. It's great to see him back with the brothers and sisters he loves so much, not to mention seeing that smile on his face when Brother Kestel (who also worked for many years out of the Guerneville customer service front office before retiring recently) presented him with the old Guerneville Gang plaque.

— JV Macor, IBEW 1245 Business Rep



Santa Rosa Retirees Club President Art Fahrner with the "Guerneville Gang" plaque.

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!

Andoh, Diann 41 years San Francisco, CA	Boulet, Jerry 7 years Elk Grove, CA	Delfin, Gerardo 26 years Vallejo, CA	Finegan, Paul 38 years Ripon, CA	Hagstrom, Chuck 13 years Taft, CA
Armbruster, Dori 39 years Concord, CA	Bulfinch, Cynthia 36 years Sacramento, CA	Delfin, Gerardo 26 years Vallejo, CA	Flores, Gloria 15 years Aptos, CA	Hall, Peggy 28 years Patterson, CA
Austin, James 30 years El Dorado, CA	Campos, Constantino 12 years Schertz, TX	Deuel, Alan 46 years Burney, CA	Fry, Carol 21 years Lathrop, CA	Hinrikus, James 12 years Gardnerville, NV
Backman, Timothy 34 years American Canyon, CA	Clopton, William 34 years Grants Pass, OR	Dreiss, Ray 42 years Chico, CA	Fry, Carol 21 years Lathrop, CA	Huey, Nancy 40 years San Francisco, CA
Balistreri, Frank 32 years San Bruno, CA	Contreras, Heriberto 37 years San Jose, CA	Dyer, Tom 24 years Fresno, CA	Gerard, George 30 years New Braunfels, TX	Hughes, Howard Jr. 33 years Bakersfield, CA
Barnes, James 35 years Quincy, CA	Costello, Richard 3 years Oakdale, CA	Elijah, Marshall 37 years Bakersfield, CA	Gouveia, Dennis 39 years Modesto, CA	Jensen, Richard 29 years Yuba City, CA
Beach, Catherine 10 years Quincy, CA	Daniel, Tim 34 years Oakley, CA	Fader, Christine 24 years Sonora, CA	Gregory, James 35 years Spokane, WA	Kenney, Randy 20 years Cayucos, CA
Becerra, Sylvia 36 years Fresno, CA	De La Cruz, Efraim 20 years Clovis, CA	Faust, Linda 40 years Dinuba, CA	Gutierrez, Debra 15 years Gilroy, CA	Kidd, Gilbert 34 years Oakland, CA

Kimble, Jack 46 years Bakersfield, CA	Moscato, Victor 26 years Modesto, CA	Rodriguez, Steve 10 years Atascadero, CA	Taylor, John 29 years Millville, CA
Lopes, Vern 45 years San Carlos, CA	Moxon, Donna 26 years Arcata, CA	Rood, Clark 24 years Coos Bay, OR	Veneracion, Manuel 40 years W Sacramento, CA
Lowers, James 38 years Washougal, WA	Neathery, Daniel 34 years Clovis, CA	Sahlstrom, David 38 years Topock, AZ	Villegas, John 42 years Oakland, CA
Macaluso, Philip 34 years Pacifica, CA	Newman, Denise 36 years Roseville, CA	Salas, Vivian 18 years Elk Grove, CA	von Hagen, Russell 21 years Helendale, CA
Matthews, Lawrence Jr. 23 years Sacramento, CA	Parmenter, Daniel 35 years Knights Landing, CA	Santa Cruz, Alejandro 41 years Bakersfield, CA	Whiting, Michael 36 years Pismo Beach, CA
McDowell, Thomas 31 years Ketchikan, AK	Pellini, Mario 10 years San Leandro, CA	Sepulveda, Kelly 39 years Hollister, CA	Whitley, Marvin 35 years Auburn, CA
McFarlan, Dennis 45 years Burney, CA	Pugh, Rivers 23 years Richmond, CA	Smith, Glen 39 years Oakland, CA	Wiley, Loring 32 years Paso Robles, CA
McFarlan, Dennis 45 years Burney, CA	Ramsey, Jacqueline 30 years Pacifica, CA	Sotelo, Gloria 34 years Sacramento, CA	Wood, Candy 36 years Crossville, TN
Meyer, Alan 29 years Cloverdale, CA	Redding, Walter 19 years Santa Maria, CA	Spadini, Victoria 42 years Citrus Heights, CA	Young, Greg 10 years Eureka, CA
Montalvo, Anthony 34 years San Bruno, CA	Riddiough, Jane 27 years Oakhurst, CA	Sproat, Ron 40 years Rohnert Park, CA	

**Stay
Connected to
IBEW 1245**

Regionalization, continued from page 31

having to make their big year-end push to get all their scheduled work done for 2018. In the areas not effected by the fire, the base camp crews were pulled off the Wild Fire Risk Reduction and put back on routine work to get all that work done. This caused a lot of confusion with the routine work guys, because sometimes they are working less than a block away from the base camp guys. We spent a lot of time on the phone with our members who were wondering what was going on. Once it was all explained, things started to calm down.

Unit meeting attendance has been a little stronger than normal in most areas, mostly because there is a lot of concern of tree companies losing contracts in some areas and what companies will be taking over those areas. This has created a sense of worry among some members. We have been explaining that there is very strong language in the contract that protects members when a new company takes over. The results of which areas are changing to a different company are very slowly starting to come in. We are trying to keep our members up to date once the information is confirmed, and we are being very careful not to give out any false information. We know that there will be more changes in the future as PG&E tries to complete their restructuring plan and move forward.

Central Area

Asplundh Tree Expert (Nevada Energy): Work continues in northern Nevada and Reno. The company ramped up crews by request from the utility. The company had to bring in crews from out of state to assist in getting the work done system-wide. Due to the turnover and members seeking other employment, it's been difficult holding a quorum for our meeting in Reno. The company hired Eric Rogen as the new area supervisor. Eric was formally working for Mowbray's as manager of operations. We look forward in having a good working relationship. All hands are still working five 10-

hour shifts.

Mowbray's (PG&E & SMUD): The company brought in numerous crews from outside the area to work on the PG&E projects, and for Davey Tree Surgery in Sierra, East Bay, and Bay Area. We uncovered a situation where the company has not been reporting all employees currently working on PG&E property. We're currently looking at our options in addressing this matter. We continue to hear concerns from the members about the lack of gear. As we try to address these concerns, we are also aware that the company has another business of selling gear to employees. They have an individual that comes out with a trailer and demonstrates all the new gear and equipment on the market, all for sale at wholesale prices. Unit meeting attendance has been good!

Mountain Enterprise (Liberty Energy & PG&E): For Liberty Energy, crews are in South Lake Tahoe and Truckee. Mountain has the majority of crews working all over the PG&E system. We expect the company to take a bigger role in securing a routine contract with PG&E. We know the company expanded its business in patrolling and safety inspections.

Davey Tree Surgery: The Grievance Review Committee met to discuss several open matters on December 21 in San Ramon. The committee hopes to have all matters resolved soon. All crews in Diablo, Mission, and Sierra have been working 10-hour days with the exception of East Bay. Davey participated in the Fire Risk Reduction Projects in Sierra and the East Bay. The company had announced a loss of contract in Sierra with PG&E. The information was released prematurely with details still not finalized. We expect to have the changes soon once PG&E passes the final word on which contractor assumes which area and when. All members have rights to the work subject to our Collective Bargaining Agreement, and we're encouraging everyone to relax and stay put until we have all the details in hand. Pole Test has initiated work in

the East Bay for now. Unit meeting attendance has been good in Hayward. Placerville's unit attendance has been very good with the concern of proposed changes by PG&E.

Osmose: Crews recently started working in the Bay Area and in specifically the City of Santa Clara.

Utility Tree Service: In Golden Gate, De Anza, San Jose and the Peninsula, the company did not participate in any of the Fire Risk Reduction work on PG&E property. All subject work went to outside contractors to work the unit reduction projects. UTS stayed working on routine work. The UTS northern crews have been working out of Woodland and Dixon, where they are also focused on routine work. The membership is concerned about the company's future with PG&E as rumors of them leaving have been going around for months. All hands are aware protections are in place to secure their positions with the new contractor, if a change takes place. Meeting attendance has been average in San Carlos.

Wright Tree (SMUD, Mountain View, Walnut Creek, and Truckee PUD): The company has ramped up crews on SMUD property. Crews have expanded to 30 now. Transmission crews are still working 10-hour shifts. We expect this to hold for a while. The crews in Truckee have run out of work and are eligible for layoff until further notice. This is the routine on this contract. Unit meeting attendance has been average.

Southern Area

This last quarter has had some big fires, with a lot of our union members effected. Our prayers go out to all the victims and families. The fires also created lots of work and overtime. PG&E created the fire reduction project to trim and fall as well as replace old poles for over 7,000 pole miles. The project has brought in over 1,000 new members from numerous sub-contractors that had to become signatory to Local 1245. This work will continue into 2019. We will have a lot of work to do in the coming months.

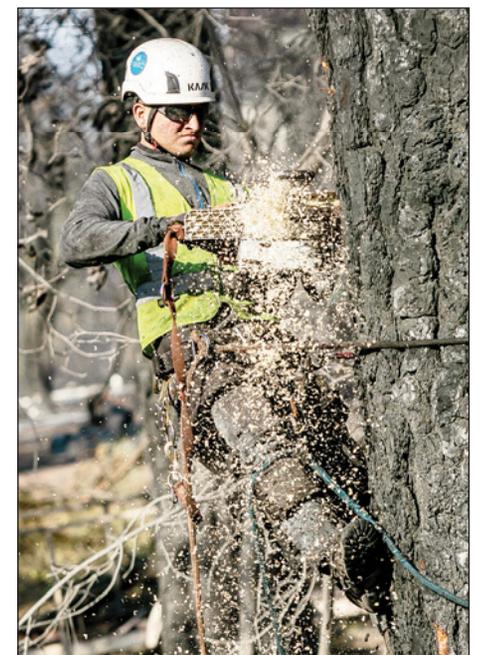
Trees LLC: Members are working lots of overtime in Stockton Division to maintain schedule on routine unit work. In December, the company informed us that they lost the VC work. There are rumors of them losing their tree divisions also. They lost Turlock and Modesto tree contracts recently.

Davey Tree: We recently met with management and lawyers to resolve a grievance that the union filed at the beginning of the year. The union and Davey Tree came to a good agreement and will finalize it with a written letter.

Utility Tree LLC: Crews are working lots of overtime in the De Anza division, sending crews from Merced and Madera to help get back on track. Crews were there from October to December 22. There are rumors that Utility Tree might lose all their tree divisions on PG&E properties.

Mario's: We met with the company president and area manager to resolve a grievance filed by the union. We came to an agreement and will be working with the company to fix. We're hearing rumors that they are acquiring PG&E unit work in some divisions.

Wright Tree: The company was awarded the Modesto and Turlock Irrigation divisions starting in January. We expect a smooth transition.





Photos by John Storey

Forestales fueron transferidos a esa zona para despejar los árboles quemados. Esto también atrajo a más contratistas a la zona para ayudar. Nunca habíamos visto tantos contratistas de árboles trabajando en las instalaciones de PG&E. Todo esto sucedió al mismo tiempo que los contratistas de trabajo rutinario ejecutaban su impulso de fin de año para cumplir con el trabajo programado de 2018. En las zonas que no fueron afectadas por los incendios, las cuadrillas de los campamentos base fueron retiradas del programa de Reducción del Riesgo de Incendios Forestales y colocadas nuevamente en los trabajos de rutina para cumplir con el programa. Esto causó mucha confusión entre los trabajadores de trabajo rutinario, porque en ocasiones trabajan a menos de una cuadra de distancia de los trabajadores del campamento base. Pasamos mucho tiempo en el teléfono con nuestros miembros que se preguntaban qué era lo que estaba sucediendo. Una vez que explicamos la situación, las cosas empezaron a calmarse.

La asistencia a reuniones de la unidad ha sido un poco mayor de lo normal en la mayoría de las zonas, debido principalmente a que hay mucha preocupación de que las compañías de poda de árboles pierdan contratos en algunas zonas y cuáles empresas se harían cargo de esas zonas. Esto ha creado un sentimiento de preocupación entre algunos miembros. Hemos venido explicando que el contrato contiene cláusulas contundentes que protegen a los miembros cuando una nueva compañía toma un contrato. Poco a poco está llegando la información sobre las zonas que están siendo otorgadas a una compañía diferente. Estamos tratando de mantener al día a nuestros miembros una vez que hemos confirmado la información, y estamos siendo muy cuidadosos en no dar ninguna información falsa. Sabemos que en el futuro habrá más cambios a medida que PG&E termine su plan de reestructuración y continúe adelante.

Zona central

Asplundh Tree Expert (Nevada Energy): Continúan los trabajos en el Norte de Nevada y Reno. La compañía aumentó el número de cuadrillas a solicitud de la empresa de electricidad. La compañía tuvo que traer cuadrillas de otros estados para ayudar a comple-

tar el trabajo a lo largo del sistema. Debido a la fluctuación de personal y a la cantidad de miembros buscando otro empleo, ha sido difícil lograr un quórum para nuestra reunión en Reno. La compañía contrató a Eric Rogen como nuevo supervisor de zona. Eric trabajó anteriormente para Mowbray's como gerente de operaciones. Esperamos tener una buena relación de trabajo. Todos los empleados continúan trabajando cinco turnos de 10 horas.

Mowbray's (PG&E y SMUD): La compañía trajo numerosas cuadrillas de otras zonas para trabajar en los proyectos de PG&E, y para Davey Tree Surgery en Sierra, East Bay y Bay Area. Hemos descubierto una situación en la que la compañía no ha estado informando sobre todos los empleados que actualmente trabajan en instalaciones de PG&E. Actualmente estamos analizando nuestras opciones para abordar este asunto. Continuamos escuchando las preocupaciones de los miembros sobre la falta de equipo. Al intentar abordar estas preocupaciones, nos hemos enterado que la compañía tiene un negocio de venta de equipo a los empleados. Tienen una persona que sale en un remolque y hace una demostración del funcionamiento de los nuevos equipos que existen en el mercado y los vende a precios de mayorista. ¡La asistencia a las reuniones de la unidad ha sido buena!

Mountain Enterprise (Liberty Energy y PG&E): Las cuadrillas de Liberty Energy están en South Lake Tahoe y Truckee. La mayoría de las cuadrillas de Mountain están trabajando en todo el sistema de PG&E. Esperamos que la compañía desempeñe un papel más importante en la obtención de un contrato de trabajo rutinario con PG&E. Sabemos que la compañía ha ampliado su negocio de actividades de patrulla e inspecciones de seguridad.

Davey Tree Surgery: El Comité de resolución de quejas se reunió en San Ramon el 21 de diciembre para discutir varios asuntos pendientes. El Comité espera tener todos los asuntos resueltos pronto. Todas las cuadrillas en Diablo, Mission y Sierra han estado trabajando días de 10 horas excepto East Bay. Davey participó en los proyectos de Reducción de Riesgos Forestales en Sierra y East Bay. La compañía anunció que perdió el contrato con PG&E en Sierra. La información fue dada a conocer antes de tiempo y los detalles aún no están definidos. Esperamos tener los cambios



pronto, una vez que PG&E informe cuál contratista asumirá las diferentes zonas y cuándo. Todos los miembros tienen derechos en lo que se refiere al trabajo según el Acuerdo Colectivo, y los exhortamos a que se tranquilicen y permanecer en sus puestos de trabajo hasta que tengamos a mano todos los detalles. Pole Test comenzó trabajos en el East Bay por ahora. La asistencia a las reuniones de la unidad en Hayward ha sido buena. La asistencia de la unidad de Placerville ha sido muy buena y están preocupados por los cambios propuestos por PG&E.

Osmose: Las cuadrillas comenzaron a trabajar recientemente en Bay Area, específicamente en la ciudad de Santa Clara.

Utility Tree Service: En Golden Gate, De Anza, San Jose y la Península, la compañía no participó en ninguno de los trabajos de Reducción de Riesgos Forestales en las instalaciones de PG&E. Todo el trabajo fue otorgado a contratistas externos en los proyectos de reducción que corresponden a la unidad. UTS permaneció asignada a trabajos rutinarios. Las cuadrillas de UTS del norte han estado trabajando desde Woodland y Dixon, donde también se han centrado en trabajo rutinario. Los miembros están preocupados por el futuro de la compañía con PG&E, ya que desde hace meses hay rumores de que se irán. Todos los trabajadores saben que sus empleos con el nuevo contratista están protegidos por el Acuerdo, en caso de que ocurra algún cambio de contratistas. La asistencia a las reuniones en San Carlos ha sido promedio.

Wright Tree (SMUD, Mountain View, Walnut Creek, y Truckee PUD): La compañía aumentó el número de cuadrillas en las instalaciones de SMUD. Ahora hay 30 cuadrillas. Las cuadrillas que trabajan en las líneas de transmisión continúan trabajando turnos de 10 horas. Creemos que esto continuará así por un tiempo. Las cuadrillas en Truckee se han quedado sin trabajo y son elegibles para quedar cesantes hasta nuevo aviso. Esta es la rutina en este contrato. La asistencia a reuniones de la unidad ha sido promedio.

Zona sur

Han ocurrido muchos incendios en este último trimestre que han afectado a muchos de los miembros de nuestro sindicato. Nuestras oraciones acompañan a todas las víctimas y sus familias. Los incendios también han creado mucho trabajo y horas extras. PG&E creó el proyecto de reducción de incen-

dios para podar y talar, y también para reemplazar postes viejos en más de 7000 millas de postes. El proyecto ha atraído a más de 1000 nuevos miembros de numerosos subcontratistas que han tenido que convertirse en signatarios del Local 1245. El trabajo continuará en 2019. Tendremos mucho trabajo en los próximos meses.

Trees LLC: Los miembros están trabajando muchas horas extras en la división de Stockton para cumplir con el programa de trabajo rutinario de la unidad. En diciembre, la compañía nos informó de que habían perdido el trabajo de control de vegetación. Hay rumores de que también perdieron recientemente sus contratos de árboles. Recientemente perdieron los contratos de árboles de Turlock y Modesto.

Davey Tree: Recientemente nos reunimos con la gerencia y con los abogados para resolver una queja presentada por el sindicato a comienzos del año. El sindicato y Davey Tree llegaron a un buen acuerdo y quedará concluido con una carta.

Utility Tree LLC: Las cuadrillas están trabajando muchas horas extras en la división De Anza, y están enviando cuadrillas desde Merced y Madera para ayudar a ponerse al día. Las cuadrillas estuvieron allí desde octubre hasta el 22 de diciembre. Hay rumores de que Utility Tree podría perder todas sus divisiones de árbol en las instalaciones de PG&E.

Mario's: Nos reunimos con el presidente de la compañía y con el gerente de la zona para resolver una queja presentada por el sindicato. Llegamos a un acuerdo y trabajaremos en conjunto con la compañía para solucionarlo. Estamos escuchando rumores de que están adquiriendo trabajos de la unidad de PG&E en algunas divisiones.

Wright Tree: Se le adjudicaron a la compañía las divisiones de Modesto y Turlock Irrigation a partir de enero. Esperamos una transición sin tropiezos.





SERVICE AWARDS

Stockton January 25, 2019



35 Years
Front row, from left: Kenneth Fung, Vicki Johnson and James Hayes. Back row, from left: Melanie Medina, (Dalzell), Jim Quattro and Dennis Armstrong



40 Years
From left: John Takahashi, IBEW 1245 Business Manager Tom Dalzell, Mike Peirano and David Durston
Photos by John Storey



30 Years
From left: Martin Gonzalez, (Dalzell) and Julian Fernandez



25 Years
From left: LaTonya Clemings, (Dalzell) and Bryan Garner



20 Years
(Dalzell) with Chai Xiong



10 Years
From left: Debbie Garner, Alberto Marquez and Preeti Guerrero



15 Years Front row, from left: Brandon Roux, Rosa Guerrero and Ann Relich. Back row, from left: Eugene Mace, Michael San Juan, Nicole Pruitt and Lavonia Duncan



5 Years Front row, from left: Travis McCrea, Nathan Datus and Emmanuel Lopez. Back row, from left: Daniel Gossett, Ronald Rossi Jr., Victor Gully and Estevan Seniseros

HONOREES

- | | | |
|---|---|---|
| <p>55 Years
Granlees, Steve</p> <p>45 Years
Andona, Gary
Blankenship, Calvin</p> <p>40 Years
Attaway, Deborah
Brock, Raylon
Bunney, Timothy
Chavez, Jorge
Durstun, David
Gouveia, Dennis
Henson, Phillip
Lovecchio, Richard
Lyons, Patricia
Mercado, Olivia
Parks, Gary
Peirano, Mike
Takahashi, John
Walko, Michael</p> <p>35 Years
Allen, Charles
Armstrong, Dennis
Avalos, Deena
Belaski, William
Delatorre, William
Dobler, Louie
Estes, Thomas
Fitzpatrick, Edward
Fung, Kenneth
Hayes, James
Helzer, Richard
Imler, Robert
Jimenez, Efrén
Johnson, Vicki
Kelly, Daniel
Kinard, Johnnie
Kunz, Eric
Lee, James Jr.
Martin, Bret
Mattos, Richard
McCarten, Sean
McKinnon, Sean
Medina, Melanie
Newbill, Steve
Puou, Thomas</p> <p>25 Years
Garner, Bryan
Hagins, Timothy
Herbert, Curtis
Johnson, Marvin
Landa, Marco
Nunnemaker, Vincent
Rico, Martin</p> <p>20 Years
Alcazar, Miguel
Anderson, Richard
Bencker, Scot
Brazil, Michael
Chavez, Narciso
Elias, Rosie
Farkas, Lee
Garcia, Agustín
Gonzalez, Rafael</p> | <p>Quattro, Jim
Ratfield, Cris
Rieb, Garrett
Salaiz, Dennis
Sargent, Lisa
Shiple, Don
Soto, Benjamin Jr.
Thien, John
Vela, Mark
White, Charles
Willett, Richard
Windschitl, Patrick
Worley, Daniel</p> <p>30 Years
Barajas, Jorge
Barragan, Alfredo
Detmers, Richard
Fanucchi, Joe
Fernandez, Julian
Gonzalez, C Martin
Granillo, Pablo
Kulik, William
Laskowski, Richard
Mendoza, Larry
Murillo, Richard
Pitre, Harold
Silveira, Don
Whitcotton, Tom
Whitney, Scott</p> <p>15 Years
Arreola, Elena
Bagalayos, Pete
Bailey, Weston
Bashor, Robert
Berg, Ken
Boney, Ryan
Brake, Leslie
Cargo Iv, Lloyd
Ceja, Veronica
Collins, Ean
Dias, Barry
Duncan, Lavonia
Embry, Kristine
Fetz, Michael
Flurry, James (Greg)
Gerue, Christopher
Gomez, Jose
Gonzalez, Hugo
Goularte, Karen
Govea, Thomas
Guerrero, Rosa
Hale, Charles
Harden, Corey
Harper, Christy
Herrera, Jason
Hickerson, Eric
Higgins, Robert
Huber, Richard
Hussain, Shabana
Johnson, Robert
Jones, Brandon
Jones, Carlton
Kramer, Danielle
Lehnertz, Ricky
Leyba, Marla
Leyva, Frank
Lo, Simon (Siu Chau)
Lynn, Susan
Mace, Eugene</p> | <p>Macedo, Matthew
MacWilliams, Jason
McCartney, Mark
McIntire, Joseph
Miller, Jennifer
Moore, Brian
Mount, Russ
Orozco, Francisco
Orozco, David
Palacio, Adeline
Pruitt, Nicole
Ramos (Anaya),
Faustino
Relich, Ann
Roux, Brandon
Ruiz, Lupe
San Juan, Michael
Schroeder, Arvina
Shergill, Randy
Stockwell, Jeffrey
Strauch, Jason
Teisseire, Steve
Tuck, Matt
Velazquez, Desiree
Ward, David
Wilbor, Bonnie
Wilkins, Leslie
Yerby, Craig
Zanderski, Brian</p> <p>10 Years
Alcantor, Rodney
Arif, Muhammad
Barajas, Celia
Clark, Jeffrey
Cockshott, Everett
Dean, Abdul
Dimas, Mark
Doige, David
Furr-Evans, Laticia
Fussell, Jack
Garcia, Rosario
Garner, Debbie
Goodwin, Mark
Guajardo, Michael
Guerrero, Preeti
Guzman-Moreno,
Claudio
Ha, Quyen
Herbeck, Theresa
Idefonzo, Jeremy
Jones, Brian
Link, Steven</p> |
|---|---|---|

continued on page 39



Units lend a helping hand

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

Fresno Unit #1111 donated \$500 to the Central Valley Community Foundation, Central Valley Honor Flight in Fresno.

Bakersfield Unit #1112 donated \$500 to the Christmas for Seniors of Kern County.

SLO/Pismo Beach Unit #1215 donated \$500 to the North Valley Community Foundation in support of the Camp Fire victims.

Santa Cruz Unit #1513 donated \$500 along with a LU 1245 banner to the Harbor High Athletic Fund.

Oakland Physical Unit #2311 donated \$250 to the members effected by the Camp Fire.

Concord DCC Unit #2320 donated \$500 along with \$350 in Matching Funds to the Catalyst Domestic Violence Services in Chico.

Reno Unit #3311 donated \$500 along with \$350 in Matching Funds to the Evelyn Mount Community Outreach program.

Yerington Unit #3313 donated \$500 to the Angel Tree in Yerington.

City of Roseville Unit #3512 donated \$250 to the Water for a Warrior Golf Tournament and \$250 to the Roseville Moose Lodge.

Susanville Unit #4012 donated \$250 to Toys for Tots program in Lassen County and \$250 to the Salvation Army Red Kettle Campaign.

Redding/Davey & Utility Tree Unit #4419 donated \$500 to the Camp Fire victims.

Richmond Unit #2318 donated \$250 to the IBEW 1245 members effected by the Camp Fire.

Outside Line Unit #4911 donated \$500 to the Cottonwood Little League.

Carson City retirees donated \$250 to Douglas County Backpack Buddies program in Minden, NV and \$250 to NAMI Western Nevada.

North Bay Retirees donated \$500 to the Moose Lodge 2284, in Clear Lake Oaks.

Turlock Irrigation District Unit #1126 donated \$500 to the Denair Lyons Club.

Burney Unit #3213 donated \$250 to Burney Fire Department and \$250 to Cassel Volunteer Fire Department.

Sacramento Regional Transit Unit #3011 donated \$200 to Komen for the Cure and \$100 to Sacramento SPCA.

Eureka Unit #3111 donated \$250 to Arcata Bottom 4H and \$250 to Redwood Fastpitch.

Sacramento Clerical Unit #3801 donated \$500 to the Will C. Wood High School Choir Boosters.

Frontier Unit #4011 donated \$500 to the Boy Scout Troop 125 in Palo Cedro.

Lakeport Unit #3715 donated \$500 to the Coyote Elementary School.

Novato Unit #3711 donated \$500 to the family of Tim Gillespie.

Diablo Canyon Unit #1220 donated \$250 to the American Society for Suicide Prevention.

IBEW 1245 Members Visit Youth Spirit Artworks in Berkeley

On Tuesday, October 30, 2018, 15 organizing stewards and prospects in the Bay Area joined the Organizing team and IBEW 1245 Business Manager Tom Dalzell for a morning field trip to Youth Spirit Artworks in Berkeley, CA.

YSA is a nonprofit organization that uses art as a vehicle for healing and transformation, with a focus on homeless and low-income youth in the East Bay between the ages of 16-25. The organization carries out work through fine art, community art, art sales and community organizing. YSA Executive Director Sally Hindman described how they used art for organizing around a pesticide use issue. They did not expect to win this campaign, but the art captured mass media attention which helped propel the campaign to victory. We also got to hear from Angel Jesus Perez, Sr., and artist who came from Washington, D.C to Berkeley to finish his education and ended up at YSA. Now he is an experienced artist who carries out most of the community murals in the area. He talked to us about the process of doing



murals and his inspiration. The organization is also hoping to kick off their 25-unit tiny house village for transitional age youth in partnership with a non-profit developer in the East Bay.

The day concluded with a tour of the art gallery, a peek at the model tiny house in the backyard, and a tour of community murals on Alcatraz Ave. It was a great day, and everyone enjoyed the visit and left inspired by the art and the work that YSA is doing in the local community. Business Manager Tom Dalzell expressed his desire to get Local 1245 involved with the organization, with our members potentially assisting with some of the solar installations at the tiny house village.

— Rene Cruz Martinez,
IBEW 1245 Staff Organizer



IBEW 1245 at Youth Spirit Artworks in Berkeley

IBEW 1245 Family Distributes 120 Bikes to Children in Lompoc

IBEW 1245 member Dorine Fabing and her husband, IBEW 1245 retiree Mark Fabing, organized their 12th annual Brice Fabing Memorial Bikes 4 Kids drive in December of 2018. The drive is in memory of their son, Brice, who died in 2005 at the age of 17.

Thanks to the Fabings' tireless fundraising efforts, this year's drive resulted in 120 bikes and 100 helmets being distributed to children throughout the Lompoc community.

"We are extremely proud that we were able to give back to our community in a small way, but a rewarding way, and remember Brice on this 13th year anniversary of his passing," the Fabings wrote in a statement.



From left: Mark Fabing (retired), Dorine Fabing, Lesa Keasler and Carol Hesson at the 12th Annual Bikes 4 Kids drive

Manufacturing Unit Donates Socks to Sunnyvale Community Services

Unit #5000, Manufacturing, contributed \$500 from the Community Fund to Sunnyvale Community Services, a nonprofit emergency assistance agency whose mission is to prevent homelessness and hunger for low-income families and seniors facing temporary crisis. The unit used the funds to purchase socks for the individuals seeking assistance through SCS.

Manufacturing members (from left) Arnaldo Lizarraga, Jim Baker, Elvira Bernal, Perry Eckhoff, Rogelio Serrano and Ruben Hernandez



On EWMC's International Day of Service, Local 1245 Members Help the Homeless

IBEW's Electrical Workers Minority Caucus (EWMC) Solano Chapter commemorated EWMC's Fourth Annual International Day of Service in November at three different community service activities across the Local's jurisdiction.

In Sacramento, IBEW 1245 Staff Organizer Rene Cruz Martinez coordinated the EWMC volunteer effort at Loaves and Fishes, an organization committed to feeding the hungry and housing the homeless. The nine union volunteers assisted in thawing, cutting, marinating and preparing 140 turkeys, which would end up feeding more than 1,000 people on Thanksgiving.



Sacramento volunteers



Vacaville volunteers



Fresno volunteers

Utility Reporter

"Giving back reminds us of how blessed we are, and I am grateful the EWMC offers this opportunity to serve," said Charlotte Stevens.

"It's amazing... that we as a union family can make such a big difference in people's lives," added Omar Anguiano.

In Vacaville, IBEW 1245 Office Manager Tonya Alston spearheaded the Day of Service in conjunction with Hash-tagLunchbag (HTLB) and her family's own community service organization, the We Are Deeply Rooted Foundation. The 11 volunteers made 121 lunches in hand-decorated bags, as well as 101 care packages. They passed out the care packages and lunches to homeless individuals in Suisun and Sacramento.

"I am genuinely grateful for our HTLB volunteers and the enthusiasm they bring to these events," said Alston, who regularly hosts HTLB events at the union hall.

In Fresno, Local 1245 Lead Organizing Steward Laquania "Q" Davis brought 14 union volunteers together to help out at the Poverello House, which provides food, shelter and critical services to needy children and families. The volunteers spent the day sorting and folding clothing that will be given to homeless individual in the community.

"Overall, the EWMC Solano chapter had a total of 33 volunteers completing 129 volunteer hours for EWMC International Day of Service," reported Davis.

To get involved with EWMC's Solano Chapter, email ewmcsolanocounty-chapter@gmail.com.

Local 1245 Retirees and Members at NV Energy Support Evelyn Mount's Annual Food Drive

For the past decade, IBEW 1245 members at NV Energy have been providing support — in both money and time — to the Evelyn Mount Community Outreach Program's food pantry as well as the annual holiday food drive. This year, the members, in conjunction with the company, raised more than \$7,000 for the food drive. According to Mount's organization, this generous donation helped fund Christmas dinners for 350 families in the greater Reno area.



Fleet Mechanic John Wilson once again took the lead in the fundraising efforts, collecting donations from his co-workers throughout the company, and pooling it with the IBEW 1245 Reno unit's community fund donation. IBEW 1245 Reno/Sparks retirees also contributed \$600 to Mount's food drive this year (see below).

Mount, age 92, has announced that this will be her final year running the well-known and appreciated food assistance program for the needy. Local 1245 wishes her all the best in her retirement and thanks her for her 42 years of service to the community.

Photo courtesy of NV Energy

From left: Reno/Sparks Retirees Club President Ron Borst and retirees Vickie Borst, Frank Istrice and Kathie Preston with Evelyn Mount (center).



In what has become an annual tradition, IBEW 1245's Reno/Sparks Retirees Club stopped by the Evelyn Mount Community Outreach Program to deliver a \$600 donation check in support of her annual food drive.

Honorees, from page 37

Lopez, Mary Jane	Bowers, Andrew	Hing, Phalenna	Ramirez, Alvaro
Marquez, Alberto Jr.	Brock, Gaylon	Hoch, Gary	Reynosa, Eugene
McCord, Dennis	Buenrostro, Aaron	Hubbard, Michael	Roberts, Brian
McDaniel, Christopher	Burnham, James	Jackson, Michael	Rocha, Brian
McDonald, Andrew	Cabrera Ortiz, Domingo	Jeung, Hope	Rodriguez, Alejandro
Mendez, Manuel	Castrejon, Edgardo	Jusino, Jorge	Roman, Eli
Morquero, Jennifer	Christey, James	Kay, Garry	Ruffin, Kenneth Jr.
Olivares, David	Cray, Derek	Leonardo, Buck	Sanchez, Genaro
Orcutt, Joseph	Cumpian, Albert	Leyva, Jennifer	Sanders, Nathan
Riley, Denver Cyrus	Cunningham, Derrick	Long, Scott	Saul, Adam
Romero, Daniel	Cunningham, Rick	Lopez, Emmanuel	Sausedo, Keith
Romero, Jose Jr.	Datus, Nathan	Louis, Anthony	Seniseros, Estevan
Ryun, Michael	Dixon, Jamir	Marchand, Angel	Shepherd, Zachary
Sanders, Preston	Dover, Michael	Marchiondo, Pasquinel	Sinclair, Justin
Shafe, Michael	Downey, Daniel	Martinez, John	Sirkel, Brent
Stewart, David	Dudley, Matthew	McCrea, Travis	Smith, Wayne
Sweeny, Ryan	Duncan, Cecil	McIlwain, Marcus	Soto, Raul Jr.
Thurston, Michael	Fidalgo, Elliott	Miller, James	Sprinkle, Randolph
Tibon, Leah	Flores, Javier	Montes, Juan	Stevenson, Tom
Wirstlin, Jason	Gaestel, Jordan	Mora Zarate, Rosendo Jr.	Stokman, Martin
Worley, Brian	Gallejos, Sixto	Morales, Hector	Suarez, Jorge
	Gibson, Kenneth	Morris, Ronald Jr.	Uffens, Greg
	Gomes, Joey	Navarrete, Alirio	Ulloa, Arturo
	Gossett, Daniel	Navarro, Raul	Vandenbergh, Cyrus
	Gully, Victor	Navarro, Lorenzo	Vessel, Derick
	Gutierrez, Jorge	Nelson, Michael	Waid, Charly
	Guzman, Maximiliano	Openshaw, Dylan	Watts, Shannon
	Harris, Michael	Ott, Tyler	Welch, Randal
	Heal, Christopher	Padilla, Carlos	Winslow, Tina
	Heapy, Garrett	Pasma, Joshua	Word, David
	Heinrich, Levi	Peterson, Kyle	Zuber, Lee
	Hern, Jeffrey		
	Hernandez, Pablo		

5 Years

Ackerman, Jacob
Adams, Gregory
Aderholt, Taylor
Asher, David
Ayoubkhan, Allen
Basso, Anee
Bautista Vega, Alvaro
Benitez, Alfonso
Bettencourt, Jason
Boesch, Kimberly

Congratulations on your service!

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**

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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. _____

“He spoke up when it mattered.”



REMEMBERING FORMER
IBEW 1245 PRESIDENT
MIKE DAVIS

MIKE DAVIS · 1943–2019

During his long career at Pacific Gas & Electric and with IBEW Local 1245, Mike Davis didn't have to raise his voice to make himself heard.

His knowledge of electric operations earned him high regard as a system operator in San Jose, while his deep commitment to labor's cause won the respect of his union brethren. He turned a quiet personal style into a strength: He didn't hurry. He listened well. He spoke up when it mattered.

Michael Davis — Executive Board member, Treasurer, Vice President, President, and 40-year Shop Steward for Local 1245 — died Jan. 3 at age 75. On hearing the news, his union brothers and sisters stepped forward to praise not simply the service he gave but the man he was.

“He was deep-thinking, methodical, never quick to the trigger,” said fellow operator Dennis Silacci, who worked alongside Mike for decades in the San Jose area. “He was a very, very respected DO (distribution system operator). What he said carried a lot of weight in electric operations at the control center.”

But it was in his union work that Mike found his true calling. He volunteered to be a shop steward in 1969 while still in his lineman apprenticeship. He took his union role seriously enough to pursue a degree in labor studies at UC Berkeley in the 1970s. He remained a soft-spoken South Dakota farm boy in manner, but his steadfast commitment to worker rights and the principle of solidarity invariably won the respect of those who witnessed him in action.

Art Freitas, who served as the union's vice president when Mike was president, got to see him up close. Mike was his mentor.

“He helped me with learning to run a meeting, learning how to make decisions,” said Freitas, who was appointed president when Mike stepped down from the position in 2014.

Freitas confesses he might have been overly “passionate” about certain issues when he first came on the Executive Board, sometimes reacting too quickly when he should have been gathering information instead.

“Mike told me the best thing to do was listen, analyze and then act — in that order,” Freitas said. Listening carefully, it turns out, is an important quality of leadership, especially when there are conflicting points of view to be reconciled.

“As president, Mike would listen to everybody and then he'd get everybody on the same page so we could come to a consensus,” Freitas said.

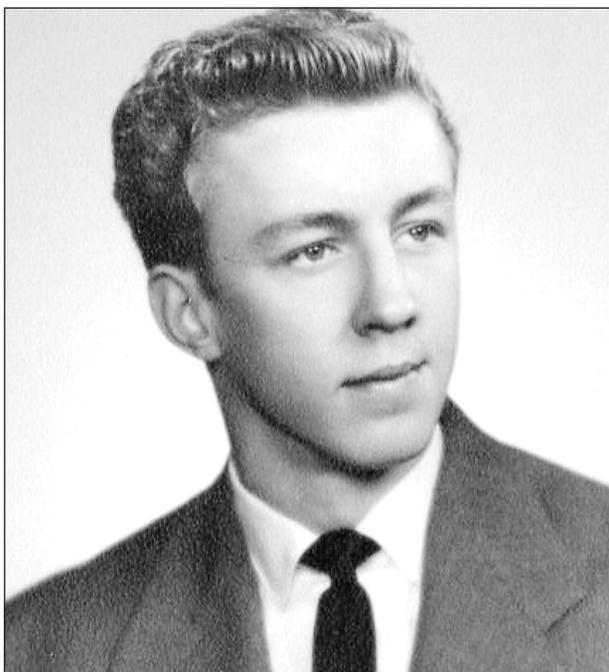
Mike Davis didn't command unity. He quietly inspired it. A succession of union business managers benefited from Mike's presence and his leadership qualities.



Davis with his wife Dee



Davis was sworn in as President of the union in 2004.



Davis' high school yearbook photo

“I think he kept everybody honest,” said Jack McNally, business manager from 1980 to 2001. McNally thought Mike would make a good business representative for the union, but he was content to remain at PG&E. By all accounts, he liked the work, first as a lineman, later as an operator.

“He was steady,” said Perry Zimmerman, business manager from 2001 to 2006. “I never saw him angry, never saw him mad, he was a just a steady, easy-going really good guy.”

But underneath the easy-going surface there was something else going on.

“Mike grew up in South Dakota and his slow understated manner was straight from the Great Plains,” said current Business Manager Tom Dalzell. “But under the even, laconic surface was steel resolve. He had bedrock union principles from which he would not deviate.”

Die-Hard Union Man

“He was a die-hard union man,” said the person who probably knew Mike best. That would be Dee, his wife of 40 years. “The union was something Michael thrived on. He loved his job as a lineman, as a rep, as a steward. It was like adrenaline for him. He just loved it.”

You might think that his leadership role in the union, in addition to working full-time at PG&E, might create some friction on the domestic front. But it just wasn't so, according to Dee.

“He always made time for his family. As long as he remembered he had a home and a wife and kids, he could do whatever he wanted for the union,” she said.

Mike's service to the union was kicked up a notch when members elected him to the Southern Area seat on the IBEW 1245 Executive Board in 1983. Around that time the California Public Utilities Commission was trying to reduce compensation for PG&E employees that had been lawfully negotiated by the union. It was a quick introduction to the challenges awaiting those who aspired to leadership positions in the union.

Mike narrowly lost his bid for re-election to the Executive Board in 1986, but was returned to that position by an overwhelming vote in 1989 and again in 1992.

In 1995, the union was grappling with massive downsizing by PG&E and the CPUC's cockamamie plan to deregulate the state's electric utility industry. These events posed a grave threat to utility service, utility jobs and the union's treasury. So where was Mike Davis? He was running for union treasurer, winning election to that post in 1995, 1998 and 2001.

In 2004 Davis narrowly lost a bid to become vice president — edged out by Art Freitas. When President Ed Mallory unexpectedly resigned later that year, the

Executive Board replaced him with one of the most seasoned leaders in the union stable: Mike Davis.

New Challenges

The challenges kept coming. PG&E was emerging from Chapter 11 bankruptcy in 2004 and promptly chose to plunge the workforce into fresh chaos with a plan for so-called Business Transformation. On top of that, the International Office of the IBEW had recently transferred a large chunk of Local 1245's Outside Line membership to Local 47. Mike Davis now presided over the treasury of a union whose funds were dwindling and whose capacity to serve its members was under threat.

There was only one realistic solution. Local 1245's dues at the time were significantly below most other IBEW locals. They needed to be raised. Increasing dues is something no elected union leader in his right mind ever wants to do. But Business Manager Tom Dalzell saw there was no other choice.

"Mike and I led the fight in 2008 to raise our dues to give us resources for the big fights that we knew were coming," Dalzell said.

Mike's stature and his calm demeanor were key assets in this difficult campaign.

"Mike never wavered," Dalzell said.

"When we did the dues increase, he had to school the board in how we had to present this and why it was needed and how we were going to go about it," said Freitas. Members approved the dues hike overwhelmingly.

And the big fights came. One of the biggest was stopping NV Energy from cutting medical benefits for retired IBEW 1245 members. It was an expensive fight, but one the union could now afford, thanks in part to the PG&E system operator from San Jose who wasn't afraid to make hard choices if it was for the good of the union.

"He was very good. He was all for the members," said Anna Bayless Martinez, the union's current vice president. When the Executive Board faced difficult decisions, Mike's patient manner helped smooth the way.

"He was always very respectful. He never had a bad word about anybody. It was very rare that he ever said anything negative," Bayless Martinez said. She thought about that for a second, then added: "Oh, he'd get a look. But he'd never say."

Retired Senior Assistant Business Manager Dorothy Fortier believed Mike's overriding goal was to "unify our membership" regardless of the circumstances. Unity, after all, is what gives the union its strength. As much as anyone, Mike Davis spent his decades at IBEW 1245 crafting unity. "He was a person of honor and integrity," Fortier said.

Farm Boy

Michael Davis was born April 26, 1943 and grew up on a farm in White, South Dakota, according to his fellow operator Dennis Silacci.

"He was a country farm boy, talked about it all the time, talking about his dad and his uncle on the ranch," Silacci said.

After graduating high school he went directly into the Navy, serving on the USS Midway as an electrician's mate. Silacci thinks he served a total of six years.

From the Navy, Mike went directly into PG&E, hiring on as a goundman in the electric department. He became the lead lineman for Corwin "Corky" Spears, according to Silacci.

Silacci acknowledges the obvious facts about Mike Davis. He was "logical." He was "easy-going."

Utility Reporter



Davis worked as a DO for many decades. This photo was captured of him at work in 2007.

He was "even-keeled."

But Silacci also saw another side of Brother Davis that not everyone got a chance to see. As linemen, the two men often "worked on the same pole, worked on the same tower." And when Mike became an operator in 1980, it wasn't long before Silacci made the same move.

"We literally worked side-by-side from 1970 to 2008," Silacci said. This gave Silacci plenty of time to see Mike Davis in action. To see him when he wasn't quite so "even-keeled."

"I remember during the storm of 1974 they had us working 12-hour days, seven-days a week, just about three weeks straight. That was up in the Santa Cruz mountains." The whole mountain had lost power, the way Salacci tells it.

After a couple of weeks the general foreman came out and told the linemen they could have the following weekend off, but a couple of days later he came back and held another tailboard. He said he wanted the men to keep working that weekend because they were all mobilized, they had all the equipment and all the material in place, and management wanted the crews to "button up the whole hill and put it to rest."

That didn't sit too well with Mike Davis. Salacci recalled the scene:

During the tailboard, Mike tells the general foreman, "You said we could have the weekend off, and now you're changing it. I made some plans and I'd like to keep them."

The GF said, "Well Michael, you're going to have to change your plans because we're going to be working this weekend."

But Mike isn't ready to give up his plans, and he tells the general foreman, "All due respect, sir, my wife was thinking about getting pregnant this weekend and I kind of wanted to be there."

But it was emergency work there on the mountain and no one was allowed off. Salacci continued:

Mike worked just like the rest of us. Nobody got the time off. It was kind of a condition of our employment, you know. But it was all good. We made a lot of money. We were young.

It wasn't easy to get Mike to take the bait in an argument. Minnesota nice may run deep, but South Dakota polite apparently runs deeper. Naturally that didn't stop Salacci from trying to ruffle Mike's unruffled feathers. He recalled this incident from their operator days:

One time I wrote a load transfer to clear a station bank out of San Jose B. Mike was the switch checker. He checked my tag that I wrote and he was questioning why I wrote it a specific way. I explained to him that I preferred that the switching go a little different way than we had gone in the past and I did all the load checks and I knew it would work. He kept saying that that wasn't the way we routinely did a tag.

Mike was his senior, but by now they were both vet-



Dalzell presented Davis with a commemorative plaque when he retired from his role as union president in 2015. Photo by John Storey

eran operators, so Salacci tried his hand at getting a rise out of his friend.

So I said, "Listen you decrepit old fart, that's the way we're switching it, that tag works just fine." And Mike says, "OK, the tag works fine." And he's checking the tag and then he's signing it. Finally he says, "OK, I guess that's why they make Fords and Chevys."

"That was Michael's logic," said Salacci. "You gotta love Michael Davis. We were like brothers."

Salacci knew there was one sure way to get Mike riled up. But you had to wait until meal time.

When he gets hungry and he wants to eat — oh boy, does he cop an attitude. When it was time to eat it was time to eat. We'd be on swing shift together. He'd say, "We're going to eat together," and I'd say, "Oh yeah, we'll eat," but I'd keep on working. And a little later he'd say, "When are we going to eat?" And I'd say, "Oh yeah, we'll eat," and keep working. Then later he'd say, "When are we going to eat?" but he'd say it with a little more attitude.

And Salacci can tell you what Mike would eat, given half a chance: KFC. Three pieces. Extra crispy. Mashed potatoes. Cole slaw. "He had to have cole slaw."

Mike voluntarily resigned as president when he learned he had Alzheimer's. His wife Dee said it "broke his heart" to retire from the union life he loved.

"But he knew it was the best thing for him to do. He took the step he knew needed to be taken. He cared that much about the union," Dee said.

Silacci visited Mike a couple of times after he retired. Mike still had a cat. Mike had a parakeet. The South Dakota farm boy liked his animals.

"Mike treated his animals just like they were as important as any other living thing he knew," Salacci said.

But sadly, Mike's rottweiler, Otto, had passed away. Rottweilers, of course, are a powerful breed. They're known to be calm and confident, courageous but not unduly aggressive.

"His rottweiler was much like him," said Silacci. "Very nice."

Mike Davis, union brother, is survived by his wife Dee, sons Joseph Molina and Bryon Davis, and three grandchildren. A third son, Michael Molina, died in 1985.

He is also survived by the current members of a grateful union.

—Eric Wolfe, IBEW 1245
Communications Director Emeritus

COALITION BUILDING

I SEE THAT THE UNION HAS BEEN IN A LOT OF DIFFERENT COALITIONS LATELY. LIKE THE BRITE COALITION THAT HELPED TO PASS WILDFIRE LEGISLATION IN CALIFORNIA LAST YEAR.

WE'RE ALSO PART OF THE COALITION OF CALIFORNIA UTILITY EMPLOYEES--THEY LOBBY THE LEGISLATURE ON ALL SORTS OF POLICIES THAT IMPACT OUR INDUSTRY.

DON'T FORGET THE COALITION THAT HELPED DEFEAT THE ENERGY DEREGULATION BALLOT MEASURE IN NEVADA! THAT WAS A GOOD ONE. AND THE ONE WE FORMED WHEN THE DIABLO CANYON PLANT CLOSURE WAS ANNOUNCED? HEY, WEREN'T YOU INVOLVED IN THAT?

YUP, I WAS! IT'S GREAT OUR UNION HAS BEEN ABLE TO BRING TOGETHER SO MANY DIVERSE INTERESTS--INCLUDING EMPLOYERS AND POLITICIANS WITH WHOM WE DON'T ALWAYS SEE EYE-TO-EYE--IN ORDER TO ACHIEVE THE BEST RESULT FOR THE MEMBERS.

SO HOW DO THESE COALITIONS GET FORMED?

WITH 30 YEARS OF EXPERIENCE, THE UNION KNOWS WHO IS MOST LIKELY TO BE ON OUR SIDE, AND THE BEST WAY TO REACH OUT TO THEM. SO WHEN THE UNION IS FACING A BIG ISSUE, OUR LEADERSHIP AND STAFF WILL APPROACH POSSIBLE ALLIES AND INVITE THEM TO TEAM UP AND WORK TOGETHER FOR A MUTUALLY BENEFICIAL RESULT. SOMETIMES, THIS MEANS WE END UP WITH SOME PRETTY STRANGE BEDFELLOWS, BUT IT ALMOST ALWAYS WORKS OUT IN OUR FAVOR.

NOT A LOT OF UNIONS WOULD BE WILLING TO PARTNER WITH FORMER OPPONENTS-- BUT THOSE UNIONS ALSO AREN'T AS EFFECTIVE FOR THEIR MEMBERS. THAT'S WHAT MAKES IBEW 1245 DIFFERENT, AND IT'S ALSO WHAT HAS ALLOWED OUR UNION TO MAKE SUCH SUBSTANTIAL GAINS AT A TIME WHEN OTHER UNIONS ARE MAKING BIG CONCESSIONS.

COALITION-BUILDING ISN'T EASY. IT REQUIRES FINESSE, HUMILITY AND PATIENCE. BUT A STRONG COALITION IS ABLE TO ACHIEVE MUCH MORE THAN A SINGLE UNION. AFTER ALL, WE'RE ALWAYS STRONGER WHEN WE STAND TOGETHER!