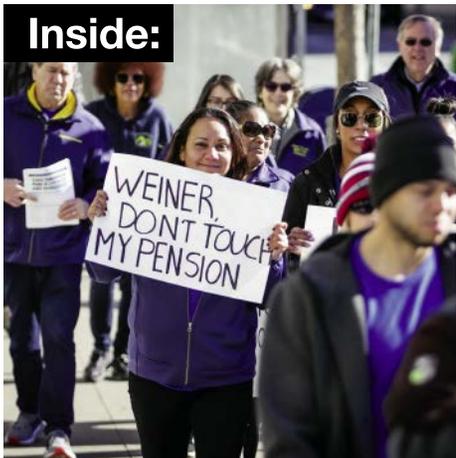


Inside:



Utility Reporter

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Volume 69 No.2 • April–June 2020

UNITY IS STRENGTH

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

Staring Down the Challenge of COVID-19

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There is an old adage: It's rarely the things you worry about that come calling — it's usually something unexpected. Those of you who have followed this column know that for years we have been cataloging and planning for existential challenges like a changing power industry, PG&E's bankruptcy, anti-worker politicians, climate change and more. Together we have successfully confronted many of these, but now we are facing something that was not on our list: a global pandemic.

COVID-19 clearly represents the greatest crisis that our country has faced in my lifetime. And while what we are up against is unprecedented, so is our solidarity and commitment to supporting one another. We immediately went to bat to protect our jobs, worked overtime to negotiate new terms for working conditions with our employers, and made a plan to support our community.

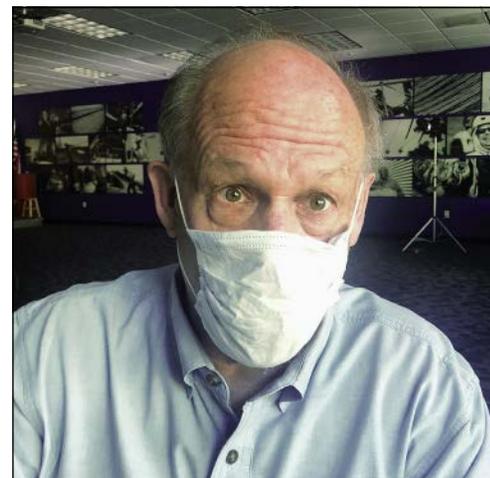
One thing that was predictable — our members responded with dedication and courage, which is exactly what I expected. Those who work in power plants are showing up every day to keep generation going. Those who work in control centers are doing more than their part to keep the grid and pipeline moving. Those who work in electricity and gas are facing even more risk than they typically do, but no matter — they are stepping up to keep it flowing.

And many are going above and beyond. When Gov. Newsom decided to transform Sacramento's shuttered Sleep Train Arena into a temporary field hospital for COVID-19 patients, a crew of eight IBEW 1245 members was tasked with outfitting a practice facility with a new power system. The crew started working at 7:30 in the morning and, even though they had to practice social distancing, completed the job by 9pm that same night. (See full story on page 15.)

Water treatment operators, clerical staff and others are all putting in 120% to keep California's infrastructure safe and reliable in the face of uncertainty. And our members are doing so under a set of unprecedented demands: the very real risk of infection, new childcare responsibilities as schools shut down, acquiring and learning to use PPE and new protective procedures while on the job, and, for hundreds of our members, adjusting to working from home.

This epidemic has affected all of us, and there is no doubt that we will be working to address the fallout far into the future. It's important not to forget that some of our members, mostly in manufacturing, have been laid off. And for our contractor members, working during COVID-19 has meant extended time away from their families during a very stressful time.

While we couldn't predict COVID-19, we were already doing the best thing we could do to confront it: building a powerful, smart, skilled and cohesive workforce, filled with people who will fight like hell for their families and communities. Heroes, really, who have met every challenge, who recognize the trust that the public has placed in them, and who have shown us all what a powerful asset a union workforce can be.



In Unity,

Tom Dalzell, Business Manager

Union Operations During COVID-19

- Due to health and safety concerns surrounding the ongoing COVID 19 outbreak, and in accordance with social distancing guidelines, all of IBEW 1245's unit meetings are cancelled until further notice, and the Service Awards/Pin Dinners scheduled through mid-July have been postponed to a later date TBD. The PG&E/IBEW Gas Rodeo has also been postponed.
- Access to our union hall and dispatch office are limited to the hours of 7am-9am, and 1pm-5pm. The doors remain locked throughout the day, and a staff member or security guard is regulating access to a limited number of visitors at any given time during the hours noted above. All visitors to the union hall are asked to wash their hands upon entry, and before conducting any business with our staff. Additionally, all individuals (including staff and visitors) are required to utilize face coverings that cover both nose and mouth when on site at the Union Hall.
- Out of an abundance of caution, IBEW 1245 has temporarily discontinued the sale of merchandise and apparel at our union hall in Vacaville. Please do not come to the union hall to purchase merchandise at this time. Instead, we invite you to utilize our web store at <https://shopibew1245.com/>.
- Outside line dispatch is continuing to dis-

patch, and is taking applications during these hours. Hiring Hall has stopped accepting new applications until further notice.

- IBEW 1245 Business Reps are primarily working from home. They are available to answer your calls and emails. To find contact information for your Rep, please visit www.ibew1245.com/ask-your-rep.

The health and safety of our members and staff remains our top priority. The situation with COVID 19 remains fluid, and the union leadership is re-assessing regularly to determine next steps. All subsequent changes and cancellations will be posted to our website and Facebook page.

Avid readers of this publication may also notice that this edition of *Utility Reporter* is slightly shorter than usual, as our capacity to photograph and report from worksites was drastically limited. The *Utility Reporter* had intended to publish the most up-to-date info on COVID-19 as it relates to our members, however, given the fast-paced and constant changes, by the time this newspaper reaches your mailbox, it would inevitably already be outdated. However, we have been posting daily updates to our website, and will continue to do so.

To find all of the latest COVID-19 news and information, please visit www.IBEW1245.com/covid19.

IBEW 1245 EXECUTIVE BOARD ANNOUNCES 2020 SCHOLARSHIP WINNERS

The IBEW 1245 Executive Board is pleased to announce the winners of the union's 2020 scholarship contest:

Shawn W. Beverlin, son of 22-year IBEW member Shawn P. Beverlin from NCPA, has won the Ron Weakley Vocational/Trade School Scholarship. A graduate of Kelseyville High School, Beverlin is currently enrolled in Northwest Lineman's College, and looks forward to pursuing a career as a lineman.

Brennan R. Woodward, son of 18-year IBEW member Rex Woodward from PG&E, has won the Roger Stalcup Community College Scholarship. Woodward is graduating from Fall River High school this spring, and plans to attend Butte College in the fall.

Zachary Wilson, son of IBEW 1245 Business Rep and 28-year member Mark Wilson, has won the Al Sandoval Scholarship essay contest. He will graduate from Sonoma Academy this spring, and plans to attend St. Olaf College in Minnesota this fall.

The leadership of IBEW 1245 congratulates these young people and wishes them all the best in their future endeavors.

International Brotherhood of Electrical Workers
Essential

IBEW Utility Workers

Doing the Essential Work that Makes All Other Essential Work Possible

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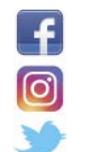
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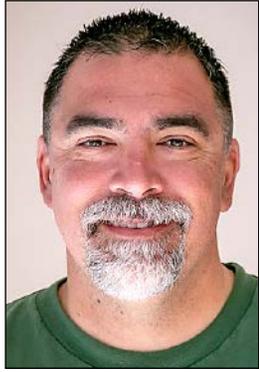
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Jody Castro Joins IBEW 1245 Staff

In early March, Jody Castro joined the IBEW 1245 staff as a Business Representative, representing the T200 and T300 members in the Diablo division of PG&E (encompassing Brentwood west to Concord and south to Bishop Ranch). He is taking over this assignment from Mike Adayan, who has moved into an administrative staff role with the union.

Brother Castro is a journeyman electrician and a 15-year member of IBEW 1245. He began working for PG&E in 2005 in GC Distribution Gas at Martin service center. After working around the Bay Area as a fieldman, he had the opportunity to move over to substation general con-



Jody Castro

struction around 2007. He spent a couple years there as an apprentice electrician before bidding into Stockton division in 2010, where he worked for 10 years before hiring on as a union staffer.

Castro became a 1245 shop steward in Stockton division in 2015, and was elected to the IBEW 1245 Advisory Council in 2019. He has also served on the grievance Review Committee, and has represented 1245 as a delegate to the IBEW 9th district conference. In 2018, he attended the Energy Storage North America conference as part of the 'competitive challenges' discussion. He's been a member of the substation electric grassroots safety team at PG&E for

the last 10 years, and served as a voice for safety in the field on the Electric Operations Safety Council and the Ethics Council of PG&E.

"Working at PG&E was a great opportunity for me and for my family, an opportunity that was made greater by the years of work by dedicated people working for our local IBEW 1245," said Castro. "I support the goals of the local and found myself volunteering to work for those goals, so when the call came [to join the union staff] there was no question in my mind. My first few weeks in this new position have been challenging and I expect nothing less from the future, but in solidarity and with a little hard work I believe we can continue the legacy of those great brothers and sisters who came before!"

Castro is married with two children. One is in grade school, and the other is pursuing a career in the medical profession. He is based out of Tracy, CA.

Welcome aboard, Brother Castro!

Utility Reporter Correction

In the First Quarter 2020 edition of the *Utility Reporter*, the members at SMUD who were featured in an article about the Sacramento Convention Center expansion were erroneously referred to as linemen. These members are in fact network cable splicers, not linemen. We apologize for the error.

Unit meeting change

Unit #4017, City of Gridley, has voted to move their regularly scheduled meeting date from the first Thursday of the month to the third Thursday of the month. The meeting will take place at the regularly scheduled time, 3:30p.m. in the same location, Gridley Council Chambers once the union is able to resume its unit meetings.

— Dominic McCurtain,
IBEW 1245 Business Rep



This photo, captured by IBEW 1245 member John Trunnell, was selected as the winner of the quarterly photo contest.

John Trunnell Wins Quarterly Photo Contest

Twenty-six year IBEW 1245 member John Trunnell has won the IBEW 1245 quarterly photo contest! His winning image depicts a Hotline Construction crew at work in Rancho Cordova.

Ordinarily, Brother Trunnell would be invited to the spring Advisory Council

Utility Reporter

meeting so that the union leadership can recognize him and present him with his \$500 in person. However, the meeting for this quarter has been canceled due to COVID-19, so the union will be issuing his prize check by mail.

All IBEW 1245 members in good stand-

ing are eligible to enter up to five original, high-resolution photos into the contest each quarter. All submissions may be sent to RGB1@ibew1245.com. Please put "photo contest" in the subject of the email, and include your full name and member number or date of birth to confirm eligibility.



formed POU's that are unable to absorb costs from catastrophic events (or even modest-sized events), customers would have to pay the total amount of wildfire damages, or the city goes bankrupt. And a state takeover removes the utility from the AB 1054 Wildfire Insurance Fund (which applies only to electrical corporations) meaning future fire victims would lose access to that fund to cover their damages, even though customers have already paid the premiums.

"While we agree that changes to the utility are necessary, we do not

believe that forcing taxpayers to foot the bill for a state takeover is the right way to effect this type of change. The cost of such an acquisition could easily reach \$100 billion, as cities and counties would have to pay fair market value of distribution/transmission assets (not market capitalization, which is a lot less) — and all California taxpayers (not just current PG&E customers) would be on the hook for bonds issued by the state to pay for PG&E assets and property."

Learn more at bit.ly/nopgetakeover.



Numbers Don't Lie: PG&E is the Greenest Utility in California

Which California utility has the lowest average emissions rate, as well as the highest percentage of greenhouse-gas-free resources and the least amount of natural gas in their energy portfolio mix?*

That's right, it's PG&E.

According to the most recent data available from the California Energy Commission, a whopping 86% of PG&E's resource mix comes from greenhouse-gas-free sources (which includes RPS, large hydro and nuclear) — and that's nearly double the percentage of GHG-free resources in the mixes of other major California utilities. By comparison, SoCal Edison (SCE) is 46% GHG-free, San Diego Gas & Electric (SDG&E) is 43% GHG-free, Los Angeles Dept of Water and Power (LADWP) is 45% GHG-free, and Sacramento Municipal Utility District (SMUD) is 46% GHG-free. A statistical average of 20 of the major publicly-owned utilities (POUs) in California comes out to 48% GHG-free.

PG&E also uses the least amount of natural gas and unspecified sources in its resource mix. Just 15% of PG&E's mix is gas + unspecified, compared to 54% at SCE, 57% at SDG&E, 36% at LADWP, and 54% at SMUD. The state average is 46%

— three times higher than PG&E.

Additionally, PG&E has the lowest emissions rate in the state, according to estimates, at just .07 tons CO₂e/MWh. Compare that with SCE at .23, SDG&E at .24, LADWP at .32 (which is the only one of the big five utilities in the state that still has coal in its portfolio), SMUD at .24 and the 20 POU's average at .28. When compared to the state-wide average of .23, PG&E's bundled portfolio was less than one-third as emissions intensive.

"These new figures prove unequivocally that PG&E is the greenest utility in the state, and that's a testament to the work that our members at PG&E do every day to provide safe, reliable and clean energy to millions of Californians," said IBEW 1245 Business Manager Tom Dalzell. "We're proud to be a part of the green-energy revolution here in California, and we hope that other utilities will soon follow in PG&E's footsteps to help the state reach its ambitious clean-energy goals."

More info available on the CEC website.

* The resource mix data is taken straight from the CEC 2018 Power Content Labels and may not add to 100% due to rounding.



Update on PG&E Bankruptcy Exit Terms

As announced earlier, Local 1245 has negotiated bankruptcy exit terms with the Company for our members including a layoff moratorium, generous annual wage increases, extension of our collective bargaining agreements, and no member cost increases for medical benefits through 2025.

After consulting with numerous attorneys representing Local 1245 in both regulatory and bankruptcy capacities, it has been determined the exit terms will not be subject to member ratification. Our attorneys unanimously concluded, once the PG&E Plan of Reorganization is approved by the Bankruptcy Court, the exit terms will be part of a court order, binding on all parties and not subject to modification.

The bankruptcy has presented extraordinary circumstances requiring dynamic responses to ever changing conditions. Thanks to the strength of our membership, we were able shape those responses into no concessions

from our members at all, only improvements. I think it is fair to say, if you look at a typical bankruptcy filing, this is not the norm. Typically, in a company bankruptcy, unions make significant concessions in both pay and benefits. I see this as a significant and important demonstration of the strength of our bargaining unit to the company.

During my tenure as Business Manager, we have erred on the side of voting agreements. For the first time ever, we started submitting letter agreements with any concessions to our members for ratification. We will engage in ad hoc negotiations between now and the end of 2025, with our standard rules for ratification in place. There should be no doubt about our commitment within Local 1245 to democracy at an unprecedented level.

If you have any questions or comments, please feel free to contact me at tmd9@ibew1245.com.

— Tom Dalzell, IBEW 1245 Business Manager

From Snowstorm Restoration to Rescue Operation

On March 20, two IBEW 1245 members were out in Calaveras County performing restoration work in response to a heavy late-season snowstorm when the day became anything but routine.

Stockton-based PG&E troublemen Ean Collins and Adam Gossett were working hazard tags in the small mountain community of Big Trees Village, dotted with mostly empty vacation homes. While they worked, they heard what sounded like faint screams — someone was calling out "Help me!" and "I'm hungry." They were lucky to hear the pleas at all, given how loud the trucks can be while running.

Out of concern, they grabbed what food they had on hand, and began investigating where the voice was coming from. They discovered a 74-year old man trapped inside his snow-covered home. He had been stuck there since Sunday, and spent nearly five days without food or heat. A downed tree was covering his house, blocking his chimney and wood pile.

"We've found people trapped before, but never to that extent — he was hypothermic and it was bone-chilling cold inside," Collins described. "He had tried blowing a whistle for days and put signs saying 'HELP' in the windows but his house was buried in snow; you could barely see it."

Right away, Collins and Gossett called for additional responders and began assisting the man, providing

food and warming up the house. Within minutes, a nearby PG&E Safety Infrastructure and Protection Team (SIPT) arrived.

"Their response time was incredible. They are trained for situations like this," said Collins.

Gossett and Collins cleared the chimney of the fallen tree, while others helped remove snow from the walkways and build a fire inside. Complicating matters for the man, he had an underlying health condition that made the situation even more serious. Firefighters soon arrived on scene to evaluate the man's vitals and stabilize him.

"When he left, he had a smile on his face, and was very, very thankful to be around other people," said Collins.

As they worked that area, Collins and Gossett encountered several other people who were trapped by trees fallen across their driveways or downed power lines. They were fortunate, however, to have more supplies and hands to assist.

"I've worked for PG&E for 17 years, and have never seen damage from a snowstorm like that before," said Collins. "There were so many people who responded ... the response as a whole that we gave was amazing."

Collins and Gossett were at the right place at the right time — but in true IBEW fashion, they shied away from the idea of being thought of as heroes.

"Anybody else in that situation would have done the right thing too," Collins said humbly.

everyday
HEROES

“Well Worth It” — Local 1245 Organizing Stewards Help Get Out The Vote in Key California Electoral Races

Elections matter — and the outcome of every election in our jurisdiction has the potential to significantly impact IBEW 1245 members and their families. That’s why dozens of IBEW 1245 organizing stewards committed to help get out the vote in key races up and down the state of California during the March primary election season, helping to propel several candidates and ballot measures to victory!

“By getting involved in these political campaigns, our organizing stewards are building critical organizing skills and knowledge — or as we like to say, they’re ‘learning by doing,’” said IBEW 1245 Business Manager Tom Dalzell. “And that experience will undoubtedly prove invaluable down the line. When we’re in a big fight — be it political, legislative, or contract-related — we can trust in the fact that these stewards have the necessary experience, and can jump into action at a moment’s notice because they already know what to do, and how to do it.”

Below, the campaigners share some highlights from their 2020 primary campaign experiences.

SAN JOSE

Brenda Balcazar, David Ly, Griselda Fernandez

When the South Bay Labor Council reached out to IBEW 1245 for assistance in gathering signatures for the San Jose Fair Elections Initiative, the union dispatched a three-member team of organizing stewards to help with the campaign.

“This measure will move the mayoral election to coincide with the presidential election because studies have shown that the voter turnout in California cities is higher where the mayoral and presidential elections coincide,” explained Lead Organizing Steward Brenda Balcazar. “This promotes a more fair election, because more voices are being heard.”

In addition to moving the mayoral election schedule, the Fair Elections Initiative would also do away with “pay to play” politics in San Jose by banning city officials from receiving campaign contributions from big developers, landlords, corporations that want city contracts, and their lobbyists — so they will no longer have a disproportionate



Griselda Fernandez and David Ly check their lists before embarking on a day of voter outreach.

influence on elections.

Balcazar, along with co-lead David Ly and new Organizing Steward Griselda Fernandez, joined up with dozens of other union members and supporters to canvass voters throughout San Jose.

“This was my first time canvassing as an organizing steward and representing IBEW 1245 at the South Bay Labor Council,” reported Fernandez. “At the beginning, I was very nervous and intimidated to collect signatures. I was having a hard time getting my verbiage to flow. But after listening to Brenda and David’s delivery, I felt more confident. I enjoyed being part of something that affects my city and being able to represent my union.”

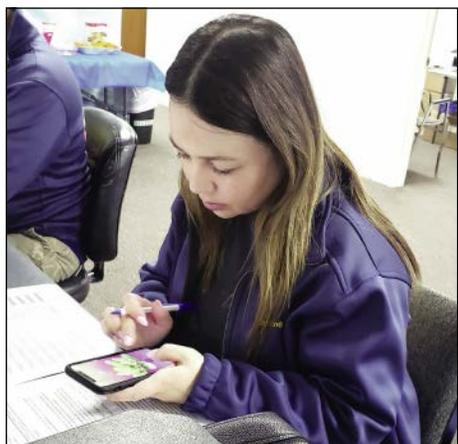
The broad coalition, which included numerous labor groups as well as community allies, succeeded in gathering more than 100,000 signatures, surpassing the number needed to qualify the initiative for the November general election ballot.

FRESNO/MERCED

Fresno: Ashley Finley, Jerico Jimenez, Nikki Neal, Que Thompson, Melissa Echeverria, Miguel Pagan, Felicia Lynch, Charlene Peele, Ozzie Rodriguez

Merced: Mark Goodwin, Kurene Turner, Joseph Hoang, Ashley Precissi, Brittney Santana, Brandon Fosselman, Rodrigo Flores, Julie Gonzalez, Aileen Zuehlke

Congressman Jim Costa has proven time and time again to be a true ally of IBEW 1245 in Washington, standing



Charlene Peele making calls to voters in Costa’s district



Rep. Jim Costa with IBEW 1245 members

with us on issues ranging from federal forest management and disaster recovery funding related to wildfires, to federal water policy that directly impacts our members that work at irrigation districts in the Central Valley. So when Costa, who represents Congressional District 16 in the Central Valley, found himself up against three challengers in the March Primary election, Local 1245 released four teams of organizing stewards — two in Fresno, and two in Merced — to help get out the vote for Costa.

“It was interesting and a great experience ... It just felt good to engage with people and find what interests them, how they feel [about the candidate], and what their concerns are — because they do matter,” said new Organizing Steward Nikki Neal, who was part of the first Fresno team. “It was amazing to see all the work that is put into these campaigns and to really get to know the person we are representing.”

On Feb. 22, Local 1245 hosted an “all hands on deck” canvass in Fresno and Merced, which drew a total of 28 volunteers. On Feb. 29 and March 1, the union recruited additional volunteers in the Bakersfield area to support Emilio Huerta’s bid for Kern County Supervisor.

“The hard work and dedication each volunteer and candidate has is phenomenal,” new Organizing Steward Charlene Peele reported from Fresno. “I was able to experience phone banking, canvassing neighborhoods and delivering campaign signs for the first time ever!”

“My favorite thing about the campaign was probably getting to talk to

all different types of people from different economic classes and different backgrounds that all seemed to share the same concerns and wants — and to know that they believed Jim Costa was the person to get it done,” said Ashley Precissi, who was part of the first Merced team.

“On average, our team of four hit about 260 doors per day. There were a lot of good conversations at the doors, and we came across a lot of PG&E retirees,” Brittney Santana reported from Merced. “On the weekends we were able to recruit volunteers who came out from Fresno and Stockton to help us knock doors — and we even had a visit from Jim Costa!”

Once all the votes were tallied, Costa received the most votes out of the four candidates on the primary ballot. He will face off against the second-highest vote-getter, Kevin Cookingham, in November. The congressman has been effusive in his praise of the 1245 members that supported his campaign, and has thanked Local 1245 directly for the effort.

“The hundreds of calls, the thousands of steps from going door to door, and the Saturdays and Sundays of volunteering my time — it was all well worth it!” remarked Ozzie Rodriguez from Fresno.

SACRAMENTO

Alvin Dayoan, Kim Camatti, Alicia Cordero, Alex Abrego, Serena Moss, Charlotte Stevens, Jasmine Williams, Lhondin Tyra, Ricardo Hernandez



Ozzy Guzman volunteered to help get out the vote in Sacramento.



Brenda Balcazar knocks on a voter’s door in San Jose.



Brandon Fosselman drops off a lawn sign to Costa supporter.

As a Board member at the Sacramento Municipal Utility District, Gregg Fishman has demonstrated his unwavering support for the 1245 members at SMUD. So when it came time to support Fishman in his bid for Sacramento Board of Supervisors, Local 1245 organizing stewards were more than happy to return the favor — as evidenced by the 36 Organizing Stewards from Sacramento, Stockton and Richmond who attended Fishman's campaign kick off on Feb. 1 in Sacramento.

Our two teams of organizing stewards partnered with the Sacramento Labor Council to support Fishman as well as two labor-friendly candidates running for Sacramento City Council, incumbent Steve Hansen in District 4, and Mai Vang in District 8. As a former Board member at Sacramento Regional



Local 1245 Organizing Stewards with Sacramento City Council member-elect Mai Vang

Transit, Hansen supported a transportation bond that directly benefits the Local 1245 members who work at Sac RT. Vang, a school board member who is running to replace longtime 1245 supporter Larry Carr on the City Council, has also vowed to stand with 1245 and the broader labor community if elected.

“Gregg Fishman had a tough battle at the start against Rich Desmond who raised more than three times as much as Fishman. We knew that it’ll take patience and perseverance to educate and swing the votes for our labor endorsed candidate,” Lead Organizing Steward Alvin Dayoan reported from the campaign. “One of the biggest highlights for me was the team’s willingness to work as they continue to push themselves throughout the day. During our first two weeks on the campaign, we made over 3,623 calls and knocked on 1,745 homes.”

“This was the first campaign that I ever worked on, and I was nervous at first, but after a couple hours of work, I became more and more comfortable with the process,” said Organizing Steward Alex Abrego. “I enjoyed going out into the community I work in everyday to make a difference for our SMUD board member Gregg Fishman. Overall, the experience was wonderful and it was fun.”

“I know our daily role of canvassing and phone banking helped in the success of the campaign,” reported Lead

Organizing Steward Charlotte Stevens. “I am proud of our team — they worked extremely hard to hit the daily goals, and everyone’s attitude and dedication remained professional throughout the campaign. The constant compliment we receive is that we already know what to do, and we do it well.”

On election night, Fishman succeeded in nabbing one of the top two spots, and will go up against Rich Desmond in November. Vang secured enough votes in District 4 to advance to the general election in November, but unfortunately Hansen lost to challenger Katie Valenzuela in District 8, who received enough votes to secure the seat without a runoff.

LOMPOC

Leo Ramirez, Andrew Hernandez, Candace Koff, Theresa Hernandez

In 2019, the IBEW 1245 members at the City of Lompoc learned that the city’s precarious financial situation meant that it would be unable to continue funding our members’ retirement and the vital public services they perform each and every day, including emergency services, street improvements, and vandalism prevention. Measure I2020, a temporary sales tax measure, would give the city the revenue it needs to pay off its CalPERS obligation and maintain its public services — and the IBEW 1245 organizing stewards in Lompoc wasted no time getting involved in this important campaign.

“As someone who has worked for the City of Lompoc for only three years, I’ve seen in that short time the decline of our parks and police department staffing, and the increase of CalPERS debt. I knew how dire it was for this 1% measure to be placed on the ballot and actually pass,” said new Organizing Steward Candace Koff.

“The highlight of this campaign was interacting with the public and discussing all the benefits the 1% tax increase would bring to the City of Lompoc. I was surprised at how much misinformation about the tax increase people had gotten in the past,” said Organizing Steward Leo Ramirez.

On Feb. 8, the Lompoc organizing stewards mobilized their fellow members from the City to kick off the I2020 campaign, and several organizing stewards from other employers, as well as Local 1245 Executive Board Member Willy Garris, came down to Lompoc to help get out the vote for I2020 over the

following four weeks. The team took advantage of the canvassing app PDI to improve the quality of their outreach. After an intensive canvassing effort spearheaded by Local 1245 organizing stewards, the measure received an overwhelming 68% of the vote — far more than the 50% +1 that it needed to pass.

“I was ecstatic and very proud of all the work we put in ... I know that we helped Measure I pass and when I returned to work the next day, people congratulated me (and the team) knowing that it was because of our efforts,” said Koff. “Most of the union workers for the City helped pass this measure as well — by talking to others, going to the union meetings and understanding the necessity of this measure, and simply spreading the word. Lompoc IBEW 1245 members stood together for this, and we should be proud of all the work we did.”

“I definitely feel our efforts made a difference! this was not the first time a tax increase was on the Lompoc residents’ mind, but it was the first time that IBEW 1245 Organizing Stewards campaigned for it — and our hard work paid off,” said Ramirez.

“I want to thank [the 1245 Executive Board] for helping with the necessary tools to get the victory on the 1% tax in Lompoc,” said Local 1245 Business Rep Jaime Tinoco, reporting from Lompoc. “I know that the new revenues will make our negotiations easier to address.”



All told, 1245’s candidates and ballot measures did extraordinarily well, but of course this is only the beginning of the 2020 election cycle. The general election in November is sure to be hotly contested, and our organizing stewards are ready and willing to take on the challenge.

“Doing our part to ensure that the House and Senate and the White House are in the hands of labor-friendly politicians in the fall will be like winning the Superbowl,” said Lead Organizing Steward Brandon Fosselman. “So when the game starts, don’t leave me on the sidelines, I’m ready to do my part. Put me in the game and let me have an impact!”

— Rebecca Band, IBEW 1245 Communications Director

TOP STORY

Update: Lompoc's Measure I receives major support, city's sales tax to jump 1%

From the Mar. 6 recap: Lompoc news you may have missed this week series

Willis Jacobson Mar 3, 2020 Updated Mar 6, 2020



A photo of Local 1245 members was featured in the Lompoc Record alongside the election results. Photo via Lompoc Record website



Local 1245 made a big splash at Gregg Fishman's campaign kickoff.



Local 1245 getting out the vote for Measure I in Lompoc

“A Pursuit Worth Fighting For” — After Years-Long Organizing Drive, Unrepresented Workers at Trayer Vote to Join IBEW 1245

“It was a pursuit worth fighting for,” said Trayer Engineering welder Efren Chavez, celebrating the hard-won victory that he and his coworkers have finally claimed. On Monday, February 10, 2020, the unrepresented production workers at Trayer voted to organize into the existing Local 1245 bargaining unit. They won by 15 to 2, with 17 of 19 eligible voters participating in the election. This election vindicates a previous election held in 2018, which ended in a tie.

A Long Road to Victory

Workers at Trayer Engineering Corporation have been making high quality switchgear for many years, first in San Francisco, and then in San Leandro after the company relocated in 2019. An IBEW-represented unit has existed at the company for some time as part of Local 2131, and six years ago, that unit came into Local 1245 through the merger of the two locals. There was also a separate unit comprised primarily of welders and machine operators, represented at the time by a different union, Sheet Metal Workers Local 104. After their bitter strike at Trayer, during which management locked out and permanently replaced many strikers, Local 104 disclaimed interest (or elected to no longer represent the bargaining unit) in July of 2015.

For these unrepresented workers, the insecure and disrespectful nature of



The Trayer workers snapped this celebratory photo shortly after the results of the union election were announced.

working without a union quickly became apparent. Within seven months, a desire to organize into IBEW arose among them — but the greatest hurdle for them was the fear of losing their jobs. They were, after all, originally hired to replace strikers.

“Since Day One, the company was in full force to divide and conquer,” said Local 1245 Shop Steward and Organizing Steward Arnaldo Lizarraga, who had been working at Trayer throughout this tumultuous period of time. “But I knew

the welders would eventually organize once again.”

Lizarraga has been showing solidarity with his unrepresented coworkers from that same Day One. When they expressed their interest in organizing in early 2016, he and Local 1245 organizers Fred Ross and Eileen Purcell met with a handful of welders to talk about the union difference and what it would take to organize. Unfortunately, they were beset by trouble from the start. Word got out to management, and days later the workers were forced to attend an anti-union captive audience meeting (read more about this union-busting tactic <https://bit.ly/2KcnQWR>). During that meeting, a welder who had been vocally pro-union spoke out against what he felt was an effort from management to stop him from exercising his right to organize. Days later, he was fired. The rest of the workgroup, understandably intimidated, put organizing on hold.

A year passed by, and the indignity of their non-union work rested heavily on the minds of the welders and operators. Lizarraga helped organize a second meeting with the workers and myself in early 2017. Despite a strong showing of interest and good attendance, it would be the last union meeting for almost a year.

A Real Organizing Campaign and a Hard Loss

By the winter, the dissatisfaction had grown yet again and the union conversation was rekindled. Lizarraga facilitated two meetings for his coworkers so they could discuss the challenges they would face and mount a plan to overcome them. In a December 2017 email to the IBEW staff organizers, he shared his thoughts:

“We started talking about the issues then how the union could handle those issues. We rated the welders on who is willing to organize. It was a great meeting. I’ve identified 2 [Volunteer Organizing Committee members], Efren [Chavez] being one of them.

After the progress of these early meetings, a strong showing met in spring at a restaurant in San Francisco, again assisted by Lizarraga and I. At this meeting, a volunteer organizing committee (VOC) formed and came up with a plan both to build support for organizing among the workgroup and to thoroughly educate their coworkers about the union difference, as well as the anti-union tactics the company might employ against them, and their rights under the law.

“As soon as I knew it was the best choice for me, my family and my coworkers, I knew I had to persist,” said Efren Chavez, one of the VOC leaders. He and the rest of the VOC knew that they would face an uphill battle, and the company’s management ensured that they had one. As union meetings began in earnest and the workers signed the authorization cards needed to petition for an election, word finally reached management. This time, the company hired a union buster — a high price consulting firm that helps employers destroy organizing campaigns through intimidation, misinformation, and other dubious tactics.

Over the next few months, the unrepresented workforce faced a barrage of tactics meant to magnify fear of reprisal and distrust of the IBEW, despite the fact that a thriving IBEW-represented unit worked for the same employer, under the very same roof. When the workers petitioned the National Labor Relations Board for their union election, management dug in their heels and refused to agree to the terms of the election, arguing that it was inappropriate for the unrepresented unit to join the existing one for a number of unfounded reasons. This obstinance resulted in a hearing, which forced the need for three workers to testify to defend the union’s petition. They faced cross examination by the company’s own attorney over a period of eight hours before an administrative

Continued on next page



Monday, December 30, 2019

Dear sheet metal workers at Trayer Engineering,

As proud IBEW 1245 electrical members at Trayer Engineering, we are writing to express our support of your decision to organize and to show solidarity in your effort to gain recognition.

You have made the right choice to organize with IBEW. The last agreement includes general wage increases of 2.75% in the first year and 2.5% in the second year, and pension increase of .50% in both years. Health care is 100% paid platinum style through Kaiser or Anthem Blue Cross, and the members also secured 100% paid dental and vision, along with a \$75,000 life insurance policy. The agreement also includes the enhanced safety language, which requires the company to provide new and/or replacement safety glasses and safety boots each year should they become damaged. We value our fair discipline process, wage parity and job security, but we also value being able to meet and confer with management, which gives us a voice in our day-to-day working conditions.

Because we are members of Local 1245, we also have the strength and resources to take on bigger challenges. IBEW 1245 has remain fully committed to protecting our members’ jobs through PG&E Bankruptcy. IBEW 1245 has recommended to PG&E to buy from Trayer in order for our members to keep our wages and benefits that we have earned, so that we can continue to provide safe switchgears. We know you’ll be able to still make a positive difference at Trayer, and we’re looking forward to welcoming you to the brotherhood!

In Solidarity,

Handwritten signatures of IBEW members, including names like Alan, J. Young, and others. A circular IBEW Local 1245 logo is visible at the bottom right of the signature area.

Members of the IBEW unit at Trayer signed onto this letter of support for their coworkers who were seeking to join the union.

Trayer Vote, from page 8

law judge. Ultimately, the union prevailed when the ruling upheld all of its positions — but the maneuver had bought the company more time to wage its campaign against the workers.

The weeks leading up to the election included frequent captive audience meetings full of anti-union messaging, one-on-one conversations between supervisors and workers, letters home filled with misleading or outright false claims about IBEW, and thinly veiled threats to workers about their futures at Trayer if they were to organize. The specter of the Local 104 strike was brought up frequently and in detail, as if to remind the welders that they were replaceable. Even on the morning of the election, the union busters were out on the production floor and in welding booths, getting in a last few words, and clouding the right choice with the fear of the unknown.

Unfortunately, it worked. When the last ballot was counted on the morning of May 21, 2018, the tally was 9 Yes, 9 No to unionize. In a union election, a tie is considered a loss because it does not establish a majority. Furthermore, to lose a union election means a workgroup cannot petition for another election for at least a year.

“When we lost, it was devastating. But then I thought, I’m just going to have to understand why we failed, rethink my strategy and do it again next year,” Chavez said, reflecting on his thoughts after that loss.

Still, despite the disheartening turn of events, the organizing conversation did not die. After more than a year of unkept promises from management and a return to business as usual, the unit began to meet among themselves to decide if they wanted to make another go of it.

Perseverance and Patience

The second organizing campaign officially began in early November 2019, and once again I served as the facilitator. The first order of business: to undertake an honest reckoning as a group about what happened in the last election, and how they would use that experience to overcome challenges they may face the second time around. The importance of that assessment would become apparent immediately— Lizarraga spotted the same union busters from the last election on site only five days after the first union meeting.

The VOC could waste no time dusting off the experience they gained as organizers in 2018. Authorization card signing began only a week later, union meetings were always well attended, and support for organizing was constantly assessed and grown. Additionally, the VOC thoroughly prepared their coworkers for the anti-union tactics and talking points that would come from the company and its union busters.

“Our biggest challenge to organizing was getting everybody on the same page,” said Chavez. “Much of the information our guys had about the union was from the union busters from the previous year. They made every attempt to spread fear and manipulate us.”

When a supervisor went to the welders and operators to spread lies about IBEW, Lizarraga recruited his other IBEW coworkers to undersign a letter of support, which reminded the non-union workers that the successes of organizing are attainable, and that they were looking forward to welcoming them into the brotherhood of our union.

Management’s anti-union campaign was not all that different from 2018, employing many of the same rote propaganda and intimidation tactics. In a



After a long and contentious organizing drive, the welders, machine operators and other unrepresented workers at Trayer Engineering voted to join IBEW 1245 in February of 2020.

second effort to stall the election over the proposed bargaining unit, the company’s legal counsel fought for the exclusion of a number of workers from union representation. Thankfully, a compromise was reached only hours before the scheduled hearing, and the election went forward as planned.

The morning of February 10 finally came, and tensions were high. But when the ballots were finally counted, every ballot was Yes until the final two ballots — the only two No votes — were read. As soon as the NLRB agent completed the official tally of ballots, Chavez (the union’s election observer) went out into the lobby of the plant, where he and his nervous coworkers broke into smiles, sighs of relief, and cheers of victory. A celebratory photo was taken in the parking lot, complete with a union banner and IBEW flags that Lizarraga brought from the Local 1245 hall.

“Organizing the welders was a great experience. An experience of perseverance and patience,” said Lizarraga. “I

didn’t lose faith in the welders after the last election, and after winning the second election I feel the wall of division has come down and the Brotherhood has started in the shop.”

The newly organized unit began drafting bargaining proposals mere days after their victory, wasting no more time after the years of fighting and waiting. Now that both units are merged, the Trayer welders, machine operators, brake operators, and materials handlers will bargain over their proposals as part of the existing Local 1245 collective bargaining agreement. They have a unique opportunity to hit the ground running, as Local 1245 Business Representative Cruz Serna had already made plans to have the first bargaining sessions with the company imminently. Our new brothers at Trayer are ready to put the years of struggle behind them, and will no doubt add strength to our union as they move forward in dignity and solidarity.

— Rick Thompson,
IBEW International Organizer

Local 1245 Organizing Stewards Join Electrical Workers’ Lobby Day

On Feb. 25, a team of 13 IBEW 1245 organizing stewards, along with two staffers, joined the California State Association of Electrical Workers for its annual Lobby Day at the State Capitol in Sacramento. The union members-turned-lobbyists focused on three important and complex topics: 1) ensuring that the new green economy provides high-road union jobs, 2) IBEW’s opposition to proposals that would break up or municipalize PG&E, and 3) the impact of decarbonization on union members and their jobs.

After a briefing with IBEW 1245 Assistant Business Manager Hunter Stern, the organizing stewards split up into teams and proceeded to visit as many legislative offices as they could, explaining IBEW’s positions on several key legislative proposals, ranging from pump storage, to EV charging, to micro-grids and more. At each visit, the stewards urged the lawmakers to commit to standing with the union when these pieces of legislation come before them.

The results of these meetings were largely positive, and at the end of the day, the organizing stewards were able

to identify which lawmakers were in support, which were opposed, and which were still on the fence. This information will prove vital when these bills come up for votes later in the year.

“While Organizing Stewards aren’t the only ‘amateur’ lobbyists careening through the chaotic, congested corridors of power at the Capitol, we are certainly the most unique,” remarked long-time Organizing Steward Kevin Krummes at the conclusion of the Lobby Day. “At the end of the day, I was left to

ponder why the multiple colored t-shirts I saw — belonging to special interest groups, students, civic associations, and even other unions — were not as formidable or influential as 1245 Organizing Stewards are. I think the answer is quite simple. When you see the blue shirts of 1245 cruising the halls, we are not being led or guided by a leader to our next destination. We are small autonomous groups during the work ourselves. We are given information, then turned loose to unleash our knowledge!”

“This didn’t happen overnight; it’s taken years of hands-on experience that 1245 affords us,” Krummes added. “But we’re here now, and we’re not going away!”

The 1245 delegation consisted of members Kim Camatti, Julie Gonzalez, Ricardo Hernandez, Kevin Krummes, Steve Marcotte, Vanessa Mejia, Serena Moss, Kristen Rasmussen, Anthony Seemster, Charlotte Stevens and Jasmine Williams, as well as retirees Ruth Bailey and John Sleuter.



These IBEW 1245 organizing stewards and staffers participated in the State Association of Electrical Workers Lobby Day on Feb. 25.

Uniting for a Better Tomorrow at the 2020 EWMC Conference



The IBEW 1245 delegation with IBEW International President Lonnie Stephenson (front, center) at the 2020 EWMC Conference

IBEW International’s 30th Annual Electrical Workers Minority Caucus (EWMC) Conference took place January 14-19, 2020 in Chicago. Members from IBEW locals across the country — including a large contingent from Local 1245 — came together to attend panels, gain new skills and be inspired to lead.

“Unite for a Better Tomorrow”

This year’s conference was organized under the call to action: “Unite for a Better Tomorrow.” IBEW International President Lonnie Stephenson pledged his commitment to moving the dial on diversity and inclusion—a priority for the IBEW.

“The EWMC’s mission to uplift and train minority leaders within our union is vital to the growth and stability needed in the coming years,” remarked Local 1245 Organizing Steward Charlotte Stevens, who works for PG&E in Sacramento.

Political, civic and labor leaders took to the stage to share their wisdom and personal journeys. Stacy Abrams’ speech was one of the highlights of the conference for many attendees. Some were already very familiar with Abrams’ story and work as lawyer, elected official and former candidate for Governor of Georgia. Everyone left feeling inspired by her words and her commitment to fight voter suppression in the next election through her project, Fair Fight Action.

As Local 1245 Organizing Steward Candace Koff, who works for the City Of Lompoc, explained, “Her message was clear and powerful and I feel like she sent the conference on the right way.”

Organizing Steward Brandon Fosselman, who works for PG&E in Fresno, reflected, “I feel we are at our best when we do things we are passionate about, and her words impacted me personally.”

Abrams underscored the 2020 Census as one critical tool individuals have to make sure their voice is heard, and she is on a mission to spread the word so that everyone, especially in under-represented areas and communities, is counted.

“As she spoke about the importance of the census, it dawned on me I’ve never participated in the census!” said Organizing Steward and PG&E CSR Gabrielle Baker. “I have so much to learn and I’m eager to pass along the information to encourage others to get involved!”

EWMC Immediate Past President Victor Uno’s speech also left a lasting impression on attendees, who he urged not to forget lessons from the past.

“Victor Uno gave a heartbreaking yet informative story as an Asian Pacific Islander,” Organizing Steward Laquania Thompson reported from the conference. “Mr. Uno began by sharing his personal account of discrimination which took place in 1978 at his IBEW union hall when he was hassled about being allowed into his union meeting ... 25 years later he was elected Business Manager of that local!!”

New Skills and Knowledge

Workshops held throughout the conference enabled attendees to reflect, grow, and gain new skills that they can take back home with them.

“The workshops were eye-opening as

they provided me different understandings on leadership traits that I’ve never known I had,” reflected Organizing Steward Alvin Dayoan, who works for PG&E.

“One highlight was ‘Keys to Funding a Comfortable Retirement,’” said Organizing Steward Danielle Bonds. “It opened up my mind so I can prepare myself for the future. It taught me to start now and not wait until it’s too late to save money.”

“From Bystander to Upstander’ taught us if we do not speak up, then everything that is wrong in the workplace will remain unfair and unjust,” PG&E Operating Clerk and 1245 Organizing Steward Nikki Neal explained.

Outside of the classroom, PG&E Gas Service Rep and Organizing Steward Foster Goree was pushed to try new things: “I was honored with the oppor-

tunity to be a part of the Sergeant at Arms team. This was a true eye-opening experience that took a lot of hard work and discipline.”

Political Engagement

During the RENEW portion of the conference, attendees focused on the importance of being politically engaged, particularly ahead of this year’s election. Local 1245’s Alvin Dayoan was called on short notice to participate in the RENEW political panel. He rose to the occasion and quickly overcame his nerves to share valuable insights on his experience organizing as a young worker.

“I strongly advise our peers to participate in campaign events and be more involved in our union — as we are the future and need to set a standard for the upcoming generations,” he said.



Alvin Dayoan (left) from Local 1245 served as a panelist at the conference.



Attendees reflected on some of the wise words imparted by some of the other speakers as well.

“Bill Fletcher, Jr. gave a passionate speech on our fight for the 2020 presidential election and importance of staying involved,” said Charlotte Stevens.

“To restore our divided country, EWMC President Keith Edwards said we must unite,” underscored 1245’s Eleanor Brown, who serves as EWMC Solano County Chapter Treasurer.

“I came home re-energized and ready to get to work on our 2020 elections,” added PG&E First Field Clerk and 1245 Organizing Steward Brittney Santana.

Giving Back

Attendees participated in a day of community service at a local church, where they put up a fresh coat of paint and repaired basic electrical issues. Many left the day feeling inspired by doing good, and wishing they could have done even more.

As PG&E Operating Clerk and 1245 Organizing Steward Latoya Carter put it: “You could see how much a little paint could make a difference for that little church. It is always a good feeling to give back.”

Many attendees also reflected how this day of service provided a chance to get to know their brothers and sisters from locals across the country.

“It was fun and eye opening how we all came together like we have known each for years, and accomplished a goal for the greater good,” remarked Nikki Neal.

Power of Brotherhood

This year’s EWMC conference made a lasting impact on attendees, and was truly transformative for some. As Organizing Steward Lhondin Tyra put it, “Though I’ve always been fully aware of what unions are capable of, I didn’t feel like belonging to one was anything extraordinary prior to the EWMC conference.”

“Reflecting back reminded me of all the work we have put into multiple fights around the states. 1245 gets so much recognition from IBEW locals and it’s a good feeling to be part of such a wonder team,” said Brittney Santana.

“I’ve heard Union Strong, but being a part of EWMC in Chicago made me Union Proud,” proclaimed Foster Goree.

“Give Us the Ballot”: Highlights from the AFL-CIO’s MLK Civil and Human Rights Conference

I was honored and grateful for the opportunity to spend my Martin Luther King Jr. holiday weekend in Washington DC representing IBEW Local 1245 as a delegate at the Civil and Human Rights Conference hosted by AFL-CIO. The conference was very energetic and powerful, full of passionate spirit by all the attendees and presenters. You could feel the love for organized labor and genuine union pride in the room. My main take-away from the convention is that human rights and worker rights go hand in hand. The fight for workers’ rights and human rights has come a long way, but still is a continuous battle today.

“Give us the Ballot” was the driving message of the conference, words from the great activist Martin Luther King Jr. Dr. King believed in speaking with one voice during the civil rights movement, similar to how we as union members also know how powerful we can be by speaking with one voice. Unity and solidarity is power and the way to capture that power is through voting in elections. Unions and organized labor have to be intentionally inclusive because the union way of life promotes human rights and human decency for all working men and women. Dr. King knew during the civil rights movement that “give us the ballot” was the only way to effectively promote change.

One of the most rewarding moments of the conference weekend was volunteer day, which I spent painting a homeless veterans’ shelter. It was early-morning hard work, but incredibly meaningful, and I felt blessed for the opportunity to give back to the men and women who have given so much to our country.

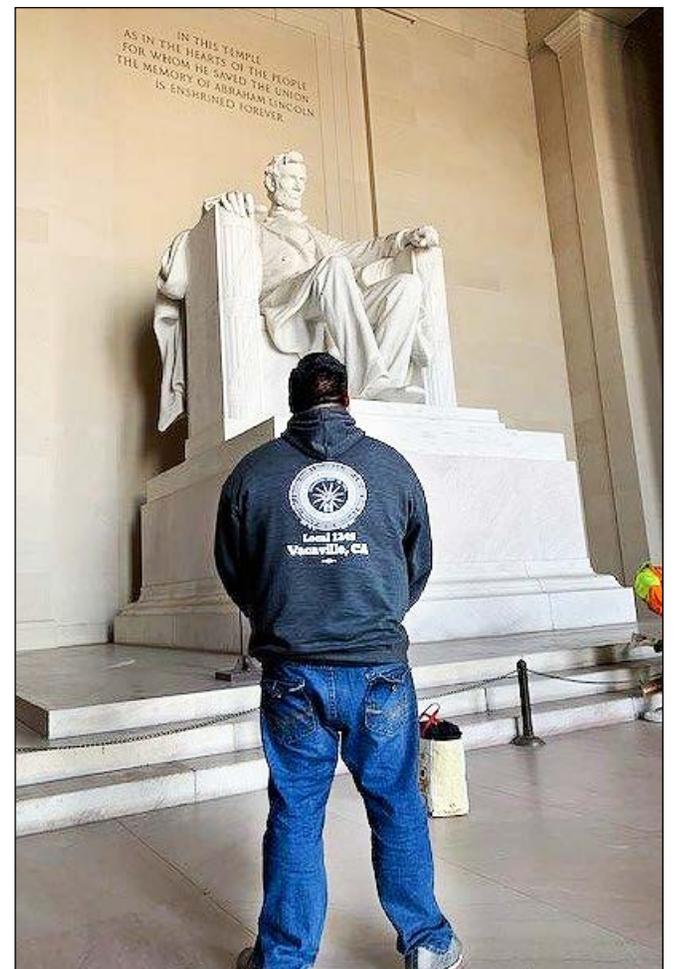
It was a truly special conference for me to attend, as the son of immigrant parents who escaped a war-torn country and settled in Oakland, California. I lived on Martin Luther King Jr. Blvd as a child and ended up in my adult life driving up and down that same street as a Gas Service Representative with PG&E, responding to emergencies and servicing my community. I am truly moved and blessed by all that Dr. King did for civil and human rights, rights that has blessed me with an amazing job and life, represented by an amazing union in IBEW Local 1245.

— *Phuong Tran, IBEW 1245 Organizing Steward*

— *Phuong Tran, IBEW 1245 Organizing Steward*



Phuong Tran (left) and Felicia Martinez represented IBEW 1245 at the 2020 MLK Civil and Human Rights conference in Washington DC.



IBEW 1245 Organizing Steward Appointed to Weaver USD Board of Trustees

In 2018, IBEW 1245 Organizing Steward Rodrigo Flores ran a remarkable campaign in his bid to serve on the Board of Trustees of the Weaver Unified School District — the same district where he attended school, where his son is currently enrolled, and where his wife works as a teacher. Flores went up against a long-time incumbent — and lost the race by just one single vote.

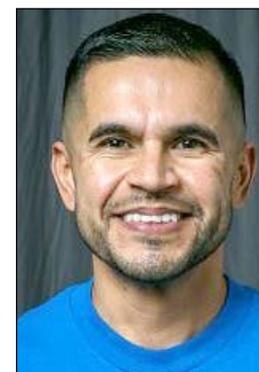
Undeterred by the outcome of that race, Flores knew that he would pursue public office again some day. That day came a bit sooner than anticipated, when that same incumbent that Flores ran against resigned from the Board. Flores decided to submit his name for consideration for that newly vacant seat.

“I was the only individual who submitted an information sheet to the District during the 60-day window that the District has to fill the position,” Flores explained. “I had to attend a special

board meeting on February 19 that was open to the public and had to answer questions from the current Board, and then my answers to the questions were discussed in public at the meeting.”

After this thorough screening process was complete, Flores was appointed to fill the seat on the Weaver USD Board of Trustees, making him the first Local 1245 Organizing Steward to hold public office. His appointment was effective March 1 2020. He was sworn in on March 11, and will serve out the remainder of the term, which ends in December of 2022.

Weaver USD is comprised of four schools — a preschool, two elementaries and one middle school. The District serves approximately 2,800 students in southeast Merced and employs



Rodrigo Flores

approximately 120 teachers. According to Flores, Weaver USD has several important projects in the works, include new classrooms for the middle school, a new administrative office, and upgraded security. Planning for an additional school is slated to begin in the near future to accommodate a growing student population.

Flores, a 21-year IBEW member who works for the Merced Irrigation District, is excited to have this unique opportunity to give back to his community, and appreciates the assistance he’s received through the union as he embarks on this new path.

“Thanks to Organizer Fred Ross and all of IBEW 1245 for the support and help through this whole process!” said Flores.



SMUD Substation Light Foreman Moose Kaupanger looks at plans inside the Rancho Seco Substation in Herald, Calif.

Photos by John Storey

BUILDING THE ENERGY OF THE FUTURE IN RANCHO SECO

Last fall, the Sacramento Municipal Utility District (SMUD) broke ground on an exciting new endeavor, the Rancho Seco Solar II project, which will dramatically increase its production of renewable energy and locally generated solar energy. IBEW workers are hard at work on this project, which will take the current 10.9-megawatt solar array and increase capacity by an additional 110 megawatts, spanning 550 acres.

SMUD is a publicly owned power utility and, as such, is not required to comply with California's ambitious goals for increasing renewable energy and lowering greenhouse gas emissions. However, SMUD has committed to supporting those goals, and the Rancho Seco Solar II project is one way it is living up to that commitment. With the increased capacity, 120,000 customers – one-fifth of Sacramento County housing units – will soon be able to receive solar power without having to install solar panels.

Highly trained and experienced IBEW workers are bringing this project to life on the decommissioned nuclear generator site and consolidating existing energy infrastructure at the Rancho Seco Switchyard, creating a low environmental impact.

Jordan “Moose” Kaupanger is one of the IBEW workers on the job installing the new protection associated with the bus expansion. He works for SMUD as an electrical substation light foreman, and shared what he has been working on.

“In the Switchyard, we’re adding two bays worth of 230kv bus, which includes two circuit breakers,” he explained. “We have to upgrade the protection on the East and West bus of the Switchyard to incorporate that and install all new protection for the new circuit breakers and the new substation.”

“Part of the upgrade on the protection requires taking a clearance on the East and West bus one at a time,” he continued. “And in conjunction with those clearances, we’re able to take some switches out of service and get them maintained be-

cause the bus is out of service.”

Work in the existing control house is being done by SMUD workers. Meanwhile, the new bus work is being done by contractors that are also represented by Local 1245. The SMUD workers began

the project in September and expect to finish with the first phase of the project this spring. The next phase is maintenance.

According to SMUD, the first energy is expected on the grid by the end of this year (although that estimate was before the COVID-19 pandemic hit, which may result in delays).

“When this is all built and ready to go, we will



SMUD substation Elect Tech Toshi McCormick works inside the Rancho Seco Substation.

probably be doing maintenance on all of the 230kV breakers that are existing in the Switchyard during the summer,” Kaupanger had predicted when the *Utility Reporter* spoke with him in late February.

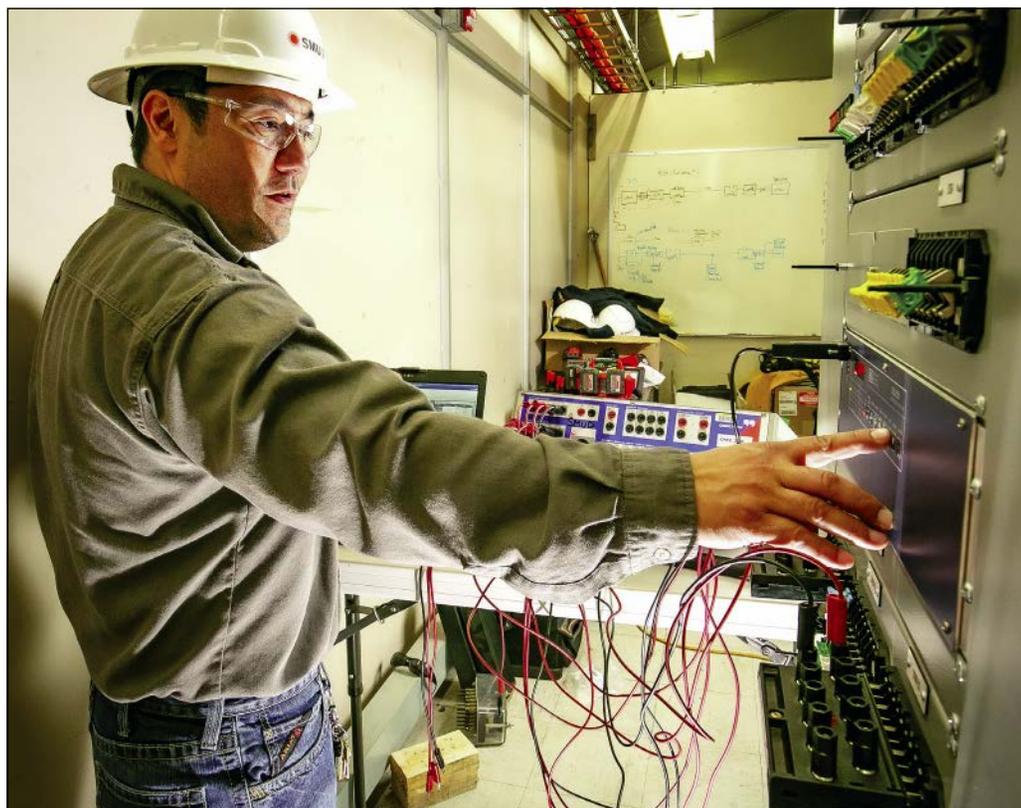
IBEW workers have the talent, training and experience to meet the challenges and opportunities of a cleaner energy future head-on. Kaupanger explained why they are uniquely positioned to continue attracting and retaining the best in the business.

“The union is what keeps guys safe and it gives us a good wage for the dangerous work that we do and they fight for our benefits and our retirement,” he said. “That’s what attracts the talent.”

SMUD Substation Electrician Marcus Crumble cleans insulators.



[Below] Moose Kaupanger



Toshi McCormick tests a breaker failure relay.



SMUD Apprentice Substation Electrician Sam Burns cleans an insulator.



Apprentice Sam Burns working on a ct circuit in one of the new circuit breakers.



SMUD’s members, from left: Substation Light Foreman Moose Kaupanger, Substation Electrician Marcus Crumble, Apprentice Substation Electrician Sam Burns, Elect Tech Ernie Owens, Elect Tech Toshi McCormick and Substation Subforeman Christopher Dahl



IBEW, NECA Sign National Agreement in Response to COVID-19

The uncertainty surrounding the ongoing COVID-19 pandemic has been deeply unsettling to nearly every industry, and the IBEW and its partners at the National Electrical Contractors Association have signed an emergency agreement to help construction workers and contractors navigate these turbulent times.

Effective March 16, the NECA/IBEW National Disease Emergency Response Agreement provides for the following:

- If an employee:
 - Reports having contact with another person(s) who has reasonably believed to have contracted coronavirus or a similar disease
 - Has recently returned from a “High-Risk Country” as defined by the Center for Disease Control (CDC); or
 - Presents symptoms associated with the coronavirus or similar disease as defined by the CDC;

The employer shall be permitted to remove the employee from the jobsite and require the employee to obtain a doctor’s release certifying the employee is able to return to work;

- If an employee is confirmed to have coronavirus or similar disease, the employer shall notify all employees who were believed to be in contact with this individual and take actions consistent with appropriate protocols to prevent the further spread of the disease;
- If an employee reasonably believes another employee(s) has met one or more of the above conditions, the employee shall report such as soon as reasonably possible. The employer shall then follow all appropriate guidance and protocols to ensure a safe jobsite;
- There shall be no adverse action taken against an employee who refuses to be present at a jobsite so long as the employee believes there is imminent danger and a reasonable person would agree there is real danger of contracting coronavirus at the jobsite;

- There shall be no adverse action taken against an employee who has been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus;
- In the event access to a jobsite is restricted or denied by the employer or other appropriate public or private authority in response to the coronavirus or similar disease, the employer shall be permitted to temporarily furlough the employees assigned to this jobsite;
- The employer shall not contest any unemployment claims filed by employees temporarily furloughed as a result of a restricted or closed jobsite due to the coronavirus or similar disease, or who have refused to be present at the jobsite out of a genuine belief that being present would place them in imminent danger of contracting coronavirus, or who have been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus; and
- Such employees shall be permitted to return to their original positions with their employer upon the resumption of work on the jobsite, and/or their ability to return, without the need of the referral process, and irrespective of whether such employees have signed their local union’s out-of-work list.

“We understand the anxiety and uncertainty all of our members and contractors are feeling right now, and we hope this agreement provides a measure of stability as we face this new reality,” said International President Lonnie R. Stephenson.

“Beating any public health emergency like COVID-19 requires all of us to make sacrifices, but being a part of a union means we make these tough decisions with our employers and don’t have them forced on us,” he said. “We’ll reevaluate this agreement every 30 days and keep you updated as we move forward.

“In the meantime, follow CDC guidelines, take your safety and the safety of your families and co-workers seriously, and know that we will get through this and come out stronger on the other side.”

The National Disease Emergency Response Agreement applies to U.S. construction locals and firms who have signed a Letter of Assent to be bound to a construction agreement between any chapter of NECA and any local union of the IBEW.

Congress has passed two major pieces of legislation to deal with the coronavirus crisis, the Families First Coronavirus Relief Act (“FFCRA”) and the Coronavirus Aid, Relief, and Economic Security (“CARES”) Act. Both include important protections for workers affected by the current crisis.

The IBEW International Office has issued a memorandum that summarizes the provisions in these new laws. View it at bit.ly/covid19legislation.

For the latest coronavirus news and updates, visit www.ibew1245.com/covid19

NEW VIDEO

IBEW 1245 Business Manager Tom Dalzell addresses union members regarding the COVID-19 pandemic



“Commitment and Solidarity”

A Message to IBEW 1245 Members from Business Manager Tom Dalzell

<https://bit.ly/Dalzell-video>

“You’ve shown the world what a power, and what an asset, a unionized workforce can be.”

IBEW 1245 Gas Workers Help Convert Vacant Sports Complex Into COVID 19 Treatment Facility

In early April, California Gov. Gavin Newsom identified Sacramento's shuttered Sleep Train Arena as one of the spaces to be converted into a temporary field hospital, with up to 400 beds for COVID patients.

Known as the former home of the Sacramento Kings, the sports arena and its adjacent practice facility have been vacant since late 2016. In order to transform the old sports complex into a medical treatment center as quickly as possible, lots of crews from all sorts of trades were called in to get the job done.

On Thursday, April 9, a team of eight IBEW 1245 members from PG&E were tasked with setting up a new power system for the smaller practice facility, as the existing system simply would not be able to accommodate the large amount of power needed to operate a medical center that's running 24 hours a day, seven days a week.

"At first, we were told we had two full days to do the job, but there are so many moving parts on this project, and things

change quickly in construction — so when we showed up that morning, we found out they needed the gas done ASAP. It had to be done by 10am the following morning," PG&E Utility Worker and IBEW 1245 member Austin Muir told the *Utility Reporter*. "So that turned our day upside down. We had to bust ass to get it done, and we couldn't make any mistakes. The amount of trouble we went through to finish the job on time made it tricky — but it all went smoothly, and it was rewarding in the end."

Muir worked alongside fellow IBEW 1245 members Robert Pate, Brian Leasure, Art Hernandez, Jeff Dawson and Craig Barnes from PG&E's GC Gas department to create a small co-generation style power system, with a series of bloom energy fuel cells that convert water into steam to turn the turbine in order to create electricity.

"My role was doing the tie-in. I exposed the gas service we were tying into, and figured out how much we needed to excavate ... then the backhoe opera-



tor excavated it," Muir explained. "We needed a bypass in order to keep the main building hot, so I had to figure the two squeeze points, then I put in the valve, and the last part was the three-way T to feed this service."

Gas Control Tech Todd Carlson and Utility Worker Fo Cantu from the Gas Pipeline Operations and Maintenance (GPOM) department were also on site, working with the GC welders to complete the meter run. According to Carlson, the quick turnaround and unusual timeline made the job more challenging than the usual meter sets he does, but he welcomed the opportunity to be part of the project.

"I was proud to do it," Carlson said.

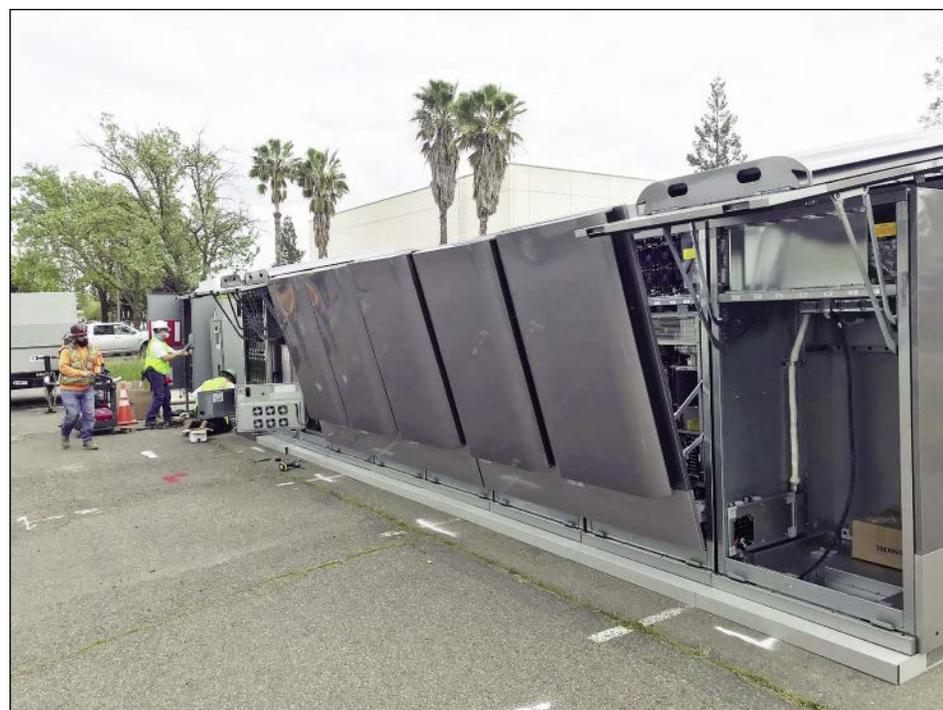
Muir was also enthusiastic to be part of this project.

"For me, having only been at PG&E for one year, getting this opportunity to take the skills and knowledge that I've learned in the field and apply it to such a high-priority, important job made me feel so needed in this time of crisis," he said.

The crew started the job at 7:30am, and endeavored to maintain social distancing as much as possible as they worked through the day to finish the project quickly and safely. By 9pm that evening, the system was complete and ready to run.

— Rebecca Band, IBEW 1245 Communications Director

PG&E Gas GC/GD Supervisor Jim Stack contributed to this article and provided the photos, which are published with permission.



Vegetation Management in the Era of COVID-19

The first quarter of 2020 has been quite the wild ride with the implementation of the new Line Clearance Tree Trimmer (LCTT) agreements, the loss of one of our newest LCTT members, and the uncertainty around the pandemic which has the country all but shut down.

It is with a heavy heart that we report that on March 16, 2020, an accident in Santa Rosa claimed the life of a new IBEW 1245 member (see story on pg 19). It appears that all PPE and seat belts were used at the time of the accident. We ask that you keep his family and his coworkers in your prayers and thoughts.

On January 1, 2020, the new LCTT agreements were implemented, resulting in large wage increases and significant increases to the benefits for all our LCTTs. These increases were a direct result of the Senate Bill (SB) 247 which was passed last summer and signed into law by Gov. Newsom in September. The new wage rates and total compensation packages from the new agreements have been submitted and posted to the State of California's Department of Industrial Relations (DIR) Prevailing Wage postings. This was a very critical step in the process, as it impacts all the public works projects that many of our members work under. This posting can be found at <https://bit.ly/tree-wages>.

The implementation also coincided with changes in the reporting processes requiring the contractors to report all the fringe benefits to one place — a third-party clearinghouse — which in turn sends the funding to the appropriate benefit on behalf of the employee. This also allows Local 1245 to track the process, as we too receive reports from the administrator. This change was intended to simplify the process, and it has for many — but for a few, it has become a challenge. Most are reporting as required, and Local 1245 and the benefit funds are tracking and taking appropriate steps as necessary to get the ones who are lagging back on track.

In the first quarter of 2020, we continued to see large numbers of LCTTs in the area just as we did at the end of 2019, with several additional contractors signing up as well. This only lasted for the first couple of months, and the number has been gradually going down, with several of the Asplundh-owned companies beginning to leave the area, or drastically reducing the numbers they brought out here last year (which was the plan all along). We are not sure what the total numbers will look like when everything settles down, however we do know that, as part of their wildfire mitigation plan, PG&E has committed to 1,800 miles of Enhanced Vegetation Management (EVM) in the high fire risk areas this year, in addition to the routine work in all other areas. PG&E also has plans to put a lot of this work back out to bid with most of the contractors. Many

of those details are not fully available at this time, and we will be sure to keep everyone abreast of these developments as the information becomes available.

March and April have been focused around the COVID-19 pandemic. Our LCTTs are considered essential employees and have had to adapt to new safety protocols as they continue to perform their daily functions of maintaining vegetation around the power system. With fire season just around the corner, these functions are critical to the state, the utilities, and most importantly, the general public — even though some members of the public don't seem to understand the link between vegetation management and fire mitigation. We have had several reports of our members being attacked, both physically and verbally, while out there trying to perform this essential work. We have also had a few reports of a couple of LCTT members who became ill with COVID-19 and are being quarantined until they are clear of the virus. The crews they were working with are also put on a 14-day quarantine. It is important that everyone maintain their social distance, wash their hands regularly and take this seriously. We will all get through this and following the protocol will allow us to get back to normal sooner.

Unit meetings throughout Local 1245's jurisdiction have been cancelled until further notice (please check with your Business Reps and/or shop stewards for the latest), in accordance with the State of California's restrictions on gatherings, as well as the sheltering-at-home requirements. These state mandates have also hampered to an extent some of the other things we had intended to work on this spring, such as the standardized training program which is outlined in the new agreements. We are looking into alternatives to the face-to-face meetings for this in the next couple of weeks, to try to get some direction on which way we should proceed. More to come in the next report.

Finally, with the International Office's approval of the agreements, we are in the process of mass producing a non-company-specific agreement that the Business Reps will be passing out as soon as they are completed. These agreements will be identical to the company-specific agreements you're accustomed to, except there will be no company name on them. All the company specific agreements are available on the IBEW 1245 website at ibew1245.com/library/agreements/#trees for anyone that is looking for them.

Northern Area

2020 started out very well. With the passing of SB 247, the new wages have taken effect and the members are happy with the new (and long-overdue) increase in both wages and pension.

There have been a lot of questions regarding the new contract, and we have been swamped with phone calls. Explaining the per-diem — which is to be paid every day that the member works — has been the most confusing. PG&E was also paying a subsistence to the companies (which was forwarded on to the members) to cover motel rooms when an employee is working over 100 miles from their point of hire. PG&E has since stopped that subsistence pay and the members were very upset that they weren't receiving it any more. This caused us to have to do a lot of explaining to both the companies and the members. We have a few companies that were refusing to pay the per-diem when the subsistence stopped, but that has been corrected now.

There has also been a lot of concern about some companies not reporting the members' hours to LINECO for their medical benefits. Under our new reporting process, it is making it a lot easier to track this now. For the ones that were not reporting, grievances have been issued and audits are being conducted. Hopefully this will all be corrected very soon.

Things were very busy at the start of the year. We had a lot of crews from out of state here to help get everything caught up. Everyone was working a lot of overtime. Things have now started to slow down a little and some of the crews have headed back home. PG&E has not been issuing out a lot of work lately, and as a result, a lot of subcontractors have had to shut down operations. We are hoping things will pick back up soon and these members can get back to work. Safety has also played a big part in this reduction of work. If a company, or one of its subs, has a line strike, outage, or too many safety violations, they are being shut down for retraining of all their crews. This has made a few members very upset because they did nothing wrong, but they are on stand-down with the rest of the company.

The other big news is the Coronavirus. This pandemic is causing quite a scare for our members who are considered essential workers and are still out there doing their jobs. Some companies have two different work schedules in the yard so that all the employees aren't there at the same time. They have also broken up their morning safety meeting into small groups to limit possible exposure. We are asking everyone to be courteous to everyone. If you feel like you might have been exposed to the virus, make sure that you let the company and your coworkers know. Both the state and federal government are coming up with programs to support people that are going through this. The



Victor Medina puts branches in the chipper.

IBEW 1245 Business Reps are primarily working from home, serving our members to the best of our ability through phone calls and emails. All unit meetings have been canceled until further notice, and we are looking forward to getting through this and returning to business as usual.

Central Area

Asplundh (Nevada Energy) — Work continues in Northern Nevada and Lake Tahoe. The Lake Tahoe projects are still ongoing. The company has been having major retention issues, and the changes to the wage rates in California resulting from SB 247 have only intensified the retention issue in Nevada. The company met with NV Energy to discuss rates in order to help keep LCTTs in Nevada. The result was a 20% wage increase across the board for the 1245 members working in Nevada, which became effective Jan. 1, 2020 and was implemented three months earlier than the planned annual wage increase of 2%. This amounted to an 18% additional wage increase for the members in Nevada this year, all based on what Local 1245 was able to accomplish through legislation in a neighboring state. This didn't come without some controversy, as the company also announced that there was going to be an evaluation of all employees to see if they meet all the qualifications for the job they currently perform. This has upset this workgroup. Instead of getting an increase in pay, some employees could get demoted for not having all the necessary qualifications. Time will tell if this wage increase will help with hiring and retention, as some members have said they may still seek employment elsewhere.

Mowbray's (PG&E & SMUD) — We've been getting reports of the company not reporting all of its employees to the

continued on page 18



Jesus Lopez from Davey Tree trims trees near power lines.

Photos by John Storey

April – June 2020

Poda de árboles para el despeje de líneas — Trabajo esencial durante COVID-19

El primer trimestre de 2020 ha sido bastante agitado con la aplicación de los nuevos acuerdos para los Podadores de Árboles para el Despeje de Líneas (LCTT), la pérdida de uno de nuestros miembros más recientes, y la incertidumbre en torno a la pandemia que tiene cerrado a casi todo el país.

Pérdida de un nuevo miembro del Local 1245 del IBEW. Con gran pesar informamos que el 16 de marzo de 2020, falleció en un accidente en Santa Rosa un nuevo miembro del IBEW 1245 cuando el vehículo para uso fuera de carreteras (OHV) que conducía se salió del camino y rodó por un talud. El miembro ha sido identificado como David Romero-Mendoza, de 31 años. Él trabajaba en el manejo de la vegetación como operador de tierra para Mountain F. Enterprises y al momento del accidente, solo tenía dos meses en el trabajo. Este accidente está siendo investigado actualmente, pero parece que cuando sucedió el accidente todos tenían puesto el equipo de protección personal (PPE) y los cinturones de seguridad. Le pedimos a todos que mantengan a su familia y a sus compañeros de trabajo en sus oraciones y pensamientos.

El 1o de enero de 2020, se comenzaron a aplicar los nuevos acuerdos LCTT, lo que dio lugar a grandes aumentos salariales y aumentos significativos de los beneficios para todos nuestros podadores de árboles para el despeje de líneas. Estos aumentos fueron el resultado directo del proyecto de ley del Senado (SB) 247 que fue aprobado el verano pasado y firmado por el gobernador Newsom en septiembre. Las nuevas tasas salariales y los paquetes de compensación total de los nuevos acuerdos han sido presentados y publicados en la lista de Salarios Actuales del Departamento de Relaciones Industriales (DIR) del Estado de California. Este fue un paso decisivo en el proceso, ya que afecta a todos los proyectos de obras públicas en los que trabajan muchos de nuestros miembros. Esta publicación está disponible en <https://bit.ly/3etKqZ7>

La aplicación del acuerdo coincidió también con cambios en los procesos de presentación de informes para todos los contratistas. Este nuevo proceso de presentación de informes requiere que los contratistas informen sobre todos los beneficios complementarios a un mismo lugar: un centro de intercambio de información independiente que a su vez envía el pago del beneficio correspondiente en nombre del empleado. Esto también permite que el Local 1245 realice un seguimiento del proceso, ya que nosotros también recibimos los informes del administrador. Este cambio tenía por objeto simplificar el proceso, y para muchos esto ha sido así, pero para algunos se ha convertido en un desafío. La mayoría están informando como se requiere, y el Local 1245 y los fondos de beneficios están

haciendo seguimiento y tomando las medidas apropiadas según sea necesario para que los que están retrasados en sus informes se pongan al día.

En el primer trimestre de 2020, continuamos viendo un gran número de LCTT en el área, tal como era el caso a finales de 2019, y varios contratistas adicionales también firmaron el acuerdo. Esto solo duró los primeros dos meses, y el número ha ido disminuyendo gradualmente. Varias de las empresas propiedad de Asplundh comenzaron a abandonar la zona, o redujeron drásticamente los trabajadores que habían traído el año pasado (lo cual estaba previsto). No estamos seguros de cuál será el número total cuando todo se calme, sin embargo, sabemos que, como parte de su plan de mitigación de incendios forestales, PG&E se ha comprometido a tener 1,800 millas de gestión mejorada de la vegetación (EVM) en las zonas de alto riesgo de incendios este año, además del trabajo rutinario en todas las demás zonas. PG&E también tiene planes de volver a ofrecer en licitación una gran parte de este trabajo a la mayoría de los contratistas. Muchos de esos detalles no están totalmente disponibles en este momento, y nos aseguraremos de mantener a todos al corriente de estos planes a medida que la información esté disponible.

Marzo y abril han estado centrados en torno a la pandemia del COVID -19. Nuestros podadores de árboles para el despeje de líneas se consideran empleados esenciales y han tenido que adaptarse a nuevos protocolos de seguridad mientras continúan realizando sus funciones diarias de mantenimiento de la vegetación en el sistema eléctrico. La temporada de incendios está a la vuelta de la esquina, y estas funciones son críticas para el estado, los servicios públicos y lo más importante, el público en general, aunque algunos miembros del público no parecen entender el vínculo entre el manejo de la vegetación y la mitigación de incendios. Hemos recibido varios informes de que nuestros miembros han sido atacados, tanto física como verbalmente, mientras tratan de realizar este trabajo esencial. También hemos recibido algunos informes de algunos miembros de los podadores de árboles para el despeje de líneas que se enfermaron con COVID -19 y están en cuarentena hasta que no tengan el virus. Las cuadrillas donde ellos trabajaban también han sido puestos en cuarentena de 14 días y no pueden trabajar. Es importante que todos mantengan su distancia social, se laven las manos frecuentemente y se tomen esto en serio. Superaremos esta crisis y cumplir con el protocolo nos permitirá regresar a la normalidad más rápidamente.

Las reuniones de la unidad durante abril a lo largo de la jurisdicción del Local 1245 se han cancelado y, muy probablemente durante mayo también (consulten con sus representantes de negocios y con los delegados para

obtener la información más reciente), para cumplir con las restricciones de reuniones emitidas por el estado de California, así como con los requisitos de permanecer en casa. Estos mandatos estatales también han afectado en cierta medida algunas de las otras cosas que habíamos previsto para esta primavera, como el programa de capacitación estandarizado indicado en los nuevos acuerdos. Estamos estudiando alternativas a las reuniones en persona en las próximas semanas para tratar de encontrar la manera en que debemos proceder. Tendremos más detalles en el próximo informe.

Por último, ahora que la Oficina Internacional ya ha aprobado los acuerdos, estamos en proceso de producir en masa un acuerdo que no es específico para cada compañía, y que los Representantes de Negocios repartirán tan pronto como estén listos. Estos acuerdos serán idénticos a los acuerdos específicos de la compañía a los que ustedes ya están acostumbrados, excepto que no tendrán el nombre de la compañía. Todos los acuerdos específicos de las compañías están disponibles en el sitio web de IBEW 1245 en <https://ibew1245.com/library/agreements/#trees> para cualquiera que lo desee.

Zona norte

El año 2020 comenzó muy bien. Con la aprobación de SB 247, los nuevos salarios han entrado en vigencia y los miembros están satisfechos con el nuevo (y muy esperado) aumento tanto en los salarios como en las jubilaciones. Ha habido muchas preguntas sobre el nuevo contrato y hemos estado inundados de llamadas telefónicas. Lo que más se ha prestado a confusión es explicar el viático diario, que se paga cada día que el miembro trabaja. PG&E también pagaba una subsistencia a las compañías (que se entregaba a los miembros) para cubrir los gastos de las habitaciones de motel cuando un empleado trabajaba a más de 100 millas de su lugar de contratación. PG&E ha suspendido ese pago de subsistencia y los miembros estaban muy molestos porque ya no lo reciben. Como resultado de esto, hemos tenido que dar muchas explicaciones tanto a las compañías como a los miembros. Había unas cuantas empresas que se negaban a pagar los viáticos diarios cuando se suspendió el pago de la subsistencia, pero eso ya se ha corregido.

También ha habido mucha preocupación pues algunas compañías no están informando a LINECO sobre el número de horas que trabajan miembros, para sus beneficios médicos. Bajo nuestro nuevo proceso de presentación de informes, ahora es mucho más fácil realizar un seguimiento de este problema. Se han presentado quejas y se están realizando auditorías de las compañías que no enviaban la información. Esperamos que todo esto se corrija muy pronto.

El principio de año estuvo muy ajetreteado. Tuvimos muchas cuadrillas que venían de otros estados ayudando a poner el programa al día. Todos estaban trabajando un montón de horas extras. La actividad ha comenzado a disminuir y algunas de las cuadrillas han regresado a casa. PG&E no ha estado generando mucho trabajo últimamente y como resultado, muchos subcontratistas han tenido que suspender sus operaciones. Esperamos que la actividad vuelva a arrancar pronto y que estos miembros puedan regresar al trabajo. La seguridad también ha desempeñado un papel importante en esta reducción del trabajo. Si una compañía, o una de sus subcontratistas, es responsable por golpear una línea eléctrica, por interrupciones de servicio eléctrico, o tiene demasiadas infracciones de seguridad, están siendo suspendidas para que sus cuadrillas reciban capacitación. Esto ha molestado mucho a algunos miembros porque ellos no habían hecho nada malo, pero están suspendidos junto con el resto de la compañía.

La otra noticia importante es el Coronavirus. Esta pandemia ha intimidado a nuestros miembros que son considerados trabajadores esenciales y que todavía están cumpliendo con su trabajo. Algunas empresas tienen dos horarios de trabajo diferentes en el patio, para que los empleados no estén todos allí al mismo tiempo. También han dividido su reunión de seguridad matutina en pequeños grupos para limitar la posible exposición al virus. Les pedimos a todos que sean corteses con los demás. Si usted cree que podría haber estado expuesto al virus, asegúrese de informar a la compañía y a sus compañeros de trabajo. Tanto el gobierno estatal como el federal están diseñando programas para apoyar a las personas que están pasando por esto. Los Representantes de Negocios del IBEW 1245 trabajan principalmente desde sus casas, sirviendo a nuestros miembros lo mejor posible a través de llamadas telefónicas y correos electrónicos. Todas las reuniones de la unidad se han cancelado hasta nuevo aviso, y esperamos que esto pase y podamos volver al trabajo como de costumbre.

Zona central

Asplundh (Nevada Energy) — Continúan los trabajos en el norte de Nevada y Lake Tahoe. Continúan los proyectos de Lake Tahoe. La compañía ha tenido muchos problemas para retener a sus empleados, y los cambios salariales en California resultantes de SB 247 han intensificado el problema de retención en Nevada. La compañía se reunió con NV Energy para discutir las tarifas, para ayudar a mantener en Nevada a los podadores de árboles para el despeje de líneas. El resultado fue un aumento salarial de 20% para todos los miembros del 1245 que trabajan en Nevada, el cual entró en vigencia el 1o de enero de 2020 y fue aplicado tres meses antes del incremento salarial anual planeado de 2%. Esto representó un aumento adicional de 18% en el

continúa en la página 19

Trees, from page 16

union. The IBEW Local 1245 Tree Money Market Pension Plan initiated an audit of the company by Lindquist L.L.C., which is ongoing. The period in question is all of 2015 to 2019. We await the results of the findings. All employees working in our jurisdiction are required to be members of the union and receive all the benefits as written in the Agreement. SMUD Unit Meetings have been well attended up until they were placed on hold due to the Coronavirus. The membership is very happy with the passage of SB 247. Everyone had been waiting for this change for a long time. Special thanks to IBEW 1245 Business Manager Tom Dalzell and the union staff for making this happen for us! Si se puede!

Mountain Enterprise (Liberty Energy & PG&E — South Lake Tahoe & Truckee) Mountain has crews working in South Lake Tahoe. Conditions are starting to change again. In Placer and El Dorado, division crews are continuing to work overtime. The new changes regarding SB 247 were the most important news in the history of trees for IBEW Local 1245. The company embraced the challenges we faced and worked with us in making history for the entire tree industry in California. During implementation of these changes, some individuals were misclassified, and this information had to be clarified by the company and the union. This was a minor problem. Due to outages occurring system-wide, the company rolled out a zero-tolerance policy regarding outages. We disagree with this practice, as firing workers does not solve the problem. The company has been using several sub-contractors in the area. Work is starting to slow down a bit, but we expect things to pick up again in the future. Unit meetings had been very well attended, although they are currently canceled until further notice due to the Coronavirus. We have some real proud members in Local 1245 here, who are very grateful for the wage and benefit increases coming from SB 247.

Davey Tree Surgery and Pole Test & Treatment — The Grievance Review Committee needs to set a date for the next GRC but due to the Corona outbreak, we have no meetings secured yet. The membership understands and is enjoying the benefits of SB 247. We had one member come into the Corona spotlight by saying he was feeling flu-type symptoms, resulting in him being quarantined at home for 14 days. This occurred right around the same time Governor Newsom gave the order to stay home. All unit meetings had been well attended, although they are currently cancelled until further notice due to the Coronavirus.

Mario's Tree Service (San Joaquin, Sacramento Valley, El Dorado) — The membership had been waiting for the changes in the new agreement and SB 247, almost like it couldn't be true. The changes went into effect as planned, although we did encounter pay issues right away with some hands not placed in the proper classification. Additionally, several members still have not received their vacation pay as required

by the agreement. We are working to sort out these issues. The company was placed on standby for having two outages in one day, leading to all Mario's Tree operations being placed on a five-day hold. In one of the incidents in Tracy, CA, there was a fire that was caused by a house drop that burned a garage (it even made the local news). Grievance activity has been picking up. The membership is very happy with what the union accomplished through state legislation and negotiations.

Wright Tree (SMUD & PG&E) — We're trying to secure a date with the Grievance Review Committee to resolve all open and new grievances with the company. We had an issue that came up in Calistoga where two crews were suspended for causing an outage. The membership here is extremely happy with the outcome of the negotiations and SB 247.

Bay Area

A large cohort of imported tree crews (400-500 workers) have returned home over the first couple of weeks of April. Overtime seems to be dramatically reduced for local and imported crews in the area. Many of the imported crews are being doubled up in the rooms, and some of the generous expenses that had been provided to those imported crews have been reduced. All of this is in conjunction with the requirements of the collective bargaining agreements.

All new import crews arriving in the area from the Midwest are being quarantined for 14 days and some are being subject to the same quarantine time frame when they return home.

Davey Tree is trying to eliminate the

three people in the front seat of a crew vehicle to increase physical distancing with the crew members. They have also allowed a more liberal use of time off without pay during this time over COVID concerns.

We are having issues with the company not awarding Top Climber classification in a timely manner to some top trainees who have satisfied all the requirements to do so. We are working to resolve issues pertaining to a couple of the Bay Area contractors who have failed to report the fringe benefits. These are ongoing issues we have seen with just a few select tree contractors.

Southern Area

Our members are happy with the new and improved wages and benefits they're receiving due to SB 247. They have a lot of questions and are asking for the signed agreements. We have been waiting for the IO and for the agreements to be translated into Spanish. All contractors are looking to hire more people in this area; we've been receiving calls from all of them asking for help. The contractors are bringing in lots of sub-contractors to help them to keep up with the current forecast.

We are having issues with some contractors not paying the Lineco Medical Insurance, and the NEAP and NEBF. We have reached out to various companies and have given them phone numbers to the Western Line Chapter and the reporting agency, and this issue is slowly getting corrected.

It seems that all are working 50-60 hours a week since the beginning of the year due to there being lots of work. Our members have been making a lot of

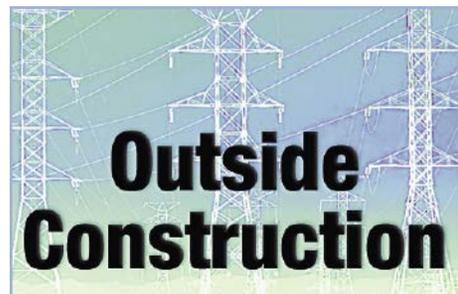


Rogelio Torres

money working double time plus the \$50 per diem. Members are receiving their HRA cards (Benny Card) in the mail from Lineco, which is generating lots of calls on how and for what they can be used.

We are still having accidents and outages. Mario's had two outages and were told to stand all employees down. PG&E is being tougher on the contractors that are having the accidents and outages with some contractors and their subs being forced to stand down on the property. Safety is being strictly enforced and will be monitored more than ever before.

Now, we are fighting COVID-19 and this has taken the nation and our state of California by storm. People are getting sick and some are dying, many are out of work, and it seems to be getting worse every day. We need to wash our hands constantly, keep our distance and limit our contact with others. Unit meetings are cancelled, and field visits are limited. We have been in constant cell communications with many of our members, answering their questions as best as we can.



WORK PICTURE

California

The first couple of months of 2020 started a little slower, compared to what had become the norm for 2019. The work plan wasn't where it should have been with most of the work to begin to pick up after the first quarter, and the COVID -19 pandemic has put a lot of this work on hold.

During California's stay-at-home order, PG&E has stopped or extremely limited work that requires a clearance.

We have seen a significant reduction in workers and dispatches mainly related to work that is deemed noncritical and doesn't require outages, so as to not inconvenience customers who are sheltered in place at home. Projects that are associated with fire hardening, as well as work that can be done energized and deemed critical, have continued to



Ralph Armstrong

go on.

We have seen several members and contractors affected by COVID-19 related work stoppages begin to utilize the IBEW International Office's National Disease Emergency Response Agreement (NDERA as detailed on pg 14). Under the NDERA, a member who has been furloughed can be placed on the out-of-work books and can take short calls (40 hours or less in 1245). If a member who is placed on the books takes a long call anywhere, their previous referral is no longer valid, and they will not be allowed to return to the employer who furloughed them due to the COVID-19 work stoppage. If any employers plan on using these workers on an occasional basis for short or emergency jobs that may come up, we are asking them to not have them placed on the out-of-work books. If

they are placed on the out-of-work books and the employer needs them back for a short call (such as possible storm work), the contractor would need to place a short call through the dispatch office. We also request that any member that is placed in this status notify the dispatch office prior to returning to work in a full-time capacity once the furlough is no longer needed.

The safety of our members and staff remains our top priority. Due to social

distancing requirements and ongoing efforts to reduce the spread of this virus, Local 1245 has initiated a few changes:

- The union hall's doors are locked during the day, and we are enforcing limits on the number of members entering to sign the books at any given time. A security guard and/or staff member is on site to manage the number of people who enter the building.
- Access to the dispatch office is limited to 7am to 9am, and 1pm to 5pm.
- Forms can be filled out electronically, in order to eliminate the need to pass paperwork back and forth in the dispatch office.
- Members utilizing the NDERA provision do not need to come into the hall just have the term slip sent into the dispatch office, and they will be added to the appropriate book.

While these changes to dispatch were all instituted with the COVID-19 in mind, we believe that some of these policies and procedures may in fact be a better way of doing business, and we will be evaluating these processes for the future.

While we are still under the state-mandated orders for social distancing, travelers who plan on traveling to California with the intention of working on PG&E property must be aware of the new PG&E travel restriction requirements.

continued on page 20

salario para los miembros de Nevada este año, todo sobre la base de lo que el Local 1245 había logrado a través de la legislación en un estado vecino. Esto trajo controversias, ya que la compañía también anunció que iba a haber una evaluación de todos los empleados para ver si cumplen con todas las calificaciones para el trabajo que realizan actualmente. Esto ha molestado a este grupo de trabajo. En lugar de obtener un aumento en la remuneración, algunos empleados podrían recibir una reducción en su clasificación por no tener todas las calificaciones necesarias. El tiempo dirá si este aumento salarial ayudará con la contratación y la retención, ya que algunos miembros han dicho que continuarán buscando trabajo en otros lugares.

Mowbray's (PG&E y SMUD) — Hemos recibido notificaciones de que la compañía no ha informado al sindicato sobre todos sus empleados. El Plan de Jubilación Tree Money Market del Local 1245 del IBEW inició una auditoría de la compañía, hecha por Lindquist L.L.C., que está en curso. El período bajo auditoría es de 2015 a 2019. Esperamos los resultados de los hallazgos. Todos los empleados que trabajan en nuestra jurisdicción deben ser miembros del sindicato y recibir todos los beneficios tal como están descritos en el Acuerdo. La asistencia a las reuniones de la unidad de SMUD ha sido buena hasta que fueron suspendidas debido al Coronavirus. Los miembros están muy contentos con la aprobación de SB 247. Todos habían estado esperando este cambio durante mucho tiempo. ¡Queremos agradecer especialmente a Tom Dalzell, Gerente de Negocios del IBEW 1245 y al personal del sindicato por lograr esto para nosotros! ¡Sí se puede!

Mountain Enterprise (Liberty Energy y PG&E — South Lake Tahoe y Truckee) Mountain tiene cuadrillas trabajando en el sur de Lake Tahoe. Las condiciones están empezando a cambiar de nuevo en Placer y el Dorado, las cuadrillas de la división continúan tra-

bajando horas extras. Los nuevos cambios con respecto a SB 247 fueron las noticias más importantes en la historia de los podadores de árboles del IBEW Local 1245. La empresa aceptó los retos que afrontamos y trabajó con nosotros para hacer historia para toda la industria del mantenimiento de árboles de California. Durante la aplicación de estos cambios, algunos trabajadores fueron clasificados incorrectamente, y esta información tuvo que ser aclarada por la compañía y el sindicato. Este fue un problema menor. Debido a las interrupciones del servicio eléctrico que se producen en todo el sistema, la compañía instauró una política de tolerancia cero con respecto a las interrupciones del servicio eléctrico. No estamos de acuerdo con esta práctica, ya que el despido de trabajadores no resuelve el problema. La compañía ha estado utilizando varios subcontratistas en la zona. El trabajo está empezando a disminuir un poco, pero esperamos que la actividad se recupere en el futuro. La asistencia a las reuniones de la unidad había sido muy buena, aunque actualmente han sido suspendidas hasta nuevo aviso debido al Coronavirus. Los miembros del Local 1245 aquí están realmente orgullosos y agradecidos por el aumento salarial y de beneficios como resultado de SB 247.

Davey Tree Surgery y Pole Test & Treatment — El Comité de resolución de quejas debe fijar una fecha para la próxima reunión del comité, pero debido al brote de Corona, no tenemos ninguna reunión planificada aún. Los miembros entienden y está disfrutando de los beneficios de SB 247. Uno de nuestros miembros informó que tenía síntomas parecidos a la gripe, y en vista de la situación del Coronavirus, fue puesto en cuarentena por 14 días en su hogar. Esto ocurrió justo cuando el gobernador Newsom dio la orden de quedarse en casa. La asistencia a todas las reuniones de la unidad había sido buena, aunque actualmente han sido suspendidas hasta nuevo aviso debido al Coronavirus.

Mario's Tree Service (San Joaquín, Sacramento Valley, el Dorado) — Los miembros habían estado esperando los cambios en el nuevo acuerdo y la ley SB 247, eran difíciles de creer. Los cambios entraron en vigor según lo planeado, aunque inmediatamente surgieron problemas de pago pues algunos trabajadores no fueron colocados en la clasificación correcta. Además, varios miembros todavía aún no han recibido su pago de vacaciones como se requiere en el acuerdo. Estamos trabajando para resolver estos asuntos. La Compañía fue suspendida temporalmente por haber ocasionado dos interrupciones del servicio eléctrico en un día, lo que llevó a que todas las operaciones de mantenimiento de árboles de Mario's Tree fueran suspendidas por cinco días. En uno de los incidentes en Tracy, CA, hubo un incendio por la caída de una línea eléctrica sobre una casa, que incendió un garaje (incluso apareció en las noticias locales). La actividad relacionada con quejas ha aumentado. Los miembros están satisfechos con los logros del sindicato a nivel estatal y las negociaciones.

Wright Tree (SMUD y PG&E) — Estamos tratando de acordar una fecha con el Comité de resolución de quejas para resolver todas las quejas pendientes y las quejas nuevas con la Compañía. Tuvimos un problema que surgió en Calistoga donde dos cuadrillas fueron suspendidas por causar la interrupción del servicio eléctrico. Los miembros aquí están muy satisfechos con el resultado de las negociaciones y de la ley SB 247.

Bay Area

Un gran grupo de cuadrillas de podadores árboles (400-500 trabajadores) regresaron a sus lugares de origen durante las primeras semanas de abril. Parece que las horas extra se han reducido drásticamente en la zona, tanto para las cuadrillas locales como las que vienen de otros lugares. Muchas de las cuadrillas de otros lugares están siendo alojadas en habitaciones en grupos de a dos, y se han reducido algunos de los generosos beneficios que se habían ofrecido a esas cuadrillas provenientes de otros lugares. Todo esto está combinado con los requisitos de los acuerdos de contratos colectivos.

Todas las nuevas cuadrillas que llegan de la zona del Midwest de los Estados Unidos están siendo puestas en cuarentena durante 14 días y algunas están sujetas al mismo plazo de cuarentena cuando regresan a sus hogares.

Davey Tree está tratando de eliminar que tres personas ocupen el asiento delantero en los vehículos de la cuadrilla, para aumentar la distancia física entre los miembros de la cuadrilla. También han permitido más flexibilidad en el uso del tiempo libre sin pago actualmente debido a la preocupación por el COVID.

Estamos teniendo problemas con la empresa ya que no está otorgando los ascensos a la clasificación de Escalador Superior (Top Climber) en el plazo que corresponde a algunos de los mejores aprendices que han cumplido con todos

los requisitos. Estamos trabajando para resolver problemas relacionados con un par de contratistas del Bay Area que no han enviado los informes sobre los beneficios complementarios. Estos son problemas en curso que hemos visto solamente en unos pocos contratistas de árboles.

Zona Sur

Nuestros miembros están satisfechos con los nuevos y mejores salarios y beneficios que están recibiendo debido a SB 247. Tienen muchas preguntas y quieren ver los acuerdos firmados. Hemos estado esperando la aprobación de la Oficina Internacional y la traducción al español de los acuerdos. Todos los contratistas quieren contratar a más personas en esta zona; hemos estado recibiendo llamadas de todos ellos pidiendo ayuda. Los contratistas están trayendo muchos subcontratistas para ayudarlos a mantenerse al día con las proyecciones actuales.

Estamos teniendo problemas con algunos contratistas que no han pagado el Seguro Médico de Lineco, el Plan Nacional Eléctrico de Anualidades (NEAP) y el Fondo Nacional de Beneficio Eléctrico (NEBF). Nos hemos comunicado con varias compañías y les dimos los números telefónicos de Western Line Chapter y de la agencia a donde deben enviar los informes, y lentamente, este asunto se está resolviendo.

Parece que todos están trabajando 50-60 horas semanales desde principios de año, pues hay mucho trabajo. Nuestros miembros han estado ganando bastante dinero trabajando con pago doble por horas extra, más los \$50 diarios por el viático diario. Los miembros están recibiendo por correo sus tarjetas HRA (Benny Card) de Lineco, lo que está generando muchas llamadas sobre cómo y para qué pueden utilizarse.

Sigue habiendo accidentes e interrupciones del servicio eléctrico. Mario ocasionó dos interrupciones del servicio eléctrico y se le dijo que sus empleados tenían que suspender el trabajo. PG&E está siendo más estricto con los contratistas que están teniendo accidentes e interrupciones de servicio eléctrico, y algunos contratistas y sus subcontratistas se están viendo obligados a suspender las operaciones en las instalaciones. Se están haciendo cumplir estrictamente las normas de seguridad y se controlarán más que nunca.

Ahora, estamos luchando contra COVID-19 y esto ha arrasado con la nación y con nuestro estado California. La gente se está enfermando y algunos están muriendo, muchos están sin trabajo, y la situación parece empeorar cada día. Debemos lavarnos las manos constantemente, mantenernos a distancia de los demás y limitar nuestros contactos con otras personas. Se han cancelado las reuniones de la unidad y están limitadas las visitas a los lugares donde se ejecutan los trabajos. Hemos estado en comunicaciones constantes por celular con muchos de nuestros miembros, respondiendo sus preguntas lo mejor que podemos.

IBEW 1245 Member Killed in Off-Road Vehicle Accident

It is with a heavy heart that we report that, earlier this spring, an accident in Santa Rosa claimed the life of a new IBEW 1245 member when the off-highway vehicle (OHV) he was driving went off the road and down an embankment. The member has been identified as David Romero-Mendoza, age 31. He was working in vegetation management as a groundman for Mountain F. Enterprises, and had only been on the job for two months prior to the accident.

"A young man with a bright career ahead of him has been taken from this world too soon. Our deepest condolences go out to Brother Romero-Mendoza's family and loved ones during this heart-wrenching time," said IBEW 1245 Business Manager Tom Dalzell. "This tragic loss of life underscores the inherent risks and hazards that our members face on the job each and every day. As we mourn the passing of this IBEW brother, we must also re-commit to the principles of safety that the IBEW was founded upon, and look out for ourselves, and each other."

There were two other passengers in the vehicle at the time of the accident. One sustained some injuries but declined medical treatment, and the other was in the hospital overnight for observation due to head and shoulder pain, but has since been released. The incident is still under investigation and the cause of the accident has not yet been determined. More information will be released as it becomes available.

Outside, from page 18

- As of March 20, 2020, if you or a member of your household have a) flown on a commercial flight or b) have traveled to states that are on the CDC domestic travel advisory or c) traveled by cruise ship or d) embarked on any international travel, you will need to be self-quarantined for 14 days.

Many contractors are doing a wide variety of things to help reduce the spread of the virus, including wellness checks every morning, checking employees' temperatures, cleaning vehicles, and having every crew member driving separate vehicles to the job site, to name a few.

We do anticipate that work will be picking back up soon, although perhaps not to the normal level we have been accustomed to (especially after a year like 2019). The Transmission and Distribution inspection project for various sections of tier 1 and tier 2 fire areas, as well as all the tier 3 areas, will be kicking off again soon, which should put quite a few members back to work. We are also hearing that other work will be released soon as PG&E works through how to onboard workers and try to keep human contact to a minimum. More to come on the work picture once things settle down a little bit. Fire season is just around the corner and can't be overlooked.

SMUD has put out to bid pole packages, and it sounds as though HotLine Construction and Diversified Utility Services (DUSI) were chosen to bid on these packages. Hotline has had that work over the last year or two, however it has been several years since DUSI has worked in the jurisdiction.

Nevada

The Nevada work looks to still be doing well despite the COVID-19 crisis. NV Energy has several jobs in the pipe and many have already been awarded and are underway. It looks to be another good year in NV. Liberty Utilities has a good number of sizeable projects on tap for 2020 as well as they work on their fire hardening efforts.

Nevada OSHA has issued warning of possible violations of social distancing to NV Energy employees, which is also putting the contractors on notice. We are working with the state as well as the other Local Union that represents NV Energy and contractors in Southern Nevada to get clarification and possibly another designation with our work groups, as putting these requirements on our workforce can create other hazards and adverse problems to our members.

PAR still has doc crews and linemen in North & South Lake Tahoe working for Liberty Utilities. They also continue to work on NV Energy fire safety projects in Tahoe and Elko. The initial Elko fire safety inspections are now complete. In 2020 NV Energy and Liberty Utilities are looking to expand this program, creating even more work for our outside contractors. This fire inspection work will turn into repair work and take a sizable amount of manpower to complete this year. Par has expanded its QC staff for the fire inspections. These

members review all inspection tags that come back to the office for accuracy and consistency, so that NV Energy is getting a realistic look at what parts of their system need attention.

PAR has resumed work on the two 4-25KV cutovers that were supposed to be completed by the end of the year but have been pushed back due to the fire inspections (not sure of new completion date).

Wasatch still has 40+/- doc linemen working at various locations for NV Energy. There are seven+/- sub techs and one tele-data tech working for the NV Energy substation group all over the system. The doc work seems to be moving along slowly but steadily. Wasatch has been given the fire safety repairs in Elko, and they have one crew working on it currently.

Titan is currently working on a 4-25KV cutover in Reno. This project has one heavy crew doing hand digs, pole sets and re-conductor work.

Summit's 120 KV loop transmission line in the TRIC industrial park is approximately 10 miles of 120 KV, and both phases are now complete. The smaller projects that Summit was previously awarded have been pulled back due to budget issues with NV Energy.

Cupertino is only a few weeks away from the Mustang substation in Sparks, NV.

Unit Meetings

Our unit meetings have been cancelled until further notice. As we continue to monitor the situation regarding COVID-19 we will be evaluating the need to cancel meetings on a monthly basis. Please check the IBEW 1245 website for news and information related to the OSL work group, as we try to keep it up to date with the latest information available.

Business Representatives

All the Business Representatives have been very busy handling all the issues that come with both the COVID-19 reductions and the work that is ongoing. There are three Outside Construction Business Representatives that are available to answer questions or handle issues if they arise.

- Ralph Kenyon (Northern Area)
- Casey Kelley (Nevada and the Sierras)
- Richard Ingle (Southern Area)

Safety and Red Book Update

The Red Book has been approved by the full committee and is at the printer at the time of this report. They should be ready for distribution in the coming weeks, as soon as we get them back from the printer. It can also be found on our website at <https://ibew1245.com/outside-line-safety-manual/>. This has been a long time coming, and a lot of work was put into this product, as it represents a full review of the book page by page, and the updates reflect the changes that were implemented by OSHA.

JATC

CalNev JATC started the interview process during the last week of February

for the nearly 1,000 applicants that were submitted and eligible for the interview process. Since then, things have changed dramatically due to COVID 19, and all future interviews have been put on hold until the current state directives have been removed or relaxed.

All classroom time has also been suspended until the current situation gets better, however current indentured apprentices are still required to complete their workbooks. At this time, we are not sure when things will return to normal.

Current apprentices report:

- 594 outside line apprentices registered in our JATC program.
- 4 traveling "Hot" apprentices in Cal Nev's jurisdiction.
- 181 Apprentices working out of local 1245
- 289 working out of 47
- 23 working out of 396
- 95 are unemployed, 21 are not available to work for various reasons and 6 are on a leave
- 17 apprentices graduated to Journeyman Lineman since January 1, 2020.
- 0 new apprentices indentured as outside line apprentices in 2020.

The new Northern CalNev JATC facility, which will sit on a 13 acre property recently purchased by the CalNevJATC, is going through the final negotiation process with the General Contractor that the trustees chose to build this facility. We are hopeful these final details will be worked out soon and construction will begin shortly afterwards. We were originally given an approxi-

mate 10-month time frame to complete once construction has begun, however given the current shut downs in different industries, we may see some short delays.

As we work on building this new facility to handle the increased load of apprentices in Northern California, we still maintain the temporary Northern California Cal-Nev JATC training site in Sacramento at the former Campbells Soup facility. The building, located at 6200 Franklin Blvd, is 6000 sq. ft. which allows us to handle the increased volume of apprentices and install our new Trans Banker transformer simulator.

To get to the building: If you're coming from Hwy 99, take the 47th offramp and head West on 47th. Once you cross Franklin Blvd take the first driveway on your right. The parking lot is 100 yard off of 47th on the left. The training facility is the larger of the two steel buildings

EVENTS CALENDAR

- First Aid & CPR classes are cancelled until further notice.

DISPATCH

Please call the Hotline after hours for daily counts related to actual numbers on the Books.

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

Federal Motor Carrier Safety Administration

DRUG & ALCOHOL CLEARINGHOUSE

FMCSA Clearinghouse Overview for Commercial Drivers: No Change to Drug and Alcohol Testing for Employees. Changes Only to Reporting and Only for CDL Holders.

The FMCSA Clearinghouse is a secure, online database that contains real-time information about CDL drivers with drug or alcohol program violations in accordance with regulations (specifically: 49 CFR Part 382). An act of Congress directed the Secretary of Transportation to create the Clearinghouse. This new regulation affects employees that perform safety sensitive functions, as defined by the Federal Motor Carrier Safety Administration (FMCSA).

Employers are required to query the Clearinghouse each time they hire a new driver AND every year for their existing drivers

- Full query: releases any information in the Clearinghouse about a driver to the employer
- Limited query: tells an employer whether there is any information about a driver in the Clearinghouse but does not release that information
- **Drivers must provide consent for queries**
 - Full query consent: can only be provided by logging into the Clearinghouse and providing consent through the Clearinghouse
 - Limited query consent: provided outside the Clearinghouse directly to employers

The Clearinghouse will contain records of drug and alcohol violations as required by regulations. This includes:

- Positive drug or alcohol test results
- Test refusals
- Completion of the return-to-duty (RTD) process

Drivers are encouraged to Register with the Clearinghouse

- To register, visit clearinghouse.fmcsa.dot.gov
- Information there can explain the steps for registering with the Clearinghouse
- Drivers that apply for new jobs will be required to provide register with the Clearinghouse

Drivers will be notified anytime information about him/her is:

- Added to, revised, or removed from the Clearinghouse
- Released to an employer, including the reason it was released
- Drivers can select their SAPs via the Clearinghouse

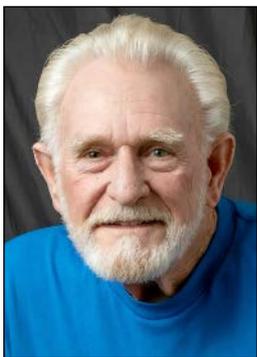
For more information, visit clearinghouse.fmcsa.dot.gov



A Point of Maturity

Do you remember a point in your life when an earlier admonition by your parents suddenly had meaning? That was an individual 'point of maturity' for you. You had grown as a person.

Many in my generation worked union jobs from an early age. This led to a certain level of complacency regarding unions and their inherent value. I fell into this category.



Bill Wallace

I had a union job since the tenth grade in High School, consequently I didn't give much thought to unions. Like the roof over my head and the food on the table, unions were just a part of my life. I took them for granted. As a young man, I made an irresponsible comment to a shop steward. He responded by telling me, "Each generation has a choice to make." He pointed out, "We were handed this unique opportunity to control our destiny and each of us has to decide whether we will continue to nurture it or discard it."

At the time I did not fully understand his words, but I never forgot what he said. Many years later his meaning resonated with me. That was a "point of maturity" for me. I suddenly realized that, thanks to the sweat and blood of others, we had inherited unions. If we want to continue what they created, we must put in some sweat and hard work ourselves.

Unions do not exist in isolation. They are a collection of working individuals that want to control their own life. This power of individuals, which is represented by a clenched fist, is vested in unions. It doesn't matter whether you are working or you are retired, this strength is necessary to ensure your economic security. Retirees need to continue in whatever manner possible, supporting the union that made it possible.

If you are reading this, you made a choice to stay connected to IBEW 1245. Take a step further and join the nearest 1245 retiree club. If there is not one near you, start one. In this way, you are adding to the power and providing the necessary strength to fend off inevitable attacks.

— Bill Wallace,
IBEW 1245 Retiree

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, Sacramento/Vacaville, 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!

Abrocosa, Renato 48 years Daly City, CA	Diaz, Ricardo 47 years Salinas, CA	Hutcheson, Michael 41 years Oroville, CA	Martinez, Laura 37 years Union City, CA	Preciado, Robert 42 years Rescue, CA	Takeuchi, Jiro 42 years San Bruno, CA
Azevedo, Delbert 36 years Sacramento, CA	Fanucchi, Joe Jr. 31 years Mokelumne Hill, CA	Ice, Christopher 29 years Folsom, CA	Marymee, Brian 41 years Verdi, NV	Prior, Barry 42 years Rocklin, CA	Tom, Linnie 40 years Walnut Creek, CA
Bell, Richard 35 years Clovis, CA	Fedor, Pat 35 years Shaver Lake, CA	Imperatrice, Darla 19 years Dayton, NV	McBee, Victor 37 years Pollock Pines, CA	Ragan, Timothy 35 years Santa Maria, CA	Tonne, Theodore 36 years Livermore, CA
Boatman, Brian 34 years Morro Bay, CA	Forman, Scott 37 years Pacifica, CA	Jee, Warren 35 years San Francisco, CA	McGee, L 25 years Fresno, CA	Ramirez, Joe 26 years Sanger, CA	Turner, Victor 41 years Kingsburg, CA
Borgen, Eric 43 years Woodbridge, CA	Franklin, Don 20 years Durham, CA	Johnson, Ted 45 years Clovis, CA	McLoughlin, Michael 25 years Petaluma, CA	Rasmussen, Keith 44 years Fresno, CA	Valenti, Michael 25 years Brentwood, CA
Burnell, David 12 years Ft. Collins, CO	Fung, Kenneth 36 years Tracy, CA	Justice, Donna 37 years Sacramento, CA	Meier, Ralph 37 years Sutter Creek, CA	Rebollo, Greg 14 years Mountain View, CA	Walton, Randy 35 years Willows, CA
Butler, Mark 37 years Hydesville, CA	Gallagher, Kathryn 11 years Mckinleyville, CA	Kamiyama, Shelley 36 years Vallejo, CA	Melton, Elizabeth 26 years Roseville, CA	Reyes-Eichhorn, Laarni 35 years Fairfield, CA	Ward, Mary 40 years Fremont, CA
Byndloss, Doreen 38 years Fairfield, CA	Gillming, Daniel 35 years Pumas Lake, CA	Keegan, Jodi 39 years Fulton, CA	Morgan, Diane 45 years Red Bluff, CA	Ross, Sandra 16 years Kihei, HI	Weatherson, Glenn 35 years Yuba City, CA
Camille, Cynthia 40 years Stockton, CA	Giordano, Gerald 31 years Sutter Creek, CA	Kelly, William 42 years Royal Oaks, CA	Morgan, Steven 34 years Auburn, CA	Rowland, Steven 43 years Fairfield, CA	Wibeto, Harold 42 years Hanford, CA
Carlyle, Linda 8 years Santa Rosa, CA	Graham, Kenneth 36 years Suttercreek, CA	Keyser, Shirley 16 years Hanford, CA	Nelson, Chris 40 years Fair Oaks, CA	Sakamoto, Anthony 36 years Bakersfield, CA	Wilshusen, Daryl 35 years Clovis, CA
Carter, Jeff 34 years Sebastopol, CA	Gravelle, Allen 30 years Alameda, CA	Kuhn, Gary 42 years Spreckels, CA	Nomellini, Cynthia 41 years Clayton, CA	Serra, Monica 28 years El Dorado Hills, CA	Winkler, Anthony 40 years Folsom, CA
Castro, John 35 years Bakersfield, CA	Grelle, Jerry 42 years Camp Connell, CA	Landucci, Deborah 41 years Fresno, CA	Nutt, Donald 36 years Lakeport, CA	Shoulet, Rex 35 years Bakersfield, CA	Winterboer, Jon 40 years Novato, CA
Chapman, Steven 30 years Paso Robles, CA	Grimes, Melody 37 years Fresno, CA	Lipe, David 41 years Clovis, CA	Olson, Victoria 40 years Santa Rosa, CA	Smith, Dale 37 years Fresno, CA	Wong, Sally 41 years San Bruno, CA
Chavez, Jacob 43 years Lemoore, CA	Groth, Mark 32 years Sacramento, CA	Long, Kenneth 31 years Nipomo, CA	O'Neill, Denise 38 years Fresno, CA	Spears, John 25 years Seaside, CA	Wright, Patricia 17 years Salida, CA
Citti, Daniel 39 years Minden, NV	Guerrero, Ralph 40 years San Jose, CA	Lovecchio, Richard 41 years Patterson, CA	Pardee, Roy 16 years Ukiah, CA	Steinhauer, John 19 years Gilroy, CA	Zierau, Danny 14 years Apple Valley, CA
Costan, Paul 13 years Alameda, CA	Gutierrez, Marlon 19 years Chico, CA	Manley, Paul 37 years Placerville, CA	Pine, Samuel 42 years Pleasant Hill, CA	Streeby, Kenneth 44 years Ione, CA	Zinkl, Vincent 37 years Petaluma, CA
Crane, Glenn 41 years Manteca, CA	Hill, Jerry 24 years Elk Grove, CA	Martin, Ralph 39 years Yuba City, CA			
Crowhurst, Peter 35 years Vacaville, CA	Holland, Joan 11 years Berkeley, CA	Martinez, Maria 45 years Fremont, CA			
Daniels, Janice 19 years Alameda, CA	Hood, Loren 25 years Palm Desert, CA	Martinez, Julian 36 years Roseville, CA			
Decarlo, Frank Jr. 41 years Oakland, CA	Huntington, Lon 46 years Mariposa, CA	Martinez, Brenda 44 years Santa Maria, CA			

Congratulations Retirees!
We want you to STAY CONNECTED

to IBEW 1245.



UNIONPLUS

Free Legal Document Reviews and Consultations Through July 31, 2020

Union members can contact MetLife Legal Network Attorneys through July 31, 2020 for no charge advice, consultations and document review for many issues, including:

- Healthcare proxies or other estate planning
- Home refinancing or personal insurance forms
- Elder law questions for caregivers

Union members will also have access to MetLife Legal Plans Self-Help Document Library to complete wills, living wills and power of attorney documents.

www.unionplus.org/hardship-help/union-plus-hardship-help-benefits

Thanks to IBEW 1245 Members, The Future is Bright for SMUD's Community SolarShares Program

Solar power is one of the world's fastest growing renewable energy sources, and there's no doubt that solar has played and will continue to play a big role in helping California meet its ambitious clean-energy goals. In fact, many IBEW 1245 members employed by public and private utilities and contractors have been working for years to expand solar options for utility customers.

On Jan. 1, 2020, a new state law went into effect that requires all newly constructed homes in California to include solar power. Anti-union solar advocates say the new law means all new homes must be built with rooftop solar. That view is already causing much consternation from home builders and affordable housing advocates who are concerned about the high cost of such solar installations in a market that already has some of the highest housing prices in the country.

The Sacramento Municipal Utility District (SMUD) has developed a community solar-based solution, which it has dubbed "Community SolarShares."

The Community SolarShares program gives home buyers the option to get their power from a more cost-effective solar farm in instances where rooftop solar is too costly or otherwise unworkable (often due to the proximity of trees to the home). There is no upfront cost for customers who participate in Community SolarShares, which makes it more feasible for affordable housing development.

The IBEW 1245 members who work at SMUD are intimately familiar with SolarShares – after all, they are the ones who build, maintain, and service the solar farms and ensure reliable energy delivery for SMUD's 1.5 million customers, including those in the SolarShares program.

So when SMUD needed to gain approval from the California Energy Commission (CEC) to move forward with the Community SolarShares option for new homes, more than two dozen IBEW 1245 members — including members from SMUD, as well as members and retirees from other employers —



Serena Moss



Several IBEW 1245 members from SMUD came straight from work to attend the CEC hearing.

flocked to the California Energy Commission to make their voices heard at a hearing on Feb. 20 in Sacramento.

"The room was packed — standing room only — as over a hundred people gave their opinion to the commission on the proposed program. IBEW 1245 was clearly the largest force within the room, and our members and retirees were proud to represent their union and their company on this landmark decision," reported IBEW 1245 Business Rep Lou Mennel. "Our members all spoke individually to the commission for their one-minute allotted time — which

made them nervous, but they knew that it was an important part of the process."

IBEW 1245 Organizing Steward Serena Moss, who works at SMUD, definitely felt the nerves when it was her time to testify before the CEC.

"I may have stumbled over my words, but I got my point across," said Moss. "Community Solar just makes sense for so many reasons: SolarShares will be built by qualified union electrical workers, individuals will still be able to choose to have solar on their homes, and we need trees in the City of Trees! I was happy to see representatives from the Natural

continued on page 24



IBEW 1245 members and staff at the California Energy Commission hearing on Community SolarShares

Photos by John Storey



Kim Camatti

New Agreement Approved at Truckee Donner Public Utility District

In December of 2019, the IBEW 1245 members at Truckee Donner Public Utility District (TDPUD) ratified a new agreement by a vote of 35 Yes, 4 No, 1 Abstain. The five-year agreement was formally adopted by the TDPUD board on March 18, 2020.

The agreement includes a 5% general wage increase effective Jan. 1, 2020, along with a \$1,500 lump sum payment. Annual wage increases for 2021, 2022 and 2023 will be derived from the CPI-W for SF-Oakland-Hayward, CA as calculated but the Bureau of Labor Statistics, with a cap of 5% and a minimum of 2%. In the final year of the agreement (2024), the District shall increase the wages of all bargaining unit employees using the above formula, minus 1%. However, under no circumstances shall the employee receive less than 2% in January 2024. Additionally, wages for Lead Lineman, Electric Foreman and Electrician/Meter Technician Foreman classifications increased 2.5% on Jan. 1, 2020.

The new agreement also includes union security language; an increase in comp time from 64-72 hours; meal increase from \$20 to \$25 per missed meal; phone reimbursement increase for on-call employees from \$16 to \$20 per month; military leave pay for up to

30 days; and a boot allowance increase from \$525 to \$575 per year, with a 2.5% increase yearly. The employee birthday holiday has been changed to a floating holiday, and personal disability paid sick leave has been converted to paid sick leave, with the ability to cash out eight hours of sick leave annually.

The monthly retiree benefit cap increased from \$475 to \$600 for individual only, spouse only and children only, the spouse-and-children only cap increased

from \$725 to \$1000, and the Medicare rate went up from \$375 to \$500. This comes with the option of the benefit either being paid directly to the employee or to an HRA. (There is a disagreement on the interpretation of applicability of the increased Retiree Medical Cap. The District is arguing that it does not apply to current retirees, only to future retirees, while the Union believes it applies to current retirees as well. A grievance on this matter is pending.) There will be no med-

ical premium from the employees in 2020. In years 2021 and 2022, there will be a \$25-per-month employee contribution, and in 2023 and 2024, there will be a \$50.00-per-month employee contribution.

Bargaining for the union were IBEW 1245 Senior Assistant Business Manager Al Fortier, Assistant Business Manager Dylan Gottfried and myself, along with TDPUD members Shannon Hoyt, Tami McCollum, Mark Mehler and Lisa Swartz. — Mike Venturino, IBEW 1245 Business Rep

Energy Choice CA Call Center Reps Secure Their First Union Agreement

Eighteen months after voting to join IBEW Local 1245, the call center representatives at Energy Choice California (ECC) in Santa Rosa have ratified their very first collective bargaining agreement. The three-year agreement (last, best and final offer) was unanimously approved by the new members, and went into effect on February 17, 2020.

Wages were among the members' top priority in bargaining. As part of the agreement, Tier 2 customer service representatives (95% of the represented members) received an increase in their

hourly rate from \$16 per hour to \$20 per hour, and shift leaders went from \$16.50 to \$20.75. Additionally, we secured 2% wage increases in each subsequent year of the agreement (2021 and 2022). Representatives who provide bilingual services will receive an additional premium of \$0.25/hour.

The ECC call center reps also expressed a strong desire for a better scheduling system, as well as a formal process to adjudicate labor-management disputes. The union bargaining team secured a commitment from the

employer to give employees a 14-day notice when a schedule change is needed, as well as a sorely-needed grievance process. The agreement also includes expedited reimbursement for the employee parking garage fees.

The negotiating committee changed over the course of the bargaining process, but in the end, the team was comprised of members Charlsie Hoaglin and Cameron Escobar-Shells, along with Senior Assistant Business Manager Bryan Carroll and myself.

— Gracie Clark, IBEW 1245 Business Rep

Superior Sewers: IBEW 1245 Members at City of Redding Wastewater Collections Recognized

The IBEW 1245 members who work at the City of Redding's wastewater utility collection department are the embodiment of workplace excellence. Thanks to their hard work maintaining the system and preemptively addressing potential stoppages, in 2019 Redding clocked the lowest annual number of Sanitary Sewer Overflows (SSOs) since the city began tracking in 2007 — a total of just five spills altogether, averaging 1.16 spills per 100 miles of pipe. By comparison, the regional average over the same time period was 22.82, and the statewide average was 34.85.

"We have a really vigorous cleaning program, and we do a lot of inspections so we can identify problems and immediately dig up and fix them [before overflows occur]. Last year, we hydro-cleaned 1,596,479 feet of pipe, inspected 800,787 linear feet, and

made 56 estimation repairs," explained seven-year IBEW 1245 member Luke Pearson, who works in the sewer department. "We've got a great group here, we're all friends at work and away from work ... and we've

actually been named as the wastewater collection system of the year for the north state for the second year in a row. We're in the running for the entire state right now!"

"This is a direct result of crews work-

ing very hard to keep lines clear and reacting quickly to overflows when they do occur," the City wrote on its Facebook page. "This caliber of performance protects public health AND the environment."



The City of Redding's wastewater collections team

Photo courtesy of City of Redding



SERVICE AWARDS

Merced

February 21, 2020



35 Years From left: Rodney Stewart, (Dalzell) and Zane Williams



30 Years From left: Tracey Crow, (Dalzell) and Richard Torres

Congratulations on your service!



5 Years Front row, from left: Paul Grise and Jeremy Lee. Back row: Brian Haygood

Photos by John Storey



45 Years From left: Business Manager Tom Dalzell, Daniel Mayo and his wife Jackie Mayo



15 Years Front row, from left: Filemon Gonzales, Michael Patterson and Steve Johnson. Back row, from left: Michael Van Egmond, Blake Redding and Erik Paige



5 Years Front row, from left: Antonio Vega and Nicholas Larrison. Back row, from left: Juan Olide and Anthony Limon-Davis



40 Years From left: Jeffrey Young, (Dalzell) and Steven Castillo



5 & 10 Years From left: 10 year member Nathan Hamill and 5 year member Antonio Vega

HONOREES

50 Years
Alicea, Robert

45 Years
Mayo, Daniel

40 Years
Castillo, Steven
McDonough, Michael
Ochoa, Greg
Young, Jeffrey

35 Years
Boeder, Richard
Ennis, Jeffrey
Lafata, Randal
Sabol, Steven
Stewart, Rodney
Wevers, Mike
Wilkins, Vincent
Williams, Zane

30 Years
Crow, Tracey
Herzog, Donald
King, W Gordon
People, Willie
Torres, Richard

20 Years
Dutey, Gary
Mack, Samuel
Nava, Efrain Jr.

Pickens, Mark

15 Years

Calley, Sonny
Gaeta, Angelo
Gentry, Debrina
Gonzalez, Filemon
Gudgel, Elmer
Guinn, Casey
Hartley, Walter
Jones, Michael
Kane, Kyle
Paige, Erik
Peck, Shane
Redding, Blake
Rocha, Anthony
Schoolen, David

10 Years

Arroyo, Jaime
Dunworth, Kyle
Espinoza, Jose
Gomez, Jaime
Hamill, Nathan
Jacobs, Tjay
Jurado, Luis
Jurado, Adrian
Martinez, April
Maxwell, Charles
Millsap, Trent
Murillo-Miranda, Luis
Olivera, Pedro
Rivera, David

Tinajero, Everardo

5 Years

Barnett, Lee
Barnett, Justin
Brown, Joshua
Carrasquillo, Hector
Chamnis, Robert
Conner, Jason
Crane, Anthony
Dicochea, Jesus
Dudley, Tyler
Frost, Joston
Grise, Paul
Gurrola, Johnny II
Haygood, Brian
Johnson, Matthew
Kishor, Niraj
Larrison, Nicholas
Lee, Jeremy
Lemmons, Austin
Lemus, Milton
Limon-Davis, Anthony
Lopes, Andrew
Olide, Juan
Pelletier, Corey
Rangel, Giovanni
Rojas Ramirez, Edgar
Ryan, Dusty
Vega, Antonio
Wolf, Adrian

Former IBEW 1245 Organizing Steward Appointed to Winters Joint Unified School District Board of Trustees

At the end of 2016, I became involved with the union, thanks to longtime IBEW 1245 Organizing Steward Steve Marcotte. He never gave up on recruiting me to be an Organizing Steward, and he always said that I would be good at it. At first, I was unsure if it would be something I would be good at, since it seemed so different from what I had done before. But I enjoy speaking to people and learning new things, so I went ahead and met Steve and a few other Organizing Stewards at the Capitol. The plan that day was to do visits with members of the Senate and the Assembly, and it required talking with them about a bill we were supporting. This gave me the opportunity to meet a few Senators and members of the Assembly. I also got to go speak with Assemblywoman Cecilia Aguiar-Curry, who I know personally, as she is from my town, Winters. This is when I realized I had a passion for politics, and that it was something I wanted to continue doing.



Stephanie Chavez

I became an Organizing Steward in 2017 and I did all my work with the union at the Capitol. As time progressed, I became more passionate about my work with IBEW 1245. At the same time, I started volunteering more in my daughter's elementary school and committees. Towards the end of 2018, I realized the schools needed some change, and it really opened my eyes to be even more involved.

At the beginning of 2019, I found out that virtually anybody can be on the School Board for the District; it was simply a matter of being voted in to that position if it was open. I investigated it further and learned that everyone on the Board at that time had been there for close to 10 years, and they've always retained their positions because nobody ran against them. I also discovered that the School Board Trustee for my specific area would be termed out in 2022. That's when I decided I wanted to

run for that position when it was time. I started asking around, talking to a few people to see what they thought of the idea. IBEW 1245 staffers Rene Cruz Martinez, Fred Ross and Hunter Stern all agreed and encouraged me to do it. I also asked Assemblywoman Cecilia Aguiar-Curry on her thoughts, and she said with excitement, "YES!"

The last time I was at the Capitol, Fred Ross brought up the subject of me running for the school board to Assemblymember Joaquin Arambula. His response was that he liked that I was a young woman interested in being in politics. This motivated me to start planning a bit on what my game plan would be to run.

On January 16, 2020, Michael Olivas, the Winters Joint Unified School Board Trustee for Area 3, resigned from office. In that moment, I was a bit shocked, because that is my area and the seat I was considering running for — but it was much sooner than I had anticipated. I had a lot of support from my former teachers and staff, telling me that that this was still a great time to apply, so without further hesitation, I made the decision to go ahead and submit my application.

When a Trustee resigns, the remaining board members interview the candidates and appoint a new trustee to finish out the term. I was called in to interview on March 5, 2020, as one of three candidates vying for the position. My interview was in front of the four board members and the superintendent, and it was open to the public. After the interview, I witnessed the vote — and I won by a vote of 3-1, making me the youngest board member to ever serve on the board.

That same night at 6pm I was sworn in as the new Winters Joint Unified School Board Trustee for Area 3. I started working that very evening, and I am super excited for the opportunity!

— Stephanie Chavez, former IBEW 1245 Organizing Steward

hours, with testimony from various organizations and companies — some of which support the proposal, and some of which oppose it. At the end of the day, the CEC voted unanimously in favor of the Community SolarShares plan.

"It was very exciting when the proposal was unanimously approved ... we were all elated!" said Moss. "I'm happy to have been involved."

"This victory is a true testament to the power that Local 1245 members have when they speak out collectively on key utility issues," said IBEW 1245 Business Manager Tom Dalzell.

— Rebecca Band, IBEW 1245 Communications Director



SERVICE AWARDS

San Luis Obispo

February 7, 2020



40 Years Front row, from left: Elane Robbins, James Ramsey and William Davis. Back row, from left: Carlos Bedia, Mario Landeros, Brian Leader and Matthew Weeks

Congratulations on your service!



35 Years

Front row, from left: Daniel Jones, Gloria Lima-Calderone, and Oscar Martinez. Back row, from left: Jack Trygg, Sal Valenti and Todd Osborne



35 Years

Front row, from left: Anthony Cappelluti, Tracy Dumont and Bill Lynch. Back row, from left: Jerry Camacho, Scott Coito and Howard Darington

SolarShares, from page 22

Resources Defense Council and the Sacramento Tree Foundation also speak in support of the SolarShares program."

"I felt it was super important to show the commission the solidarity of SMUD employees standing together, with our PG&E brothers and sisters there in support," added IBEW 1245 Organizing Steward Kim Camatti. "As SMUD employees, we are committed to our customers. Knowing SolarShares is truly a community-based program that will better serve our customers is important."

The lengthy hearing went on for many



30 Years

From left: Gregory Porte and Ivan Wimberly



25 Years

From left: Senior Assistant Business Manager Bob Dean with Roberta Lopez



30 Years

Front row, from left: Renelle Hayes, Fidela Barrios, and William Saiki. Back row, from left: Scott Tremper, Jack Gabriel and Dennis Marshall

Photos by John Storey



20 Years

Front row, from left: Natalie Christensen, Michael Nowlen, and James Fitzgerald. Back row, from left: (Dean) and Joel Iliif



15 Years

From left: from row: Richard Sumabat, Elizabeth Ruiz, and Thomas Heisdorf. Back row, from left: (Dean), Brandon Dye and Michael Brown



10 Years

From left: (Dean), Geraldine Lanier and Business Rep. Jerry Camacho



5 Years

From left: Ramiro Monreal, Shannon Marrs, and Jonathan Montoya



5 Years

Front row, from left: Matt Breckel, Joshua Anthony and Kevin Alvarado. Back row, from left: Zachary Harman, Patrick Ellsworth and Cody Dye



5 Years

Front row, from left: Elizabeth Wallace, Lauro Sanchez and William Hunzekerat. Back row, from left: Kelly Moffitt, Graham Carver and Travis Lowery

HONOREES

45 Years

Mason, Karen

40 Years

Leader, Brian Bedia, Carlos Jr. Buscher, Mark Davis, William Dodd, Lula Hackett, Gary Landeros, Mario Mitchell, Daniel Ramirez, Kris Ramsey, James Robbins, Elane Weeks, Matthew Worrell, Donald

35 Years

Camacho, Jerry Cappelluti, Anthony Coito, Scott Darington, Howard Dumont, Tracy Engle, Todd Jones, Daniel Kern, Paul Layugan, Jim Leih, Bryan Lima-Calderone, Gloria Lynch, Bill Martinez, Oscar McSwain, Susan Normile, Mike Osborne, Todd Ragan, Timothy Trygg, Jack

30 Years

Turner, Mark Valenti, Sal Barrios, Fidela Chapman, Steven Gabriel, Jack Grzincic, Thomas Gurney, Greg Hansen, Kenneth Hayes, Renelle Hubbard, James Isaacson, Eric Lindquist, Phillip Marshall, Dennis McCrum, George Jr. Porte, Gregory Saiki, William Tremper, Scott Vanderlick, Arthur

25 Years

Bennett, Kyle Galati, Vince Grennan, Thomas Howland, Tarrie Lafuente, Alvino Lessi, Darren Lopez, Roberta

20 Years

Anderson, Robert Christensen, Natalie Declue, Chris Ettestad, Todd Fitzgerald, James Iliif, Joel Nowlen, Michael Pelletier, Becky Railsback, Jerry

15 Years

Anderson, Karl

Angeloni, Ronald Banta, Eric Bohanon, Jason Brown, Michael Clipperton, John Dye, Brandon Fillmore, Janet Garcia, Jose Gilson, David Goodwin, Aaron Gray, Derek Heisdorf, Thomas Kasarjian, Brian Kelsey, Richard Maldonado, Omar Motta, Joshua Muro, Brian Nancolas, Kristopher Perry, Daniel Railsback, Mark Reynoso, Frank III Ruiz, Elizabeth Sumabat, Richard

Tarango, Marc Thomas, Jacob Tolley, Matt Wilson, Andrew

10 Years

Acosta, Ignacio Bullard, Beau Clough, Michael Collins, Matthew Derosier, Chanel Griffin, John Hanley, Joseph Hansen, Andrew Hartwig, Adriana Herman, Matt Jorgensen, David Lanier, Geraldine Lipari, Aaron Llorente, Richard Maldonado, Crisogono Nunes, Mitch Partida, Adrian

Ross, Richard Ruiz, Cesar Sandoval, Antonio Sheffield, Chad Vanbogelen, Julie Williams, Dayna

5 Years

Althausen, Charles Alvarado, Kevin Anderson, Nicholas Anthony, Joshua Belliaro, Michael Bennett, Kevin Bremer, James Brownlee, Dylan Campbell, Robert Carver, Graham Cervantes, Esteban Clements, Jacob Clipperton, Michael Congdon, Daniel

Cortez, Carlos Cortez, Dennis Covert, Trevor Davenport, Nicholas Donovan, Dutch Dragovcic, Kristian Duval, Jack Dye, Cody Ellsworth, Patrick Garcia, Robert Ginevra, Jay Gonzalez, Jesus Griffin, Brandon Harman, Zachary Holden, Scott Hunzeker, William Jensen, Jon Knapp, Sarah Lowery, Travis MacFarlane, Daniel Maldonado, Bryant Maldonado, Eduardo Maldonado, Maximino

Marrs, Shannon Marshall, Andrew McGregor, Steven Moffitt, Kelly Monreal, Ramiro Monson, Eric Montoya, Jonathan Moretto, Nicholas Olson, Logan Paredes, Ruben Powell, Kacey Sanchez, Lauro Schultz, Lawrence Silva, Christopher Sparks, David Standiford, Jared Stevens, John Sullivan, Brian Thompson, Benjamin Wallace, Austin Warner, Corey West, Brandon



Units lend a helping hand

All of the following unit donations to various charitable organizations from January through March 2020 were approved by the IBEW 1245 Executive Board.

Fresno Unit #1111 donated \$500 to the Central Valley Community Foundation's Honor Flight.*

City of Vallejo Unit #2376 donated \$250 to Mira Theater Guild and \$250 to Love is Foundation.*

City of Roseville Unit #3512 donated \$500 to Field of Dreams.*

Santa Rosa Unit #3712 donated \$500 to support a team participating in the July 18, 2020 Relay for Life event in Sonoma County.*

Frontier Unit #4011 donated \$500 to the Palo Cedro Community Action Team.*

Redding Trees Unit #4419 donated \$500 to Toys for Tots.*

Fort Bragg Unit #3717 donated \$500 to support the spring season of Fort Bragg Little League.

Rocklin Unit #3515 donated \$250 along with \$175 in matching funds to St. Elias Orthodox Church to help care for union member, Ryan Union. The unit also donated \$250 along with \$175 in matching funds to Forest Lake Christian School for the Chavez Family Scholarship fund.*

City of Healdsburg Unit #3731 donated \$250 to Endo of Endo Project in San Francisco, and \$250 to TC Elite Competitive Cheer Gym for the 2020 Quest Competition.*

Winnemucca Retirees donated \$250 to Sober Grad Night at Battle Mountain High School and \$250 along with \$250 in matching funds to Winnemucca Domestic Violence Services.*

Turlock ID Unit #1126 donated \$250 to Pitman HS Softball program.

Santa Maria Unit #1216 donated \$500 to the Boy Scouts of America Troop 450 of Nipomo.

City of Oakland Unit #2211 donated \$500 to support recreational activities at the Elmhurst Elementary School in Oakland.

Sonora Unit #2517 donated \$325 to the Oakdale Baseball and Softball Association.

Yerington Retirees donated \$250 to the Yerington Food Pantry.

USBR/Keswick Unit #3218 donated \$200 to sponsor the Redding Youth Soccer League.

City of Lompoc Unit #1218 donated \$250 to the Coast Valley Soccer Club to assist with tournament and league costs.

Fresh Pond SMUD Unit #3912 donated \$300 to the El Dorado High School boosters.

*designates 2019 funds

IBEW 1245 Donates More Than \$60,000 to Local Food Bank

Every day, the Food Bank of Contra Costa and Solano provides up to 75% of daily groceries for 178,000 individuals — approximately 1 in 9 residents in the region. IBEW 1245 has a long-standing relationship with the Food Bank, and over the past decade, the Executive Board, Advisory Council, members and staff of the union have donated hundreds of hours of volunteer time to support this critical life-saving food program.

Right now, the Food Bank is seeing a massive influx of families in need of food assistance due to large-scale layoffs that have come as a result of the COVID-19 pandemic. In just the first two weeks of the shelter-in-place order, the Food Bank saw a 50% increase in the number of people at their food distributions, and that number continues to grow every day. Due to limited quantities available through their usual suppliers, the Food Bank has also seen a

marked increase in the costs associated with putting together their food boxes.

The Food Bank needs all the resources it can get right now, and their request for donations prompted the IBEW 1245 Executive Board to vote to direct all remaining unused Community Fund monies from 2019 — a total of \$36,950 — to the Food Bank. Additionally, several members of the IBEW 1245 staff volunteered to donate vacation time to support the Food Bank, netting another \$26,031.54, for a total of \$62,981.54. Altogether, this donation will provide 3,149 food boxes for families in need.

Members who wish to make personal tax-deductible donations to the Food Bank of Contra Costa and Solano can do so at <https://www.foodbankccs.org/>. You can also find a food bank to support in your own community at <https://www.feedingamerica.org/find-your-local-foodbank>.



Winnemucca Retirees Present \$500 Donation to Support Victims of Domestic Violence

On March 4, IBEW 1245's Winnemucca Retirees Club presented a \$500 Community Fund donation to Winnemucca Domestic Violence Services, which offers free confidential services — including support, housing options, counseling, legal referrals, safety plan and much more — to those experiencing domestic violence or sexual assault.

Morlan also gave the retirees a short presentation about the work that WDVS

does on behalf of families shattered by violence and fear, and their need for shelter and support during such troubling times.

"On behalf of our Retirees and the Club, we wish to thank IBEW 1245 for such generous support of this important service in our community," Winnemucca Retirees Club Acting Treasurer Michael Dean wrote. "Your support provides hope for the future for many of those affected."



Winnemucca Retirees Club Acting Treasurer Michael Dean (right) and Acting President Thomas "T" Bird (left) presented a \$500 donation to Winnemucca Domestic Violence Services Program Advocate Tabitha Morlan (center).

Photo by Sue Bird

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MANEJO DE LA VEGETACIÓN



OYE HERMANO, VEN PARA QUE CONOZCAS AL RESTO DE LA CUADRILLA! ¿HAS TRABAJADO COMO PODADOR DE ÁRBOLES PARA EL DESPEJE DE LINEAS ANTES?

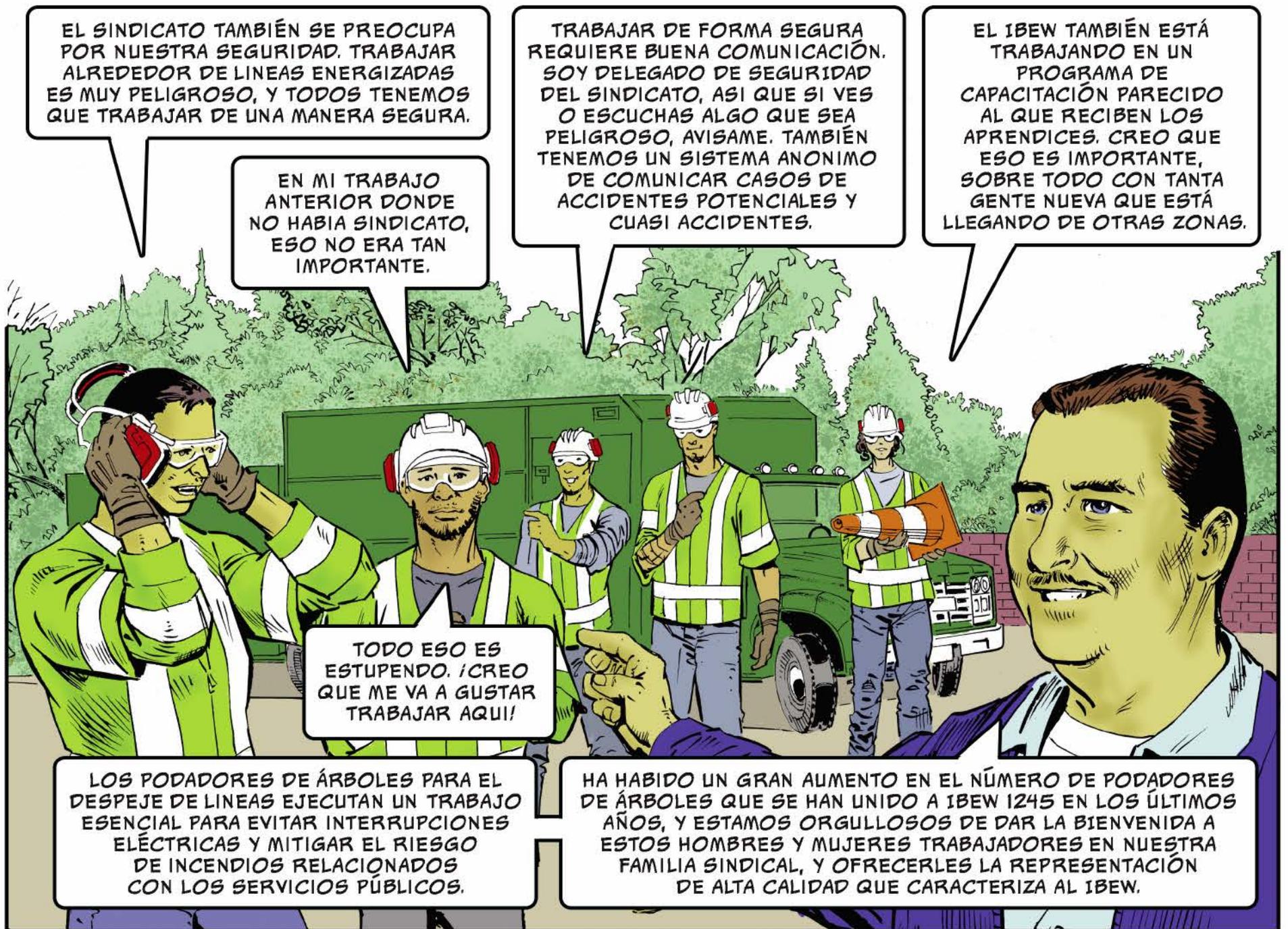
¡BIENVENIDO A LA HERMANDAD! CONTAR CON LA REPRESENTACIÓN DEL IBEW MARCA UNA DIFERENCIA EN NUESTRO TRABAJO.

¡CIERTO! EL SINDICATO MEJORA NUESTROS SALARIOS Y CONDICIONES LABORALES.

INCLUSO AYUDARON A LA APROBACIÓN DE UNA NUEVA LEY EN CALIFORNIA EL AÑO PASADO, EXCLUSIVAMENTE PARA NOSOTROS.

¡GRACIAS A ESA LEY TUVE UN AUMENTO SALARIAL DE 40%! ESO SIGNIFICA MUCHO PARA MI FAMILIA. Y TAMBIÉN TENEMOS MUY BUENOS BENEFICIOS.

SÍ, TENGO UN POCO DE EXPERIENCIA EN MANEJO DE LA VEGETACIÓN. PERO ESTA ES LA PRIMERA VEZ QUE TENGO UN EMPLEO SINDICALIZADO.



EL SINDICATO TAMBIÉN SE PREOCUPA POR NUESTRA SEGURIDAD. TRABAJAR ALREDEDOR DE LINEAS ENERGIZADAS ES MUY PELIGROSO, Y TODOS TENEMOS QUE TRABAJAR DE UNA MANERA SEGURA.

EN MI TRABAJO ANTERIOR DONDE NO HABIA SINDICATO, ESO NO ERA TAN IMPORTANTE.

TRABAJAR DE FORMA SEGURA REQUIERE BUENA COMUNICACIÓN. SOY DELEGADO DE SEGURIDAD DEL SINDICATO, ASI QUE SI VES O ESCUCHAS ALGO QUE SEA PELIGROSO, AVISAME. TAMBIÉN TENEMOS UN SISTEMA ANONIMO DE COMUNICAR CASOS DE ACCIDENTES POTENCIALES Y CUASI ACCIDENTES.

EL IBEW TAMBIÉN ESTÁ TRABAJANDO EN UN PROGRAMA DE CAPACITACIÓN PARECIDO AL QUE RECIBEN LOS APRENDICES. CREO QUE ESO ES IMPORTANTE, SOBRE TODO CON TANTA GENTE NUEVA QUE ESTÁ LLEGANDO DE OTRAS ZONAS.

TODO ESO ES ESTUPENDO. ¡CREO QUE ME VA A GUSTAR TRABAJAR AQUI!

LOS PODADORES DE ÁRBOLES PARA EL DESPEJE DE LINEAS EJECUTAN UN TRABAJO ESENCIAL PARA EVITAR INTERRUPCIONES ELÉCTRICAS Y MITIGAR EL RIESGO DE INCENDIOS RELACIONADOS CON LOS SERVICIOS PÚBLICOS.

HA HABIDO UN GRAN AUMENTO EN EL NÚMERO DE PODADORES DE ÁRBOLES QUE SE HAN UNIDO A IBEW 1245 EN LOS ÚLTIMOS AÑOS, Y ESTAMOS ORGULLOSOS DE DAR LA BIENVENIDA A ESTOS HOMBRES Y MUJERES TRABAJADORES EN NUESTRA FAMILIA SINDICAL, Y OFRECERLES LA REPRESENTACIÓN DE ALTA CALIDAD QUE CARACTERIZA AL IBEW.

VEGETATION MANAGEMENT



HEY BROTHER, COME AND MEET THE CREW! HAVE YOU EVER WORKED AS A LINE CLEARANCE TREE TRIMMER BEFORE?

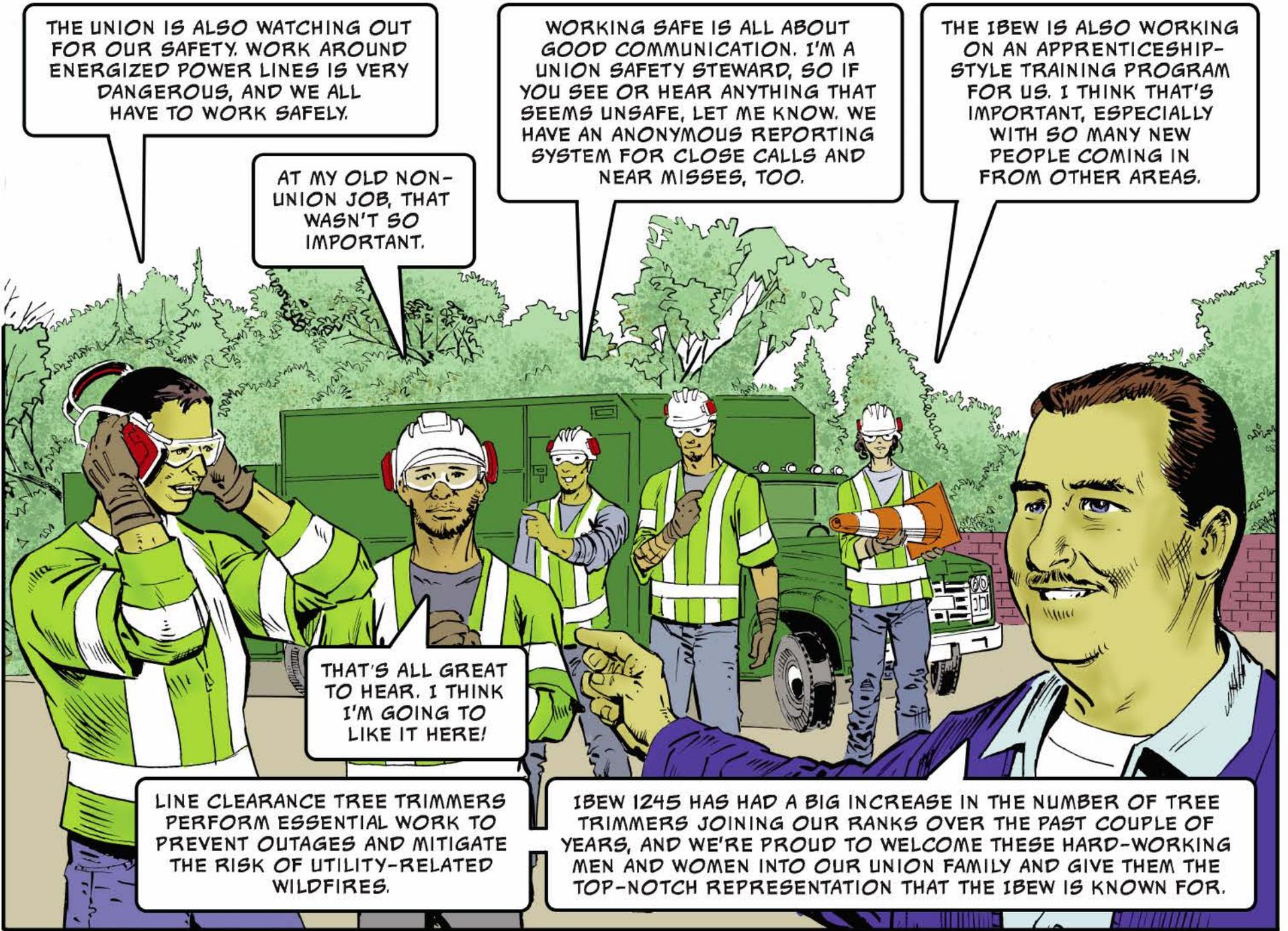
WELCOME TO THE BROTHERHOOD! HAVING IBEW REPRESENTATION MAKES A DIFFERENCE IN OUR LINE OF WORK.

RIGHT! THE UNION IMPROVES OUR PAY AND WORKING CONDITIONS--

--THEY EVEN HELPED PASS A NEW LAW IN CALIFORNIA LAST YEAR JUST FOR US.

THAT LAW GOT ME A 40% RAISE! THAT MEANS THE WORLD TO MY FAMILY. AND WE HAVE GREAT BENEFITS TOO.

I HAVE SOME EXPERIENCE IN VEGETATION MANAGEMENT, YEAH. BUT THIS IS MY FIRST UNION JOB.



THE UNION IS ALSO WATCHING OUT FOR OUR SAFETY. WORK AROUND ENERGIZED POWER LINES IS VERY DANGEROUS, AND WE ALL HAVE TO WORK SAFELY.

AT MY OLD NON-UNION JOB, THAT WASN'T SO IMPORTANT.

WORKING SAFE IS ALL ABOUT GOOD COMMUNICATION. I'M A UNION SAFETY STEWARD, SO IF YOU SEE OR HEAR ANYTHING THAT SEEMS UNSAFE, LET ME KNOW. WE HAVE AN ANONYMOUS REPORTING SYSTEM FOR CLOSE CALLS AND NEAR MISSES, TOO.

THE IBEW IS ALSO WORKING ON AN APPRENTICESHIP-STYLE TRAINING PROGRAM FOR US. I THINK THAT'S IMPORTANT, ESPECIALLY WITH SO MANY NEW PEOPLE COMING IN FROM OTHER AREAS.

THAT'S ALL GREAT TO HEAR. I THINK I'M GOING TO LIKE IT HERE!

LINE CLEARANCE TREE TRIMMERS PERFORM ESSENTIAL WORK TO PREVENT OUTAGES AND MITIGATE THE RISK OF UTILITY-RELATED WILDFIRES.

IBEW 1245 HAS HAD A BIG INCREASE IN THE NUMBER OF TREE TRIMMERS JOINING OUR RANKS OVER THE PAST COUPLE OF YEARS, AND WE'RE PROUD TO WELCOME THESE HARD-WORKING MEN AND WOMEN INTO OUR UNION FAMILY AND GIVE THEM THE TOP-NOTCH REPRESENTATION THAT THE IBEW IS KNOWN FOR.

