

Inside:



Utility Reporter

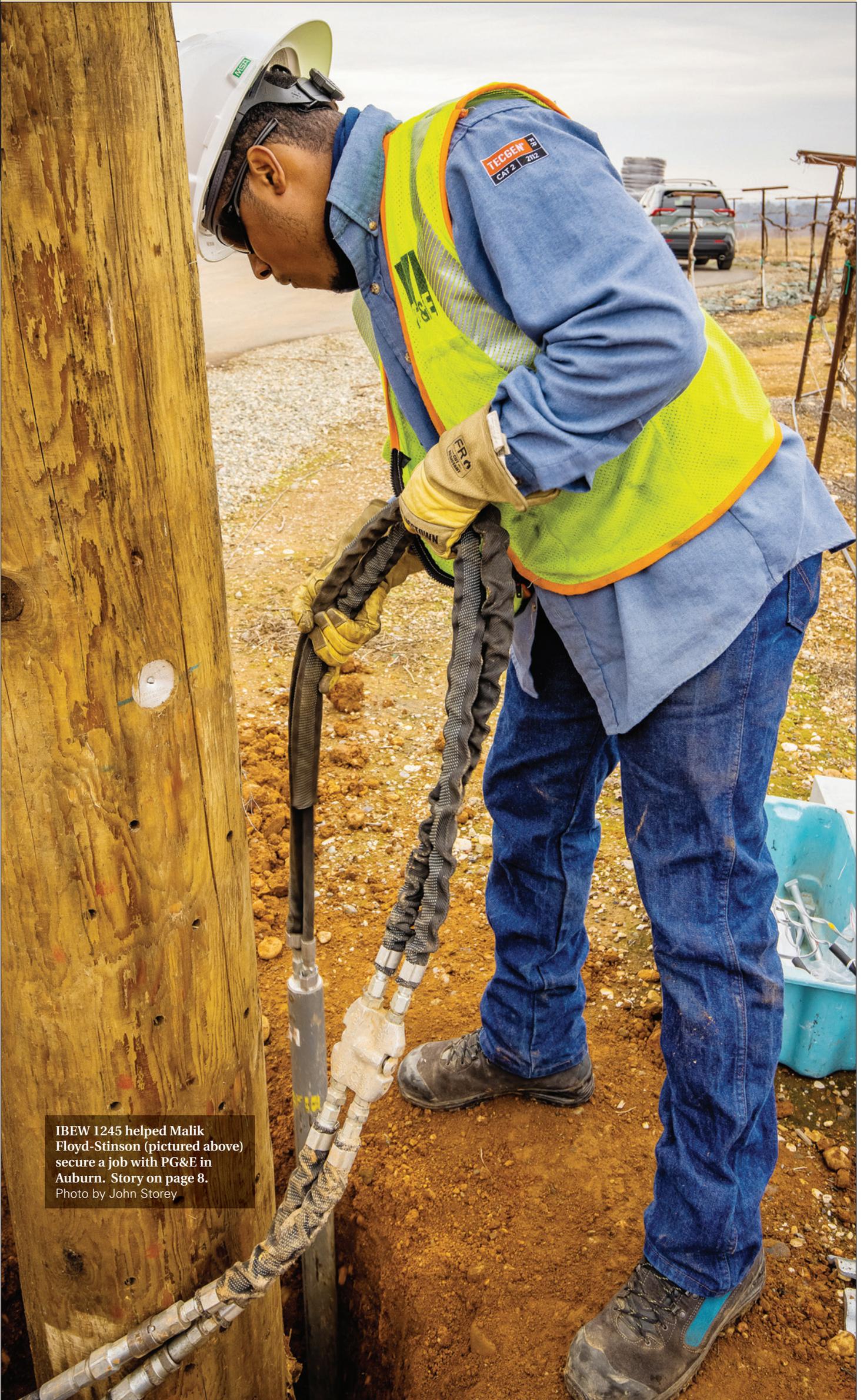


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UNITY IS STRENGTH

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

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IBEW 1245 helped Malik Floyd-Stinson (pictured above) secure a job with PG&E in Auburn. Story on page 8. Photo by John Storey



Bob Dean
Business Manager

In my first column as Business Manager, I would be remiss not to start by thanking my predecessor, Tom Dalzell, for his forty-plus years of service to this union (see “Dalzell Steps Down” on page 3). An accomplished organizer and lawyer, Tom shepherded Local 1245 through two PG&E bankruptcies and countless political battles. He secured the wage and benefit increases that made our members the best paid in the country, and he left this union stronger than he found it. We are all in his debt for that.

My path is different: I was raised in Richmond, California, the son of a PG&E lineman and lifelong Local 1245 member. It was clear to me as a child that my dad had a really good job, and that the union had our backs. His leadership in our community, our values and friends and culture grew from that. And it's why, after serving in the Navy for ten years, I joined PG&E as a System Operator, and came on as union staff in 2006.

It is the honor of my life to serve as your Business Manager. As we begin

this year, my commitment is to support and fight for you in every forum and at every turn — at the bargaining table, in the legislature, and with regulators — and to be a friend to those who support us and a formidable foe to those who oppose us.

We will continue to build on the programs that made us one of the most powerful trade unions in the country: investing in our field reps as our first line of defense, policing our contracts to maintain our rights, and training and supporting all of our stewards. And we will double down on our commitment to safety, working to ensure our brothers and sisters, the best craftsmen this nation has to offer, stay safe and healthy on the job.

I have no doubt that as a union, we will continue to build on the strong foundation we have in place. But unfortunately for me and for you, this column comes at a very turbulent time.

Like all Americans, we are facing down violent political unrest, the Covid-19 pandemic and its heavy economic toll, a new administration in Washington and a divided electorate. These external challenges have come on top of what we already had on the docket: wildfires and a changing climate, anti-worker politicians, threats of deregulation and more.

But, unlike many Americans, we are facing these things together. Local 1245 members work at utilities, municipalities, and private compa-

nies. We work in electric and gas generation and maintenance, outside line, transportation, manufacturing, tech support, clerical and fleet — but above all, we are IBEW Local 1245. The strength of our local is in our numbers and what we can accomplish together.

We have survived two PG&E bankruptcies in as many decades, and emerged with a better deal than we had before. We have beaten back deregulation in Nevada and will do so wherever it pops up next. Our contracts are strong. Our financials are

strong. Our field reps, organizers, stewards and lawyers are literally the best in the business. And we are united in our mission to deliver a better standard of living for every single member.

Thank you for your support thus far — I am very much looking forward to overcoming the challenges before us. Together we will continue to improve the working lives of every Local 1245 member and family. We will not settle for less.

— Bob Dean
Business Manager, IBEW 1245

Steve Lange Appointed to Local 1245 Executive Board

Eighteen-year IBEW 1245 member Steve Lange has been appointed to the IBEW 1245 Executive Board. Lange, a GC Gas Foreman who works at PG&E, previously represented GC at-Large on the union's Advisory Council. He has served the union for many years as a shop steward and safety steward, and is also a longtime member of Local 1245's Control the Pressure peer safety committee. He also served in contract negotiations, and has been a delegate to the Inter-Union Gas Conference several times.



Steve Lange

“I'm thankful for the E-Board's nomination and respect, and look forward to keeping 1245 solid for my brothers and sisters,” Lange said.

Lange will replace Stan Zamora on the IBEW 1245 Executive Board, representing PG&E General Construction At-Large. As a result, the Advisory Council seat that

Lange held is now vacant, and the Executive Board will be looking to fill it.

Individuals who are interested in the position should email IBEW 1245 Recording Secretary Rachel Ramirez at r3r2@ibew1245.com.

Fred Aboud Joins Local 1245 Staff

Seventeen-year IBEW 1245 member Fred Aboud has joined the IBEW 1245 staff as a Business Rep. He will be working with members in outside construction, as well as 1245's peer-to-peer safety programs.



Fred Aboud

Aboud began his utility career as a line apprentice at Sierra Pacific Power Company (now NV Energy). He became a journeyman in 2008 and spent two years on a transmission crew, worked for two years in North Lake Tahoe, went back to Reno for six years, and spent the last two years in

Carson City as a troubleman.

Aboud has served as a union shop steward since 2014, and spent the past five years as a member of the Hold The Pull peer safety advisory committee.

“I am joining the IBEW 1245 staff to give back to the union and its members, and I am humbled by the opportunity to do so,” said Aboud, noting his gratitude for all that the union has afforded him and his family since 2003.

“I have a beautiful wife and four kids that are excited about my new career path!”

Ethan Stonecipher Joins Local 1245 Staff

Six-year IBEW member Ethan Stonecipher has joined the IBEW 1245 staff as a Business Rep. He will be working with members in outside construction.



Ethan Stonecipher

As a journeyman lineman, Brother Stonecipher has worked for a variety of contractors both within and outside of 1245's jurisdiction. Prior to coming on staff, Stonecipher worked as a Quality Manager at Underground Electric Construction Company in Benicia, and before

that, he held the same position at PAR Electrical Contractors in Vacaville, CA.

A dedicated IBEW member, Stonecipher has served as a shop steward, member of RENEW committee, and part-time Cal-Nev JATC instructor.

“The IBEW has afforded me endless opportunities,” said Stonecipher. “I joined this team to give back to the IBEW, assist members with issues, and advance our trade into the future.”

Gerstle, Balistreri Step Into New Union Staff Roles

Business Manager Bob Dean has announced the following staff promotions:

Assistant Business Manager Bob Gerstle has been promoted to Senior Assistant Business Manager over PG&E electric and generation, filling the role that Dean vacated upon his appointment to Business Manager. “Bob has been doing a great job for a long time on the electric side of the house, and

the promotion is well deserved,” Dean said.

Business Rep Roberto Balistreri has been promoted to Gerstle's former role as Assistant Business Manager and will be working closely with Gerstle. “Roberto has also worked very hard for this opportunity,” said Dean. Balistreri will keep his rep assignment for the time being while the union searches for his replacement.



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In mid-December, Dalzell and Dean announced the IBEW 1245 leadership change on YouTube. Watch the video at <https://youtu.be/NNR0VZdUIw>.

Dalzell Steps Down, Bob Dean Appointed as Business Manager

After nearly 40 years on staff at IBEW 1245, including 15 years as Business Manager, Tom Dalzell has announced that he is stepping down from his union leadership role, and formally resigned from his position this morning.

"This is a hard thing for me to do. I love this position, I love this job, and I love this union," Dalzell said. "But I think the time has come. It's the right thing to do."

Dalzell began his union career in 1968, working for the United Farm Workers. In 1972, he joined UFW's legal department, and in 1976 Dalzell became the first person in California to pass the state bar exam without going to law school.

He joined the staff of IBEW 1245 in 1981, when then-Business Manager Jack McNally hired him as a staff attorney. He represented the union in more than 300 arbitrations, led negotiations at every non-PG&E property at one point between 1981 and 2001, and led every negotiation at PG&E from 2001 on.

After 20 years on staff, Dalzell was promoted to Senior Assistant Business Manager under Perry Zimmerman in 2001. When Zimmerman retired in 2006, Dalzell was appointed by the Executive Board to the Business Manager position. He was subsequently re-elected five times.

As the head of the union, Dalzell ushered in a series of new programs to increase union power and improve the lives of the members. He created two new steward roles — safety steward and organizing steward — which have transformed the culture of the union.

In his final term alone, Dalzell

- led the effort to defeat Question 3 in Nevada, which would have deregulated utilities and spun off generation;
- led the effort in Sacramento to improve training and increase wages for tree trimmers, amounting to a \$12-per-hour raise for thousands of members; and

- fought diligently to protect our members during PG&E's bankruptcy through legislation as well as negotiation, resulting in above-market wage increases, no changes in benefits, no layoffs, and a secure contract through 2025.

In accordance with the IBEW bylaws, the Local 1245 Executive Board has appointed Senior Assistant Business Manager Bob Dean to fill the role of Business Manager until the next union leadership election in 2022. (To ensure a smooth transition, Dalzell intends to continue working full time at 1245 for the time being, just not in a leadership capacity.)

"I've never seen someone who can naturally command a room like Bob," Dalzell said as he recalled the first time he saw Dean stand up before a large group of members. "I said to myself, 'Well, there's a future Business Manager!'"

The son of a PG&E lineman, Dean learned about the value of the union at a young age. After ten years in the Navy and a brief stint with United Steel and Shipbuilding, Dean joined IBEW 1245 in 1991 when he hired on at PG&E as a system operator. He worked for the company for 15 years in Pittsburg and at Rock Creek powerhouse before joining the Local 1245 staff in 2006. He served as a Business Rep for Kern Division for five years before being promoted to Assistant Business Manager in 2011, and Dalzell promoted him again to Senior Assistant Business Manager in 2012, a position he held for the past eight years.

"I want to thank Tom for giving me the opportunity to come work for the union, and I'd also like to thank the Executive Board for appointing me to this position," Dean said. "I believe we have the best staff that we've ever had in the hundred-year history of Local 1245, and we're going to continue to be laser-focused on our mission, which is doing what's right for our members."

To commemorate Tom Dalzell's tireless work, steadfast commitment and immeasurable contributions over the course of his 40-year career at Local 1245, the *Utility Reporter* will be publishing a tribute to Tom Dalzell in the next edition.

If you wish to share warm wishes, anecdotes or photos of Dalzell to be included in this tribute, please email them to info@ibew1245.com.

NOTICE OF ELECTION FOR Local Union 1245 Delegates to the International Convention

Dear Member,

Nominations for Local 1245 Delegates to the 40th International Convention per IBEW Constitution Article II, Section 10 as provided in the International Constitution and the Local 1245 Bylaws will take place February 1, 2021 through March 2, 2021.

Due to the ongoing pandemic and California's Regional Stay Home Orders, it is unknown if restrictions on public gatherings will be lifted in time for the February and March General Membership Meetings. Accordingly, the protocol for making Local 1245 Delegate nominations is being changed as follows:

Nominations for Local 1245 Delegates to the International Convention shall be done in writing by all candidates on or before March 2, 2021, at 10 a.m. PST. Your letter of interest (nomination or self-nomination) must be signed, include a statement of intent to run for International Convention Delegate, and the following information for both the nominator and nominee: full name as listed with IBEW records, IBEW Card Number or social security number, current mailing address, email address, and telephone number.

No member shall be eligible for delegate unless he/she has been a member of Local 1245 in continuous good standing for at least two (2) years immediately prior to nomination (IBEW Constitution Article II, Section 10).

**Please mail your letter of interest to:
Recording Secretary, Rachel Ramirez
c/o IBEW Local Union No. 1245
P.O. Box 1503
Vacaville, CA 95696**

Your letter of interest must be received no later than the March 2, 2021 at 10 a.m. PST deadline.

We will publish in May, on our website at IBEW1245.com, the list of all candidates, listed in alphabet order for the International Convention Delegate deemed eligible. The Election of Local 1245 Delegates will be held by an all-mail balloting procedure. Ballots will be mailed by May 27, 2021. Completed ballots must be received by the Local 1245 Election Judge at the designated post office box no later than 10:00 a.m. PST on Wednesday, June 23, 2021 at which time counting will begin. To be eligible to vote, you must have paid your dues for March of 2021 on or before May 31st, 2021.

The counting of ballots will be held at IBEW Local 1245, Ronald T. Weakley Union Hall, 30 Orange Tree Circle, Vacaville, CA 95687. Candidates and observers will be allowed to observe the ballot retrieval and the counting procedure pursuant to Federal Law and within any restrictions that may be in place by the California and Solano County Departments of Public Health.

Any questions can be directed to the Election Judge at or (707) 452-2779. Fraternaly yours,

BOB DEAN
Business Manager-Financial Secretary

Protect yourself and your co-workers from COVID-19

Maintain at least 6 foot distance whenever possible.

Wear a face cover when you are in close proximity of others.

Stay home if you feel sick or if you've been exposed to someone who may have COVID-19.

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

IBEW 1245 Wins Max Steinbock Award for Excellence in Labor Journalism

IBEW 1245 Communications Director Rebecca Band has won the coveted 2020 Max Steinbock award — the highest single award for excellence in labor journalism — from the International Labor Communications Association.

The Max Steinbock Award is given in recognition of an outstanding journalistic writing effort that explores an issue of concern for working families, with sensitivity and insight into the human spirit. Topics can range from human rights issues to individuals' acts of courage or conscience, economic justice initiatives to community service activities or commentary about the American labor movement.

Band received this award for her compelling article, "Warrior to Workplace – IBEW 1245 member launches PTSD awareness program at PG&E." The article tells the story of 23-year IBEW 1245 member Kenny Meyer, a combat veteran who struggled with Post Traumatic Stress Disorder for nine long years following a tour of duty in Iraq. Once he finally sought treatment, his whole life changed, and now he's working to help change the lives of others through a new PTSD awareness program he initiated at PG&E. Band's award-winning article about Meyer originally appeared in the third quarter 2019 edition of IBEW 1245's newspaper, the *Utility Reporter*.

"I am truly humbled and honored by this recognition, and I'm exceptionally proud to accept this award on behalf of Local 1245," said Band, who joined the IBEW 1245 staff seven years ago. "I would like to thank ILCA, as well as Brother Kenny Meyer, who allowed me to tell his deeply personal story for this article. I would also like to thank my team at 1245 for their continued support of Local 1245's award-winning communications program."

IBEW 1245 received eight other awards from ILCA's labor media awards contest this year. The complete list of Local 1245's 2020 ILCA awards can be found below.



International Labor Communications Association

Amplifying Labor's Voice Around the World

Entry Title: Warrior to Workplace

Award: Max Steinbock Award — the highest single award for journalistic excellence

Entry Title: Member-Driven and Member-Strong in the Wake of Janus

Award: First Place

Category: Writing — Best Analysis

Entry Title: Local 1245 Propels Republican Brian Dahle to Victory in State Senate Special Election

Award: First Place

Category: Writing — Saul Miller Awards — Political Action

Entry Title: Utility Reporter

Award: Second Place

Category: Visual Communications — Best Front Page/Cover — Newspaper or Newsletter

Entry Title: Welder Working for NV Energy

Award: Second Place

Category: Visual Communications — Best Photograph

Entry Title: IBEW 1245 Supports Child Care Providers Union Organizing Blitz

Award: Third Place

Category: Writing — Saul Miller Awards — Organizing

Entry Title: Rebuilding Paradise

Award: Third Place

Category: Writing — Best News Story

Entry Title: Utility Reporter

Award: Honorable Mention

Category: General Excellence — Print Publication

Entry Title: Meet Bobo — The Greatest Lineman That Never Was

Award: Honorable Mention

Category: Writing — Best Profile

IBEW 1245 Business Manager Bob Dean's Statement on the Chaos in Washington

Newly sworn-in IBEW 1245 Business Manager Bob Dean made the following statement in response to the events that took place in Washington DC on Jan. 6, 2021:

“January 6, 2021 will be written about, discussed, dissected, and debated for as long as this republic exists. The events that unfolded in our hallowed Capitol were recorded and broadcast to every corner of the globe. The guardrails of our democracy held, and our democracy survived. People were arrested, injured, and five tragically lost their lives in an effort that was at worst an armed attempt to overthrow our government, and at best a radical effort to disrupt our centuries-old tradition of the peaceful transition of power.

“As a military veteran, I have served my country. As a proud IBEW member, I have served my community. And as the Business Manager of IBEW Local 1245, I serve the membership of this great local. In times like these, I look to the Declaration at the beginning of the IBEW Constitution:

Our cause is the cause of human justice, human rights, human security. We refuse, and will always refuse, to condone or tolerate dictatorship or oppression of any kind. We will find and expel from our midst any who might attempt to destroy, by subversion, all that we stand for. This Brotherhood will continue to oppose communism, Nazism or any other subversive "ism." We will support our God, our Nations, our Union.

“We, the brothers and sisters of IBEW, have provided the muscle, sweat, and occasionally the blood that built this nation. We have put our lives on the line stringing the wires and laying the pipes that have revolutionized the American way of life. We have bettered the living conditions of our fellow Americans through our hard work. But it will take a different kind of hard work to show this nation how to heal.

“We will do that by showing how people of all colors, creeds, religions, and political affiliations can not only coexist, but thrive. Since 1891, we have built an organization that allows each and every one of us to prosper. We have remained united because of our diversity and despite our differences. And we have proved that when the men and women of this nation unite, great things are possible. We will proudly display our unity as an example for our children, our neighbors, and our communities.

“As one of the nation's most powerful trade unions, a heavy responsibility rests on our shoulders. As the largest, and arguably most powerful Local within IBEW, we are in the spotlight now more than ever. I believe our membership will shine in that light and lead by example, showing the best that this great nation has to offer.”

Greg Hauser Wins Quarterly Photo Contest ▶

Congrats to four-year IBEW 1245 member Greg Hauser, who has won the IBEW 1245 quarterly photo contest! Brother Hauser works for PG&E as an apprentice lineman out of Chico.

Ordinarily, Brother Hauser would be invited to the next Advisory Council meeting so that the union leadership can recognize him and present him with his \$500 prize in person. However, the meeting for this quarter has been canceled due to COVID-19, so the union has issued his prize check by mail.

All IBEW 1245 members in good standing 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.



Greg Hauser's winning photo

Utility Reporter



“One Way In, One Way Out”

Local 1245 outside line crews set poles in the Santa Cruz mountains

In November, several IBEW 1245 outside line crews from Michels Pacific Energy were sent up to a residential area of the Santa Cruz mountains to change out a series of utility poles. But anyone who’s worked in and around Ben Lomond knows that the mountainous terrain presents several significant challenges.

“The roads here are very tight, not even wide enough for our trucks to go through ... so we’re trying to get every crew to the point where they don’t have to constantly be moving back and forth because of how tight it is,” explained Foreman Isaac Torres. “We have to take that into consideration, and we’re also making sure we’re not hitting any of the trees with our buckets, or ripping off house services or phone services, or damaging our equipment because of all the low hanging limbs.”

With 16 hands on the de-energized job, the logistics become even trickier.





“What’s hard about this job is having multiple crews, multiple locations, making sure we can communicate with everybody on what time we take this outage, when they’re able to go up, take the testing ground,” said Torres. “We’re just trying to stay out of everybody’s way, as well as staying out of the way of the customers ... because on these roads, it’s one way in, one way out. If there’s an emergency, we have to be ready to move our equipment as soon as possible, if emergency services need to get in.”

For Torres, a nine-year member of IBEW 1245, it’s all in a day’s work. And he appreciates the fact that he’s got the IBEW in his corner.



Isaac Torres

“The union hall’s within driving distance for me, so I can go there if I need to for any reason,” he said. “[I appreciate] the interactions we have with our business reps, Richard Ingle and Ralph Kenyon, and the open communication line we have with 1245 is pretty great. If we’ve ever got any questions, we can always call them right away.”

Photos by John Storey



Breaking Down Barriers

IBEW 1245 and PG&E work together on new diversity hiring initiative

When the Marathon Refinery in Martinez closed down due to COVID in the summer of 2020, Renauld Starks was among the hundreds of displaced employees who found themselves suddenly jobless in the middle of a pandemic.

Starks had been longing to build a career at PG&E for quite some time. The aspiring lineman had applied to dozens of jobs at PG&E even before the refinery shut down, just hoping to get a foot in the door. After he was laid off from Marathon, he doubled down on his efforts.

“I probably put in over 60-something applications over the years ... this past year alone, I put in at least 30. I know how competitive it is to get into PG&E,” Starks told the *Utility Reporter*.

Starks has climbing experience, 15 years as a dedicated worker at his previous employer, and many other attributes that make him an appealing candidate for the job. But he was up against dozens of other applicants, many of whom had one thing that Starks did not — a certificate of completion from a line school.

For over a decade, PG&E has strongly favored applicants with line school on their resumes. But line school is a significant investment — it costs about \$18,000, and this price tag can be a huge barrier to entry, especially for individuals from disadvantaged and marginalized communities. The unintended result of this hiring practice is a noticeable reduction in diversity on PG&E’s line crews — there are far fewer people of color in the field on the electric side now than there were just ten years ago.

Considering the fact that PG&E touts its commitment to diversity and inclusion, this practice seemed counterintuitive — and IBEW 1245 Business Manager Bob Dean (who was a senior assistant business manager at the time) decided to take the initiative and do something about it. He approached PG&E Interim President Michael Lewis in 2020 and brought the issue to his attention.

While some other execs might have been taken aback, Lewis was very receptive to the facts presented. But then discussions stalled, so another Local 1245 staffer, Bob Gerstle, circled back around with the company, and worked to develop a labor-management partnership that would address this issue. Thanks to many years of relationship-building with the company, Local 1245 was given an unprecedented opportunity to help the company identify and recruit a more diverse array of applicants, with a focus on placing as many hands as possible into under-staffed Bay Area yards.

The union proceeded to put out flyers, place ads, and reach out to community groups to find potential candidates. Local 1245 staffers identified, interviewed and vetted dozens of potential candidates, all of whom were required to suc-



Renauld Starks

cessfully complete PG&E’s pre-employment testing to be considered. Local 1245 brought the company a list of 40 qualified and eager applicants, and as of this writing, 11 of them are currently working on PG&E property through the hiring hall, with the intention of eventually making them into full-time employees.

Starks is one of those successful candidates. Thanks to IBEW 1245, he hired on as a utility worker in the Vacaville yard, along with one of his old co-workers from Marathon, Alex Tovar-Castillo. Starks hopes to advance into apprenticeship and eventually become

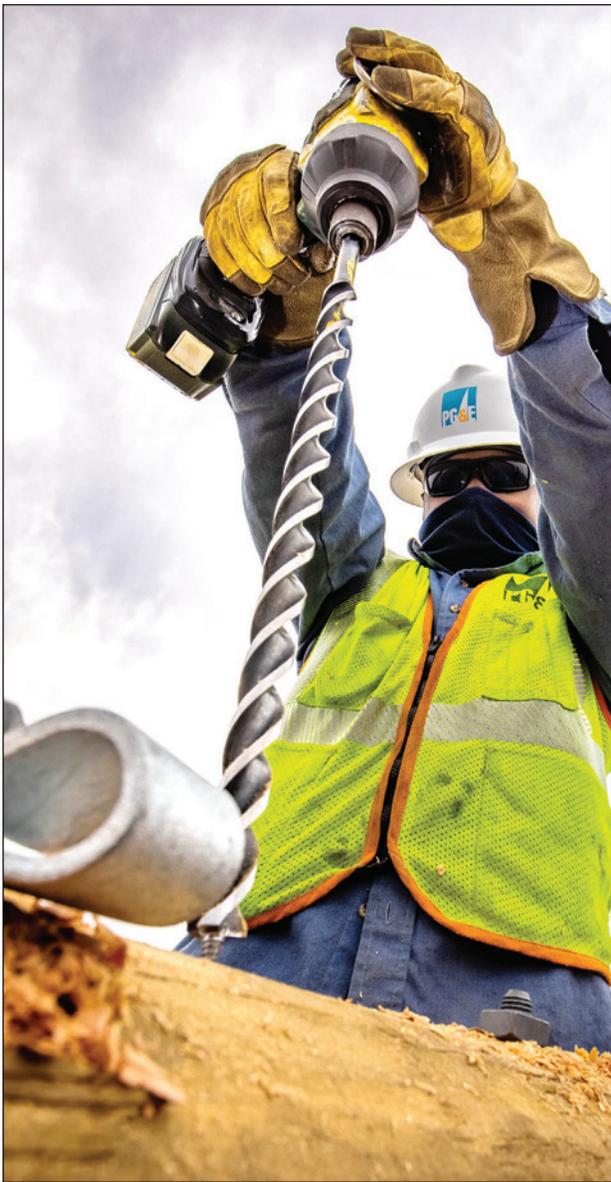
a journeyman.

“I was looking for something that’s demanding, and something that I can retire from — which I thought I was doing [at the refinery] — but in an industry where I won’t have to go through what I just went through, being a displaced worker,” he told the *Utility Reporter*.

When Malik Floyd-Stinson’s mom told him about a flyer she had seen from IBEW 1245, advertising opportunities in the utility industry with no prior experience required, Floyd-Stinson jumped at the chance. At the time, he was working in a restaurant, but knew that food ser-

vice wasn’t the right long-term career path for him, and he hoped to find a more rewarding and fulfilling career at PG&E.

“I put in my application, and then the union called me up, I had the interview, and they told me what is required from the job. They told me that they would support me as long as I’m willing to do the job and put in the work for it,” Floyd-Stinson told the *Utility Reporter* as he recounted how he landed the opportunity. “I’m very grateful that [the IBEW] really stepped up to give me this opportunity. The fact that they chose me and gave my name in ... it really is a



Malik Floyd-Stinson



Renauld Starks, left, and Alejandro Tovar-Castillo worked at the Marathon Refinery together before hiring on at PG&E.

wonderful thing.”

When the *Utility Reporter* checked in with Floyd-Stinson, he had been working as utility worker on a PG&E line crew for about a month. The Bay Area native had recently relocated to Roseville, and Local 1245 helped to get him placed in the Auburn yard, close to his new home. Despite being brand new to utility work, Floyd-Stinson reports that the job is going well so far, and his crew is helping him learn the ropes.

“They know that you start from somewhere, and everybody’s been good at teaching me everything,” he said.

For Starks and Floyd-Stinson, high-quality union representation is one of the best parts of working at PG&E.

“The union seems pretty helpful, like they care. They’ve checked on us at least two or three times, and I’ve only been here four weeks,” said Starks. “They’re there for us. If we have any questions, they get back to us in a timely manner. And they call just to check on us, to see how everything’s going.”

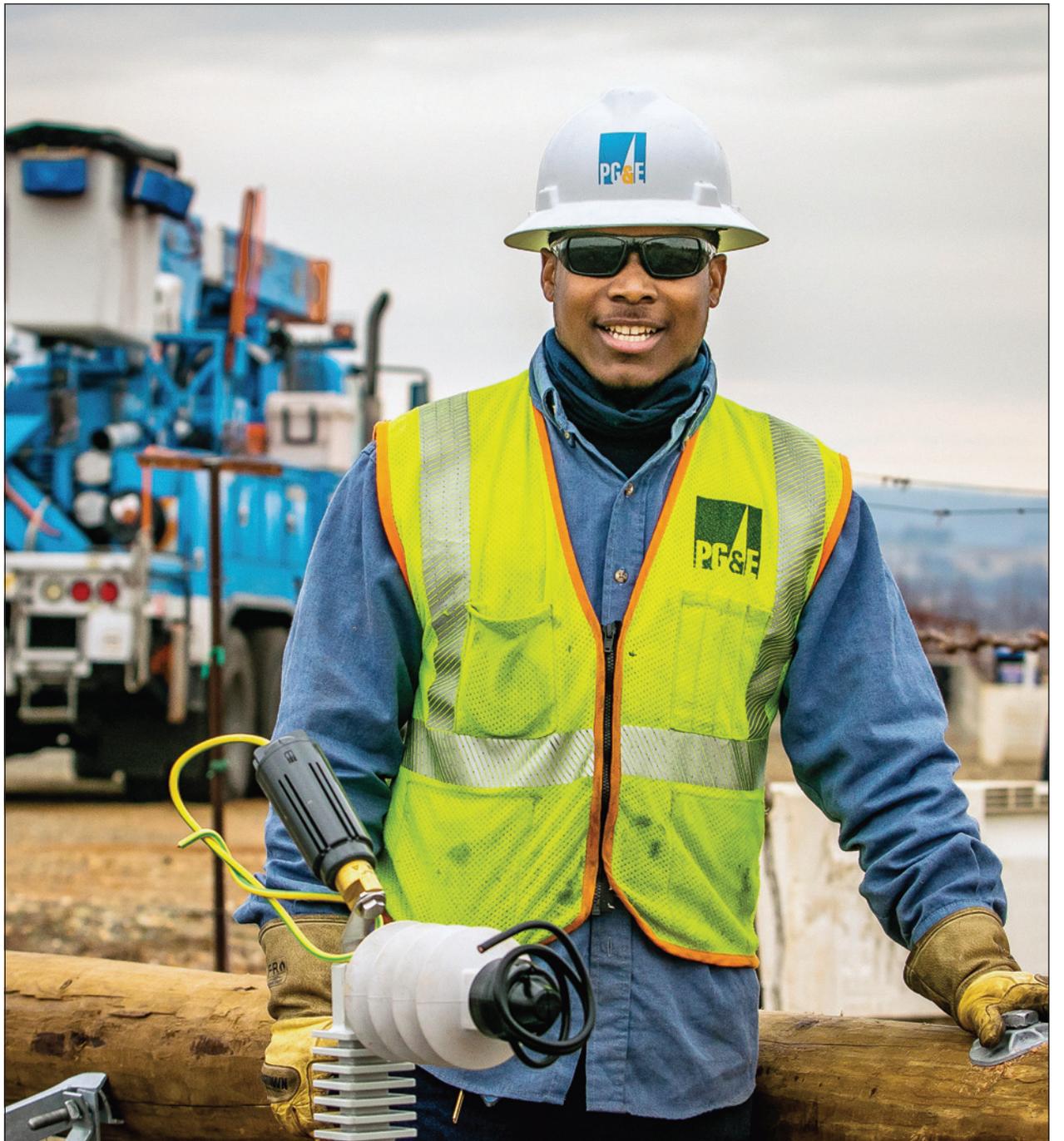
“A lot of people have been telling me all the good things about the union,” said Floyd-Stinson, who counts job security as one of the best perks of having a union job. “Everyone’s been saying that the union’s going to be there for you, and they’ve got your back.”

Starks and Floyd-Stinson were among the first group of employees to be hired under this new program, and if these new hires work out — and by all measures of success, it appears that they are — the union hopes to continue identifying and recruiting more people of color to join the ranks at PG&E.

IBEW 1245 would like to recognize the individuals who made this program possible, including Local 1245’s Bob Gerstle, Anthony Brown and Bob Dean, who served as the diversity hiring committee, as well as PG&E President Michael Lewis and Vice Presidents Ken Wells and Mark Quinlan, who provided support.

— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey



Malik Floyd-Stinson

IBEW 1245 Looks Forward to Collaborative, Productive Relationship With PG&E's New CEO

In mid November, PG&E announced that Patricia Poppe will be serving as the new CEO of the utility, beginning in January. Poppe has 15 years of experience in the utility industry, first at DTE Energy, where she worked along side PG&E Corp. Chairman Tony Earley, and later at CMS Energy, where she held several different leadership positions before becoming CEO in 2016.

"For the past four years, Ms. Poppe has been the chief executive officer of CMS Energy, which is a sizeable gas and electric utility in Michigan," said Tom Dalzell, who was IBEW 1245's Business Manager at the time of the announcement. "From what we've heard, Poppe has had a positive and collaborative relationship with the Utility Workers

Union of America, which is the union that represents the workers at CMS, and we're hopeful that she will bring that same collaborative spirit to PG&E."

Poppe will be replacing Bill Smith, who stepped in as interim CEO after Bill Johnson retired from the company earlier this year.

"Bill Smith has done a good job at running PG&E ever since Bill Johnson left, but the absence of permanent leadership has been a challenge," remarked Bob Dean, who was Senior Assistant Business Manager at the time. "The appointment of Poppe as CEO should usher in a new era of stability for our members at PG&E, and we look forward to a productive relationship with her."

Update on PG&E Local Office Closures

In early December, the CPUC approved PG&E's 2018 GRC request to close 10 of its local offices. The IBEW 1245 members at Auburn, Colusa, Davis, Kerman, Lakeport, Livermore, Oakhurst, Sanger, Walnut Creek and Wasco customer service offices have already been notified of the closures, and we remain strongly committed to protecting these members during the transition period. This includes finding openings in CSO offices and/or other lines of progression near where affected members live, finding other opportunities for those qualified for other positions, and advocating for voluntary severance opportunities as needed. View Letter Agreement 20-07 for more details (ibew1245.com/files/PGE-docs/LA-20-07-PGE.pdf).

Our members can rest assured that their jobs remain protected under the state legislation that IBEW 1245 helped pass, which guarantees no layoffs through 2025. That means that these and any subsequent office closures or consolidations during that time frame will not result in any involuntary job losses for IBEW 1245 members.

Nonetheless, we understand that this announcement may result in uncertainty and worry for some of the impacted members, especially with the holiday season upon us. Our business reps are available by phone and email to talk through any concerns or questions you might have. You can also reach out to me directly at BPC5@ibew1245.com.

— Bryan Carroll, IBEW 1245 Assistant Business Manager

Union Coalition to CPUC: Fully Fund Grid Hardening Work to Mitigate Wildfire Risk

Advocacy resulted in the restoration of hundreds of millions of dollars of work for IBEW 1245 members

In the wake of the largest wildfire season in California's recorded history, major investments are critically needed to mitigate the risk of future fires.

As part of its last general rate case application, PG&E proposed to ramp up its efforts to reduce wildfire risk through system hardening, which is work that is performed by IBEW 1245 members. A broad group of stakeholders — including PG&E, the Coalition of California Utility Employees (aka CUE, which includes IBEW 1245 as well as other utility union locals), and several other

advocacy organizations — agreed on a settlement to PG&E's proposed funding for wildfire-related system hardening, to the tune of \$584 million for 2020, \$916 million for 2021 and \$1.151 billion for 2022. The stakeholders submitted the settlement agreement to the CPUC in December 2019.

Nearly a year later, the CPUC released its proposed decision on PG&E's general rate case. Despite recognizing how critical PG&E's wildfire prevention work is and despite the broad stakeholder support for funding this critical work, the proposed decision slashed the settlement agreement's money for system hardening work by 36% in 2021 and by 49% in 2022. The CPUC rationalized the cuts by claiming that it didn't think PG&E could do all the work it proposed to do. But that's nonsense

— PG&E has already been ramping up system hardening, and Local 1245 members have been working around the clock to meet these ambitious goals. In fact, by the end of September, our members had already surpassed PG&E's 2020 target for overhead system hardening.

In written and oral comments to the CPUC, Rachael Koss, the regulatory attorney representing CUE, expressed our astonishment that the CPUC would slash funding for wildfire system hardening. The CPUC has clear directives from the California legislature and governor to invest in hardening the state's electrical infrastructure, and it is inconceivable that the CPUC would not fund PG&E's efforts to do so. As PG&E's regulator, the CPUC's job isn't to just evaluate what it thinks PG&E might be

able to do; it should also tell PG&E what it must do, and hold PG&E accountable for doing it.

The CPUC listened. About a month after the CPUC released its proposed decision (and just one day before the CPUC would vote on it), the CPUC released a revised proposed decision, which fully restored the settlement agreement's funding for wildfire-related system hardening. And on December 3, the CPUC approved the higher amount. That's an additional \$884 million of system hardening work during the next two years that IBEW 1245 members will be performing.

This effective advocacy by our regulatory attorney Rachel Koss is the latest in a series of legislative and administrative actions that IBEW 1245 has taken on to support our members at PG&E.

IBEW 1245/PG&E PEER VOLUNTEER PROGRAM

Are you struggling with substance abuse?

Peer Volunteers are here to help. The Peer Volunteer Program — which is a collaborative effort between PG&E, the IBEW and ESC — provides an additional way for employees and their families to access help for alcohol or substance use disorders.

The Peer Volunteers are all PG&E employees who are in recovery from their own alcohol or drug use disorder or that of a loved one.

The program is free, anonymous, and confidential.

Learn more at peervolunteers.org



Local 1245

IBEW



Ayeta Scholarship winners (pictured from left) Matt Carrier and Estevan Salazar



Jairus Ayeta

Ayeta Line School Scholarship Recipients Announced

IBEW 1245 is proud to congratulate the first two recipients of the Jairus Ayeta Line School Scholarship, a new award established in 2020 for first-generation utility workers. The Ayeta scholarship is named in honor of an IBEW 1245 apprentice who was the victim of a fatal workplace tragedy on August 4, 2018 while restoring power at the Carr Fire outside Redding, California.

These two Ayeta Scholarship awardees will be attending the Northwest IBEW JATC-sanctioned VOLTA Line School in Oregon this spring, with all expenses paid by IBEW 1245:

Estevan Salazar is born and raised in Orland, California. He attended Orland High School, played football and had plans to return to the gridiron this summer at Shasta College. Most recently, Salazar has worked in Willits at the Johns Manville insulation plant.

“I am very excited and grateful for this great opportunity. I want to give my full effort in honor of Jairus, and to prove that I am a worthy recipient of this scholarship,” said Salazar. “I hope that I can learn the necessary skills needed to succeed as a lineman, and to be able to do the job as safely and efficiently as possible.”

In his scholarship essay, Salazar shared a bit about his motivation behind applying for the program.

Personally, I never have looked into Utility Reporter

the electric utility industry much in the past, as I do not have any family that works in the industry. I am a first-generation college student as well as possibly being the first in the electric utility industry. I love getting to learn about the industry, and how important it is for all of us who use electricity in our everyday lives. I could imagine how good it must feel to be able to help Americans keep their lights on whether you are working in a power plant, or if you are a lineman fixing a pole. I love helping others and have the physical and mental capacity to work in this industry, so I will keep trying to find ways to get in no matter what. I seek and will try my best to overcome any challenge that may arise.

Matthew Carrier is from Vacaville and attended Wood High School. A baseball player, Carrier pitched a year at Butte College before leaving school to help at home with seven siblings.

“Getting this scholarship felt like a blessing to me. I remember telling my parents about this and saying I can’t pass this opportunity up. I want to be the role model for my siblings, and this is a great chance to do so,” Carrier said. “This will be a time to learn new skills and extend my family. I am extremely excited for what is to come in my future, and truly grateful for this opportunity.” Carrier chose to focus his scholarship

essay on the value of unions and the labor movement, both historically and currently.

Something huge that the union stands for is focusing on the laborer themselves — making sure they know they are safe and secure with their job regardless of skill, sex, or ethnicity. How unique and cool is that?! However, the union was never always as dependable as it is now and IBEW had to come together and go through many obstacles, strikes, and boycotts over the years to get to where they are currently. The only way this was able to happen was through the power of brotherhood... When workers unite, they make things better for everyone. That’s why unions were created to stand up together for fair wages, decent work hours, and a safer work environment. By standing strong together, they can accomplish great things for themselves and all the workers in this profession. Friendships are strong but brotherhood is stronger.

IBEW 1245 is currently accepting Ayeta Scholarship applications for the next VOLTA line school class in August, and details can be found below.

Eligibility: Applicants must live in the jurisdiction of IBEW Local 1245 and be the first generation to work in the

utility industry. Applicants must have proof of one year of Algebra, a High School diploma or GED by the end of the academic year in which the scholarship application was completed.

Application process: Applicants will be required to submit two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and a 500-word essay. The essay topic shall be related to the Labor Movement and/or working in the Electric Utility Industry. Applications and essays shall be emailed to GoodJobs@IBEW1245.com, and will be accepted until June 15.

Award: Four recipients will be selected each year to receive a one-time scholarship to attend the Northwest JATC Training Center (Volta) in Oregon. The scholarships will include full tuition, fees, tools, lodging and \$60 per day for meals.

Selection process: A three-person panel made up of at least three IBEW 1245 staff members appointed by the Business Manager shall solicit candidates and select the most deserving from the available candidate pool.



Lineman Danny Birkholz*

Small Town, Big History

The city of Gridley, CA is a small town of around 7,000 residents, and the 22 IBEW 1245-represented electric utility workers, maintenance workers and clerical personnel are proud to keep the city running. Living and working in a small town comes with a special duty of staying responsive to your neighbors and keeping your community safe, and IBEW 1245 members at Gridley rise to the occasion.

Gridley's Storied History

Back in the 1970s, Gridley city employees organized with IBEW 1245 at a time when the union was expanding quickly into the public sector. During subsequent contract negotiations, the



city and the union reached an impasse, and the workers made the bold decision to assert their union rights, and they walked off the job. In response, the city revoked its recognition of the union, and fired the 18 striking workers, citing authority from a resolution the city had previously adopted. IBEW 1245 sued the city, and the legal battle worked its way through the courts.

Ultimately, the workers were re-hired, and the case made it all the way to the California Supreme Court, which determined that the City's decision to withdraw recognition from the union was against the law because it violated the Meyers-Milias-Brown Act. This case from 1983 is a benchmark in California Labor history, setting an important precedent for protecting workers' right to strike.

Keeping Gridley Running

These days, things are a lot less contentious at Gridley, but the workers continue to play a critical role in the upkeep and operations of the idyllic community.

IBEW 1245 workers like Roger Blancett are proud to keep Gridley running, through routine maintenance and modernizing local infrastructure. Blancett



Senior Lead Maintenance Roger Blancett

has been a Senior Maintenance worker for the city for 19 years. When the *Utility Reporter* caught up with him, he was working at Gridley's sewer treatment plant to replace a 40-year old guardrail with galvanized I-beams.

As he explained, "A guardrail keeps anybody from accidentally driving into the polishing pond at the sewer treatment plant. With the guardrail falling apart, it's not safe. This

is the same setup that Caltrans uses on the highways, and will extend the life longer than I'll be here."

For Blancett, comradery is an important part of getting the job done right.

"It's a good group of people I work with. We take care of each other. We're a small group, but we're multi-talented to where any project that comes along, we tackle it, from sewer treatment plant, roads, trees, paving, taking care of lawns, general maintenance," he said.

Caring for the Community

Ryan Carlson is a foreman for the City of Gridley in the Electric Department



Lineman Foreman Ryan Carlson

*At the City of Gridley, masks are only required in City Hall and are optional in the field. Our members are encouraged to maintain their distance whenever possible when they're on the job, and abide by COVID safety measures that are in place.



Lineman Mark Smith

IBEW 1245 at the City of Gridley

who hails from Gridley and loves the diversity of experience that comes with working in a small town.

“I started out here with an apprentice job at the Electric Department. I’ve been here for six years, and it’s really a great place to work,” said Carlson. “We get to do not just line work. We do sub-station, and we do our own tree trimming. We do concrete work. We get to do all different aspects of the trade, instead of just being focused on one particular thing.”

Carlson also reflected on some of the unique aspects of servicing a small town: “Sometimes, we cater to the customers more — being that we’re so small — we got to go along to get along.” Recently, that meant moving a planned outage to accommodate those wanting to watch the inauguration on television.

For Gridley workers like Carlson, being part of a small community enables him to be there for the important things in life: “I get to spend a lot of time with my family; I still get to go to all of my kids’

events,” he said.

Staying Union Strong

Blancett knows from firsthand experience that not all unions are alike when it comes to safety and training, or negotiating and maintaining strong benefits. As a member of IBEW 1245, he has seen the difference having a well-established union can make. “They’re like the silent partner; when you need them, they’re there for you.”

Carlson agreed that a strong union is a way to win important rights and benefits, including better pay.

“When the last contract came up, it had been a while since we’d seen a raise around here,” he explained. “Our union rep really fought for us to get what we deserved, and he ended up getting us a really good contract. He really came through for us.”

“I’ve been around the union for quite a few years, and the union has always got your back on things,” Blancett said.



Administration Services Clerk 2 Sandra Ramos



Driver Linnea Brown



Lineman Lee Hostetler



Maintenance Worker Mitchell Weber



Maintenance Worker Gustavo Noriega

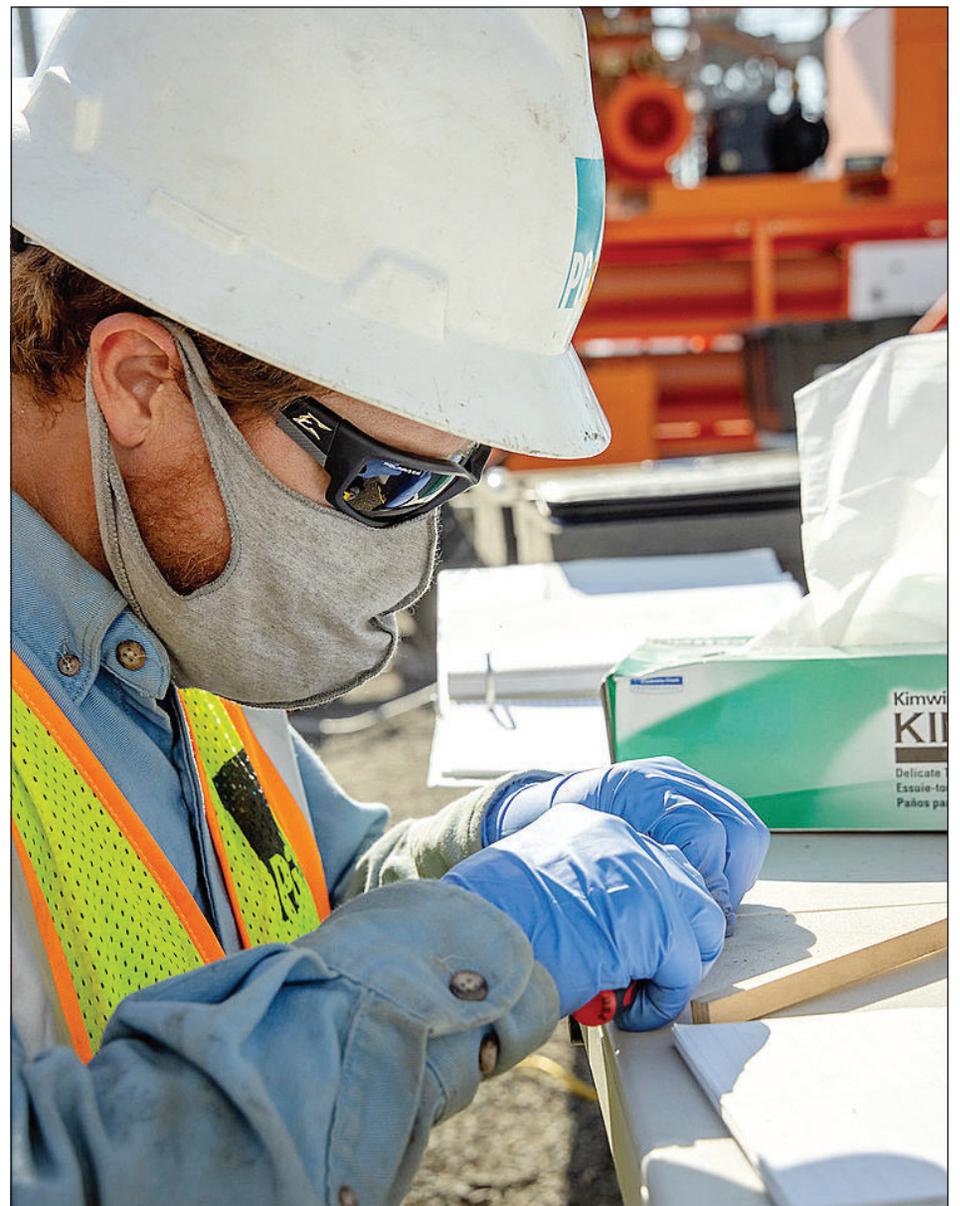


Lineman Danny Birkholz

IBEW 1245 and PG&E Work Together



The 500KV breaker crew at Vaca-Dixon Sub — Electrician Rick Slusher, Electrician Frank Garza, Electrician Ryan Hamlet, Electrician Aron Brouillette, Crew Lead Mike Thompson



When a 500KV breaker at Midway Sub in Bakersfield failed back in 2018, the culprit turned out to be a snap ring, weighing all of two ounces. But at the time, no one at PG&E was trained to make this type of breaker repair, so it was contracted out to ABB, the manufacturer of these specific breakers, just as it has been for many years.

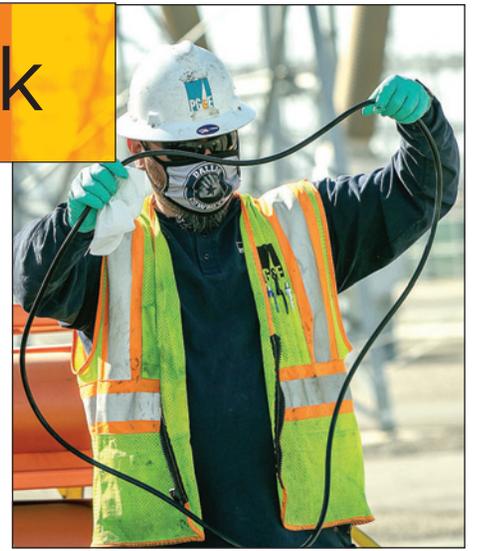
The practice of outsourcing this work presents a multitude of problems, including the fact that ABB personnel had to fly all the way out from Pittsburgh to perform the repair work. The utility work had to wait — sometimes as long as two weeks — until ABB could send

employees out to lead the overhaul with some PG&E help.

500KV infrastructure is critical to the western United States, and when there are issues that require the line to be taken out of service, time is of the essence. For this reason, “in-sourcing” this 500KV breaker work seems to be the most logical solution for the company, the workforce, and the customers.

In September of 2019, PG&E and IBEW 1245 began negotiating an agreement for PG&E Substation employees to perform maintenance on 500KV breakers. The negotiation was quick and beneficial to both sides, and the result was Letter Agreement 20-06, which can be

to “In-Source” 500KV Breaker Work



viewed at <https://ibew1245.com/files/PGE-docs/LA-20-06-PGE.pdf>.

In February 2020, a dozen IBEW1245 members from various PG&E substation headquarters flew to Pittsburgh, PA for a one-week training course at the ABB plant, where they learned how to perform maintenance and repairs on these unique breakers.

“It was great to see the inside of one of these breakers for the first time, and also

the plant,” said Crew Lead Mike Thompson, who works out of Table Mountain. “It was worth seeing, it definitely was.”

Like the 11 other members who joined him at the training, Thompson volunteered to be a part of this new project, and now he is leading a five-man crew as they work to retrofit the over 120 breakers located in eight substations within the PG&E system.

After a few unanticipated hiccups that

were understandable given this new venture, this work is now underway, most recently in Vaca Dixon Sub, where the *Utility Reporter* got a chance to watch Thompson and his team at work. The crew is both proud and grateful for the agreement that opened up the ability to take on this work.

“It’s going great, actually,” said Thompson. “I think we’re doing really good, for what we’ve started off with.”

IBEW 1245 hopes that this agreement will be an example to other lines of business within PG&E of what can be accomplished through partnership.

— Bob Gerstle, IBEW 1245 Assistant Business Manager

Photos by John Storey





California Line Clearance Tree Trimmers: Setting the Standard For an Essential Industry

With the end of 2020, a year like no other that I can remember, I can't help but look forward to the challenges of 2021.

However, 2020 wasn't all bad for Local 1245 members working in the tree industry, and many of our other work groups. It was the first full year under the new IBEW 1245 Line Clearance Tree Trimming (LCTT) agreement, and our members working in the LCTT industry saw significant increases in wages and benefits because of our success with Senate Bill 247. This bill has made life-changing improvements to this industry, and to the lives of our members.

The work that LCTTs perform is an essential function in maintaining reliable electricity to much of the public. While the COVID-19 pandemic has resulted in scores of people finding themselves working from home, and many others unemployed, our members did not miss a beat in stepping up to the challenges that 2020 brought us. Their hard work played a critical role in ensuring the safe reliable delivery of electrical power to the public.

We had as many as 6,500 plus workers performing this important work on PG&E property in the beginning of 2020, and we've seen those numbers level out to around 4,500 workers towards the end of 2020 and moving into 2021. This is a significant increase to the pre-2018 numbers, where we would fluctuate between 1,500 to 2,000 LCTT members.

With this significant increase in members, and the increases in wages and benefits, California's LCTT industry has received significant attention from the customers, the state, and the public, as well as other IBEW Local unions across the US that are watching what we are doing out here. All of this is helping us create an industry that is becoming a desirable trade where workers can start a career and see it through retirement, all while providing a good life for themselves and their families. Tree trimming is some of the hardest and most challenging work that our members perform, and it is great to see these changes happening to the industry — however, now is not the time to gloat about our successes, as there is still a lot of work to do.

Safety and quality of work must remain a top priority for everyone. We continue to see Serious Incident and/or Fatality (SIF) potential accidents, all of which require investigations. Our tree representatives are spending a significant amount of time assisting in these investigations, which almost all have negative impacts on a member, or the family of a member, who was seriously hurt. This work is not going away anytime soon, and failure to follow safety rules or look out for each other hurts the industry we are trying to make better for all. We all need to be vigilant when it

comes to safety, have that questioning attitude, and not be afraid to stop work if things don't seem right.

There have been some other positive developments with regards to training. Local 1245 has spent a significant amount of time working to try to establish a standardized joint training program. One of the things we were able to do, through the state of California's Workforce Development group which is overseen by the Secretary of Labor's office is secure a little over 4.2 million in grant funding to develop and implement a standardized training certification program. This award was recently made public and is part of the state's "High Roads" jobs plan and we are working to develop a plan to implement with the contractors. This is something the customers, the state of California, the Secretary of Labor and our members have wanted, and we are trying to navigate through all the dynamics to get this started (see story on page 18). We are hopeful to have more information on these developments in the near future.

The following LCTT companies have signed an agreement with Local 1245 since October 2020:

- Larch Tree Service
- Winsor Tree Service
- Cal State Trees
- CAL VEG Maintenance

We see no shortages in the amount of work as we move into 2021. We have a lot of challenges ahead of us, but I firmly believe if we stay focused on the task at hand, we will be up to the challenge. Stay safe, stay focused and stay on task!

Northern Area

As expected, the last quarter of 2020 was very hectic. With the new contractors in place and everyone pushing hard to reach their year-end goal, there were a few issues that came up.

There was a lot of confusion about vacation, both on the members' side, as well as on the company's side. A lot of members wanted to take time off over the holidays to spend time with their families, but the companies were denying vacation requests, stating that they were behind schedule and they needed everyone to report for work so they could complete the work on time. We did work through these problems and the companies did allow some members to use some of their vacation time. We are working on solutions for this going into 2021 to resolve these issues in the future.

COVID-19 is still causing us major problems. There have been a couple yards where there have been a few cases reported, and the whole yard had to be tested. This resulted in quite a few members being quarantined for the required 14 days. Most companies complied with the law and paid the mem-

bers while they were off, but there were a couple that did not understand the law and fought the payments. Most of these issues have been resolved.

Wright Tree Service has had a few layoffs on their transmission contract. PG&E fell behind on the patrolling of the lines and the company had run out of work. They moved most of their guys up into the Humboldt area temporarily to finish up the work there. They are hoping to start receiving work soon for the other areas so they can bring everyone back. The routine side of work in the North Valley seems to be going strong. Wright has been hiring new employees in that area.

We finally settled the problem we were having with Mario's Tree Service concerning the owed vacation from 2019. It now looks like just about everyone has been paid out for their vacation time that they had on the books. This is something that we have been trying to settle for quite a while.

Unit meetings are still canceled for now because of COVID-19. We are hoping this will all be over soon so we can start the meetings up again. We are trying to make as many field and yard visits as possible to answer questions and concerns, but we are encouraging everyone to call your Rep if you have any questions.

Central Area

Asplundh Tree Expert — Nevada Energy: Work continued in northern Nevada and Lake Tahoe Areas with the company bringing in outside crews from Arizona, Las Vegas, and Utah to assist in the area. NV Energy had planned on getting more projects done, but even with these additional crews, it wasn't enough, and we are expecting additional assistance from another one of Asplundh's rRegions. Hiring at Asplundh Tree Expert had continued during the last quarter of the year. COVID-19 has impacted the operation, including the quarantine of a few employees.

Mario's Tree Service — Sacramento Valley: PG&E had announced changes to all the contracts system wide, which was expected to effect all areas in the jurisdiction. The entire membership was really feeling the pressure of potentially having to change contractors again, or move to stay with their current employer. Mario's was successful in keeping their same areas, which has brought some relief to our members working for Mario's.

We had been working with the Company to resolve the final vacation payout for 2019, and that issue was finally resolved before the end of the year. The Company had paid some of the vacation for 2019, but was short in most cases, which required us to assist in providing them with union seniority dates

and determining what was owed. There have also been discussions with the Company about the five floating days at the end of the year and how that needs to be handled, as there seems to be some incorrect information being passed along. The Company will pay out any unused days at the end of the year.

We have just a few Grievances to review with the Company. We expect to hold this Grievance Review meeting during the first quarter of the year. COVID-19 has also impacted the membership, resulting in some quarantines.

Mowbray's Tree Service — PG&E & SMUD: Mowbray's has expanded its footprint on PG&E property by winning bids in East Bay, Contra Costa, Mission, Golden Gate, and Peninsula. The Company has hired some of the members that had been performing the work in the area for the previous contractor. These new contracts are five-year lump sum bids on PG&E. We did have several COVID-19 cases come up, leading to numerous quarantines.

The territory changed at SMUD, and is now split with two different contractors performing the work. Previously the work was a North & South split, but has shifted to an East & West split of Sacramento County, with Mowbray's performing the work in the west. We have a few grievances and expect to meet with the Company to discuss all open issues in the first quarter of the year.

Mountain Enterprise — Liberty Energy & PG&E: MFE has crews working at South Tahoe for Liberty as well as crews working in El Dorado, Placer, Sacramento County, and Golden Gate Division for PG&E. MFE was able to keep their same areas at PG&E, and continues to use several sub-contractors to cover their areas. The Company has been placing an emphasis on safety and reminding members to stay focused on the job. The Company has really ramped up their personnel system-wide. We have one open grievance matter.

Davey Tree Surgery & Pole Test & Treatment: We're currently looking at resolving the last open grievance with Davey, which involves final payout of the vacation earned in 2019. The company is requiring everyone to follow the CDC guidelines, but COVID-19 has still negatively impacted numerous members. We had a few pay issues and back pay issues that were resolved towards the end of 2020. Davey had lost some areas with the recent changes to the PG&E contracts, however they were able to keep several of our members working for them by moving them to work in Los Gatos, Mountain View, and San Jose. PG&E has issued them some work in East Bay — an area they weren't successful in keeping — which has allowed some of our members to return back to work at their original headquarters.

Rapid Response — PG&E: This company was awarded San Jose Division, which encompasses all of San Jose, Morgan Hill, and Gilroy. Rapid Response is expected to be hiring more qualified Line Clearance Tree Trimmers, so if anyone is interested or know someone who

continued on page 19

Podadores de árboles para el despeje de líneas de California: Estableciendo los estándares de una industria esencial

Termina 2020, un año como ningún otro que yo recuerde, y no puedo dejar de pensar en los retos que nos esperan en 2021.

Sin embargo, no todo fue malo en 2020 para los miembros del Local 1245 que trabajan en la industria de la poda de árboles, ni para muchos otros grupos de trabajadores. Fue el primer año completo durante el cual estuvo vigente el nuevo acuerdo del IBEW 1245 para los Podadores de Árboles para el Despeje de Líneas, y nuestros miembros que trabajan en la industria de la poda de árboles, recibieron importantes mejoras salariales y de beneficios gracias al éxito que tuvimos con la aprobación de Ley 247 del Senado. Con esta ley, se lograron cambios muy importantes en esta industria, y en las vidas de nuestros miembros.

El trabajo que realizan los podadores de árboles para el despeje de líneas es esencial para que la mayoría de la población tenga un suministro confiable de electricidad. Debido a la pandemia de COVID-19, un gran número de personas han tenido que trabajar desde sus hogares, y muchos otros perdieron su empleo. Pero nuestros miembros no perdieron ni un minuto en dar la cara y enfrentar los retos que nos presentó el año 2020. Su arduo trabajo tuvo un papel fundamental en garantizar el suministro confiable de electricidad a la población.

A comienzos de 2020, teníamos más de 6,500 trabajadores realizando estas importantes tareas en las instalaciones de PG&E, y para finales de 2020 y comenzando 2021, ese número se ha estabilizado en aproximadamente 4,500 trabajadores. Esto representa un aumento significativo comparado con los trabajadores antes de 2018, cuando el número de miembros podadores de árboles para el despeje de líneas fluctuaba entre 1,500 y 2000 trabajadores.

Debido a este significativo aumento en miembros, y las mejoras salariales y de beneficios, la industria de la poda de árboles para el despeje de líneas en California ha recibido mucha atención por parte de los clientes, el estado y el público, así como de otros sindicatos locales de IBEW en todo Estados Unidos que observan lo que hacemos aquí. Todo esto nos está ayudando a crear una industria que ofrece un empleo atractivo donde los trabajadores pueden comenzar su carrera y continuar en ella hasta su jubilación, ofreciendo buenas condiciones de vida para ellos y sus familias. La poda de árboles es uno de los trabajos más difíciles y retadores que realizan nuestros miembros, y es estupendo ver estos cambios en la industria, pero no es el momento de alardear sobre nuestro éxito, porque aún hay mucho trabajo por delante.

La seguridad y la calidad del trabajo deben seguir siendo una prioridad importante para todos. Siguen sucediendo incidentes potenciales de muerte por lesiones graves (SIF), que deben ser investigados. Nuestros representantes

de los podadores de árboles dedican mucho tiempo a ayudar en estas investigaciones, las cuales en su mayor parte tienen un impacto negativo sobre algún miembro, o un familiar de un miembro que resultó gravemente herido. Este trabajo no va a desaparecer, y no cumplir con las normas de seguridad ni velar por los compañeros, perjudica a la industria que estamos tratando de mejorar para todos. Todos debemos estar alerta en lo que se refiere a seguridad, debemos tener la actitud de cuestionar, y no tener miedo de detener el trabajo si algo parece que no está bien.

Hay algunos avances positivos en cuanto a capacitación. El Local 1245 ha dedicado mucho tiempo a establecer un programa estandarizado conjunto de capacitación. Una de las cosas que logramos, a través de la Junta de Desarrollo de la Fuerza laboral de California que está bajo la supervisión de la Secretaría del Trabajo, fue recibir una subvención de 4.2 millones para desarrollar y ejecutar un programa de certificación de capacitación estandarizado. Esta subvención se anunció recientemente y forma parte del plan de empleo "High Roads" del estado, y estamos desarrollando un plan para aplicarlo con los contratistas. Los clientes, el estado de California, la Secretaría del Trabajo y nuestros miembros han querido que esto sucediera, y estamos haciendo todo lo necesario para arrancar este programa. Esperamos tener más información sobre nuestro progreso próximamente.

Las siguientes compañías de poda de árboles han firmado el acuerdo con el Local 1245 desde octubre de 2020 hasta el día de hoy.

- Larch Tree Service
- Winsor Tree Service
- Cal State Trees
- CAL VEG Maintenance

Nos hemos mantenido bastante ocupados comenzando 2021. Tenemos muchos retos por delante, pero creo firmemente que si nos centramos en la tarea que nos ocupa, afrontaremos con éxito los desafíos. ¡Actúen con seguridad, manténganse enfocados y cumplan sus tareas!

Zona norte

Como era de esperar, el último trimestre de 2020 fue muy ajetreado. Teníamos nuevos contratistas y todos estaban presionando para cumplir con las metas de fin de año, por lo que surgieron algunos problemas.

Hubo mucha confusión sobre las vacaciones, tanto por parte de los miembros como de la compañía. Muchos de los miembros querían tomarse un tiempo libre durante las festividades para estar con sus familias, pero las compañías estaban negando solicitudes de vacaciones, afirmando que estaban retrasados y que necesitaban que todos se presentaran para poder completar el trabajo a tiempo. Resolvimos estos problemas y las compañías les permitieron a algunos miem-

bros que tomaran vacaciones. Estamos buscando soluciones para esto, entrando en 2021, para resolver estos problemas en el futuro.

COVID-19 nos sigue causando grandes problemas. Se ha informado sobre casos en algunos de los patios, y todas las personas del patio tuvieron que hacerse la prueba. A consecuencia de esto, un gran número de miembros fueron puestos en cuarentena durante los 14 días exigidos. La mayoría de las compañías cumplieron con la ley y les pagaron el sueldo a los miembros mientras estaban en cuarentena, pero un par de compañías no entendieron la ley y no querían pagar. La mayoría de estos asuntos han quedado resueltos.

Wright Tree Service ha realizado algunos despidos de su contrato de líneas de transmisión. PG&E se ha retrasado en el patrullaje de las líneas de transmisión y la compañía se quedó sin trabajos a realizar. Temporalmente mudaron a la mayoría de su gente a la zona de Humboldt para finalizar los trabajos allí. Esperan comenzar a recibir trabajo pronto en otras zonas para traer de regreso a todos los trabajadores. La parte rutinaria del trabajo en North Valley continúa activa, Wright ha estado contratando nuevos empleados en esa zona.

Finalmente solucionamos el problema que teníamos con Mario's Tree Service sobre las vacaciones pendientes de 2019. Parece que se le ha pagado a todos las horas de vacaciones que estaban en los registros. Hemos estado intentando solucionar esto desde hace tiempo.

Las reuniones de la unidad continúan suspendidas por ahora debido a COVID-19. Esperamos que esto termine pronto para poder retomar las reuniones nuevamente. Estamos intentando realizar la mayor cantidad posible de visitas de campo y de patios para contestar preguntas y abordar las preocupaciones, pero invitamos a todos a llamar a su representante si tienen preguntas.

Zona central

Asplundh Tree Expert — Nevada Energy: El trabajo continúa en las zonas del norte de Nevada y Lake Tahoe, y la compañía ha traído cuadrillas de Arizona, Las Vegas y Utah para ayudar en el área. NV Energy tenía planeado ejecutar más proyectos, pero incluso con estas cuadrillas adicionales, no tenían suficiente personal, y esperamos recibir ayuda adicional de otra de las zonas de Asplundh. Asplundh Tree Expert siguió contratando personal durante el último trimestre del año. COVID-19 ha impactado las operaciones, lo cual incluye la cuarentena de algunos empleados.

Mario's Tree Service — Sacramento Valley: PG&E había anunciado cambios en todos los contratos en todo el sistema, y se esperaba que esto afectara a todas las zonas de la jurisdicción. Todos los miembros sentían la presión de

probablemente tener que cambiar de contratistas nuevamente, o mudarse con su empleador actual. Mario's logró mantener sus mismas áreas, lo cual fue un alivio para nuestros miembros que trabajan para Mario's.

Habíamos estado trabajando con la Compañía para resolver el pago final de las vacaciones de 2019, y ese asunto finalmente se resolvió antes de fin de año. La Compañía había pagado algunas de las horas de vacaciones de 2019, pero no la mayoría. Tuvimos que ayudar proporcionándoles las fechas de antigüedad del sindicato para definir cuánto se debía. También ha habido discusiones con la Compañía sobre los cinco días flotantes a finales del año, y cómo abordar eso, ya que aparentemente se está manejando información incorrecta. La Compañía pagará todos los días que no se hayan usado a finales de año.

Tenemos algunas quejas pendientes por revisar con la Compañía. Esperamos tener una reunión del Comité de resolución de quejas durante el primer trimestre del año. COVID-19 también ha impactado a los miembros, algunos de los cuales tuvieron que permanecer en cuarentena.

Mowbray's Tree Service — PG&E & SMUD: Mowbray's expandió su cobertura en las instalaciones de PG&E tras ganar las licitaciones en East Bay, Contra Costa, Mission, Golden Gate y Península. La Compañía contrató a algunos de los miembros que habían estado ejecutando trabajos en la zona para el contratista anterior. Estos nuevos contratos fueron licitaciones por cinco años por suma global para PG&E. Tuvimos varios casos de COVID -19, lo que resultó en numerosas cuarentenas.

El territorio en SMUD cambió, y ahora el trabajo está dividido entre dos contratistas diferentes. Anteriormente el trabajo estaba dividido en norte y sur, pero ahora el condado de Sacramento se dividió en zona este y zona oeste, y Mowbray's ejecuta los trabajos en el oeste. Hemos recibido algunas quejas y esperamos reunirnos con la Compañía para discutir todos los asuntos pendientes durante el primer trimestre del año.

Mountain Enterprise — Liberty Energy & PG&E: MFE tiene cuadrillas trabajando para Liberty en South Tahoe y cuadrillas trabajando para PG&E en El Dorado, Placer, el condado de Sacramento County, y la división Golden Gate. MFE logró mantener las mismas áreas de PG&E y sigue utilizando varios subcontratistas para cubrir el trabajo en sus áreas. La Compañía ha estado poniendo énfasis en la seguridad y les recuerda a los miembros que se mantengan centrados en el trabajo. La Compañía ha incrementado notablemente su personal en todo el sistema. Tenemos una queja pendiente.

Davey Tree Surgery y Pole Test & Treatment: Actualmente estamos intentando resolver una queja pendiente con

continúa en la página 18

IBEW Secures More Than \$4 Million in Grant Funding For Line Clearance Tree Trimmer Training Program

Line clearance tree trimming is a challenging essential job with little room for error — and the dedicated IBEW members who perform this work deserve consistent, high-quality training to ensure they have the skills and knowledge they need to do their jobs safely and effectively.

In 2019, IBEW 1245 successfully lobbied the California Legislature to require utilities to invest more in training (as well as wages) for the IBEW

crews that clear trees around power lines and perform fire mitigation work. Among other things, this new law, known as SB 247, establishes a line clearance tree trimmer training requirement for the state of California, which is in line with the CalOSHA requirement.

SB 247 was signed into law in October of 2019, and the IBEW utility locals in California, in conjunction with the California-Nevada Joint Apprenticeship Training Program (JATC), promptly

began planning and preparing to establish a standardized training program.

Building this type of program from the ground up isn't easy or cheap, so the IBEW and JATC applied for grant funding through the California Workforce Development Board. In December, the union was formally notified that our tree trimmer training program was awarded a grant of just under \$4.2 million over three years, beginning in the first quarter of 2021. The award is part of

IBEW recibe más de \$4 millones en fondos de subvención para el programa de capacitación de los podadores de árboles para el despeje de líneas

a poda de árboles para el despeje de líneas es un trabajo esencial y difícil, con poco margen para errores, y los dedicados trabajadores miembros del IBEW que ejecutan este trabajo merecen recibir una capacitación coherente y de alta calidad, para asegurar que tengan las habilidades y los conocimientos que necesitan para ejecutar sus tareas de manera segura y eficaz.

En 2019, el IBEW 1245 logró influir sobre la Asamblea Legislativa de California para exigir a las empresas de servicios públicos que inviertan más en la capacitación (y también en salarios) de las cuadrillas del IBEW que despejan árboles cerca de las líneas eléctricas y realizan trabajos de mitigación de incendios. Entre otras cosas, esta nueva ley, conocida como SB 247, establece un requisito de capacitación para los podadores de árboles para el despeje de líneas en el estado de California, alineado con el requisito de CalOSHA.

La ley SB 247 fue aprobada en octubre de 2019, y los IBEW locales de empresas de servicio público en California, en conjunto con el Programa Conjunto California-Nevada de Capacitación para Aprendices (JATC), rápidamente comenzaron a planificar y prepararse para establecer un programa de capacitación estandarizado.

Desarrollar este tipo de programa desde cero no es fácil ni barato, por lo que IBEW y JATC solicitaron financiamiento por subvención a través de la Junta de Desarrollo de la Fuerza Laboral de California. Este mes, el sindicato recibió la notificación formal de que nuestro programa de capacitación de podadores de árboles obtuvo una subvención de casi \$4.2 millones durante tres años, comenzando en el primer trimestre de 2021. Esta subvención es parte de un subsidio de capacitación

laboral de \$14.4 millones que el estado de California obtuvo recientemente del Departamento de Educación de los Estados Unidos.

“Esta subvención nos permite desarrollar y ejecutar este programa a un ritmo mucho más rápido de lo que podríamos haber imaginado”, comentó Ralph Armstrong, Gerente Asistente de Negocios Senior del IBEW 1245. “Estamos trabajando conjuntamente con los otros IBEW locales, contratistas y el JATC para desarrollar un enfoque

estatal. Todavía queda mucho por hacer, y este financiamiento proporcionará el impulso que necesitamos para cumplir a través de este programa con nuestra visión”.

“Hemos estado trabajando durante años para arrancar un programa así, y nos complace mucho ver que este esfuerzo finalmente está dando frutos”, agregó Bob Dean, Gerente Asistente de Negocios Senior. “La tasa de lesiones y fatalidades de nuestros podadores de

continúa en la página 19

Árboles, de la página 17

Davey que se refiere al pago final de las vacaciones de 2019. La compañía exige que todos cumplan con las pautas de los CDC, pero aún así, COVID-19 ha impactado negativamente a muchos miembros. Varios problemas pendientes de pagos y pagos retrasados se solucionaron a finales de 2020. Con los nuevos cambios en los contratos de PG&E, Davey perdió varias áreas, pero lograron retener a algunos de nuestros miembros cambiándolos para Los Gatos, Mountain View y San José. PG&E les asignó trabajo en East Bay, que había sido un área que habían perdido, lo cual permitió que algunos de nuestros miembros regresaran a trabajar en sus sedes originales.

Rapid Response — PG&E: A esta compañía se le otorgó la división de San José, que abarca todo San Jose, Morgan Hill y Gilroy. Se espera que Rapid Response contrate más podadores de árboles para el despeje de líneas calificados, de modo que si hay algún interesado, o conocen a alguien preparado, comuníquense con la Compañía en sus oficinas de Morgan Hill.

Wright Tree — SMUD y PG&E: Wright Tree Service había suspendido la contratación de nuevos empleados en SMUD, pero de alguna manera, el año pasado, aumentaron sus cuadrillas en las instalaciones de SMUD, y probablemente sean el mayor grupo trabajando en esa zona. Observamos que algunos miembros se cambiaron de zona de South Sacramento a North Sacramento, la cual WTS solía cubrir antes de los

recientes cambios a zona este y oeste. Con los nuevos cambios de zonas, WTS ahora controla el condado de Western Sacramento. COVID-19 ha afectado a numerosos miembros, ya sea que se enfermaron y/o tuvieron que permanecer en cuarentena. WTS también tiene las líneas de transmisión East Bay/South Bay de PG&E, y tienen trabajo que se ha esparcido hacia South Bay.

Zona Sur

El último trimestre del año fue uno de los más ocupados y más difíciles de los nueve años que tengo como Representante de Negocios del Local 1245. Tuvimos las elecciones, y estoy satisfecho de haber cumplido con la búsqueda de candidatos que apoyan nuestros puntos de vista y que luchan por las leyes laborales.

Continuamos afrontando problemas de COVID-19, y parece que está empeorando. Muchos miembros de mi zona han tenido resultados positivos al hacerse la prueba, algunos no tuvieron síntomas, o síntomas muy leves, y otros se pusieron muy enfermos. Realmente hemos tenido que tomar muy en serio este virus, y cumplir con las recomendaciones de usar cubre-bocas, lavarnos las manos y mantener el distanciamiento social.

El último trimestre de 2020 se otorgaron los contratos de suma global, y en la zona sur, Arborworks perdió la zona de Sonora, que fue otorgada a Nate's Tree Service; las zonas de Merced, Madera y los Banos fueron otorgadas a Wendy's Tree Service. Mario's Tree Serv-

a \$14.4 million job training grant that the state of California recently secured from the U.S. Department of Education.

“This grant allows us to get this program developed and implemented at a much faster pace than we could have ever imagined,” remarked IBEW 1245 Senior Assistant Business Manager Ralph Armstrong. “We are working collectively with the other IBEW Locals, contractors, and the JATC on how this will look from a statewide perspective. There is still a lot of work to be done, and this funding will provide the boost we need to get this program to where we envision it.”

“We've been working for years to get a program like this off the ground, and we're thrilled to see this effort finally coming to fruition,” added Business Manager Bob Dean. “Our line clearance tree trimmers have had an unacceptably high injury and fatality rate, and we believe that this program will result in fewer injuries and a stronger culture of safety on the job, as well as a more resilient electric system.”

“The fact that our tree trimmer program secured almost 35% of the state's entire Dept. of Education training grant is a testament to the work we've done to establish this as a high-priority program,” noted Assistant Business Manager Hunter Stern. “Don Jamison at the JATC deserves a lot of credit. He did yeoman's work preparing the applications.”

— Rebecca Band, IBEW 1245 Communications Director

ice recibió la división Kern y mantuvo las divisiones de Sacramento y Stockton. Davey Tree perdió la división de San José que fue otorgada a Rapid Response; East Bay y Marin North Bay fueron otorgadas a Mowbray's; y, la parte sur de la división Central Coast desde Castroville, Salinas hasta King City fue otorgada a Community Tree Service. Davey Tree ganó el contrato para hacer todo el trabajo de Control de Vegetación (V.C.) en las instalaciones de PG&E, y ahora es el único contratista en las instalaciones que hace ese tipo de trabajo. Debido a estos nuevos contratos, ahora los contratistas principales tienen áreas de gran tamaño, y les ha sido difícil contratar trabajadores.

Durante el último trimestre de 2020 se produjeron varios accidentes graves. En octubre, un empleado de Triple AAA (un subcontratista) cayó de un árbol desde una altura de 65, y la mano de un empleado de Davey Tree quedó atrapada en una astilladora. En noviembre, un empleado de Mario's volcó un camión pluma mientras él estaba dentro de la cesta. En diciembre, un empleado de Mountain Enterprise perdió la punta de su dedo índice derecho en un accidente mientras amarraba árboles. Todos los incidentes mencionados han sido y/o están actualmente bajo investigación del SIF.

Estamos teniendo demasiados accidentes por no prestar atención. Todos nuestros miembros deben permanecer enfocados en sus tareas y trabajar de manera segura. Este próximo trimestre, voy a predicar la seguridad más que nunca.

Get the latest news at

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Trees, from page 16

has these skills, contact the Company at their office in Morgan Hill.

Wright Tree — SMUD & PG&E: Wright Tree Service had been on a hiring freeze at SMUD, but somehow managed to add crews last year on SMUD property, and may be the largest group performing work there. We had noticed some members changing areas from South Sacramento to North Sacramento which WTS covered prior to the recent

44 millones, de la página 18

árboles ha sido inaceptable, y creemos que con este programa se reducirá el número de lesiones y desarrollaremos una cultura más sólida de seguridad en el trabajo, así como a un sistema eléctrico más robusto”.

“El hecho de que nuestro programa de podadores de árboles haya obtenido casi el 35% de la subvención total de capacitación del Departamento de Educación del estado es testimonio del trabajo que hemos hecho para establecer este programa como un programa de alta prioridad”, señaló el Gerente Asistente de Negocios Hunter Stern. “Don Jamison del JATC merece nuestro reconocimiento por este logro. Trabajó arduamente para prepara las solicitudes.”

area changes from East to West. With the new area changes, WTS is now in control of Western Sacramento County. COVID-19 has been felt by numerous members either by illness and/or quarantines. WTS also has PG&E Transmission East Bay / South Bay, with work being scattered into the South Bay.

Southern Area

The last quarter of the year was one of the busiest and most trying time in my nine years as a Business Rep for Local 1245. We had elections, and I was glad to do my part in canvassing via for candidates that support our views and fight for labor laws.

We are still dealing with COVID-19 issues, and it seems to be getting worst and still going strong. Many members in my area have tested positive; some had zero to minor symptoms, and others have gotten very sick. We have had to really take this virus more seriously than ever, adhering to the recommendations to wear masks, wash hands and maintain social distancing.

Lump sum contracts were awarded the last quarter of 2020 and in the southern area, Arborworks lost Sonora to Nate's Tree Service, while Merced, Madera and Los Banos went to Wendy's Tree Service. Mario's Tree Service picked up Kern Division and kept Sacramento and Stockton Divisions. Davey Tree lost

San Jose Division to Rapid Response; East Bay and Marin North Bay to Mowbray's; and, the southern part of Central Coast Division from Castroville, Salinas to King City to Community Tree Service. Davey Tree did pick up all the V.C. work on PG&E property, making them a solo contractor on the property doing that type of work. With these new awards, we now have new Primes with big areas. and hiring people has been a challenge for them.

The last quarter of 2020 was marked by several serious accidents. In October, an employee from Triple AAA (sub to a

Prime) fell 65 feet from a tree, and a Davey Tree employee's hand got caught in a chipper. In November, an employee from Mario's flipped a boom truck over while inside the bucket. In December, an employee from Mountain Enterprise lost the tip of his right index finger in a tree rigging accident. All the above incidents have been and/or are currently under SIF investigations.

We are having too many careless accidents. All our members need to stay focused on their tasks at hand and work safe. This next quarter, I will be preaching safety more than ever.

COVID Vaccine FAQs

What is IBEW 1245's position on the COVID-19 vaccine?

The union understands that our membership may have mixed feelings about the vaccine. **Local 1245 respects each and every union member's right to make their own decisions about whether to take the vaccine.** All currently available data indicates that widespread vaccination is in the best interest of our membership, our customers, and our communities.

When will utility and energy workers be eligible to get the vaccine?

In California, members who are 65 and older would be eligible for the vaccine now, under Phase 1B. Currently, energy workers under the age of 65 fall under Phase 1C of California's vaccination plan, and the time frame for when Phase 1C will begin is not yet certain. IBEW 1245's lobbying team has been aggressively advocating for energy workers to be moved into 1B, and we will continue to put pressure on decision-makers until our members are given the opportunity to get vaccinated.

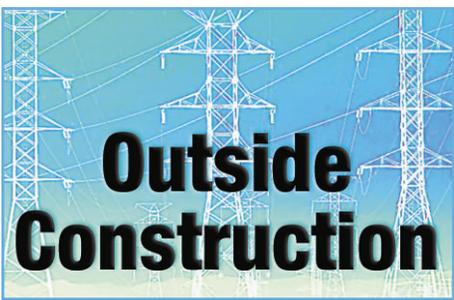
Will my employer require me to be vaccinated?

IBEW 1245 has been in contact with all signatory employers to discuss the potential for mandatory vaccines. At this time, none of our employers are requiring the vaccine. Should that change, Local 1245 will respond accordingly.

How safe and effective is the vaccine, really?

All studies indicate that the vaccine is both effective and safe. The CDC is the best source for evidence-based information about the vaccine. Learn more at <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/facts.html>.





California

As we try to not look back at 2020 — which was a year like no other — I am cautiously optimistic there will be some relief later in 2021. With all the challenges we faced with the pandemic in 2020, IBEW 1245 members didn't miss a beat as essential workers, showing up every day and performing the work that is required to keep the electrical system up and running when the people of California needed it most.

2021 has been off to little bit of a slow start in terms of new calls, but Outside Line Construction work outlook in Northern California for this year remains very strong. By all indications, 2021 is set to be busier than last year. Fire hardening work will be an important part of the 2021 work picture, along with all the other routine maintenance and tag work that needs to be performed. If the 2021 fire season is anywhere near that of 2020 (which started early) our OSL members will be busy with the restoration work as well as assisting during Public Safety Power Shutoffs (PSPS) events. 2021 inspection work should be kicking off the first quarter of the year, with the project addendum in place addressing this single-man work and the pay structure.

Nevada

Nevada work remains strong as well. Wasatch has numerous dock hands working on NV property Reno, Winnemucca, Elko, Carson City, Yerington,

Fallon and on the Transmission Crew. Sturgeon was recently awarded the dock crew work for NV, and is slowly trying to man those calls which will eventually replace Wasatch for this work.

PAR has four crews working on NV property as well as Liberty, with one transmission crew working between NV and Liberty. Mountain General Engineering has three crews working on Liberty property doing pole change-outs. Several of these workers were recently laid off due to improper license to work on Liberty property. The company hopes to have those issues straightened out by February.



Ralph Armstrong

There is one TW Power crew working on Liberty property in South Lake Tahoe doing maintenance tickets.

Cache Valley had a crew working on Mt. Wheeler property, but they have completed their work and have moved on. Titan was recently awarded the bid for the 4KV conversion in Sparks for NV Energy. They are planning on one crew for this work and is expected to take a

year and a half to finish. Dacon has a crew working outside of Battle Mountain on a solar farm, which should be completed by spring.

NV Energy will be releasing a bunch of work during the second quarter that should keep NV busy all of 2021.

Signing the books at the Hall. The doors continue to remain locked all day and a security guard regulates access to ensure there are not more than two people in dispatch at any given time. You will be required to wear a face covering, have your temperature taken, and sanitize your hands before going into dispatch or any other area of the Hall. These changes were born out of necessity to deal with the COVID pandemic and to ensure the safety of everyone, especially our dispatchers. These changes have progressed for the better over the past months, and have ensured that we have not had any significant interruptions in dispatching of calls. Much of the application paperwork is now done electronically by the member from the safety of their vehicles. When you show up to the Hall, there is a menu stand with instructions about how to re-

sign and sign the books. Please see <https://bit.ly/signingthebookscovid> for details.

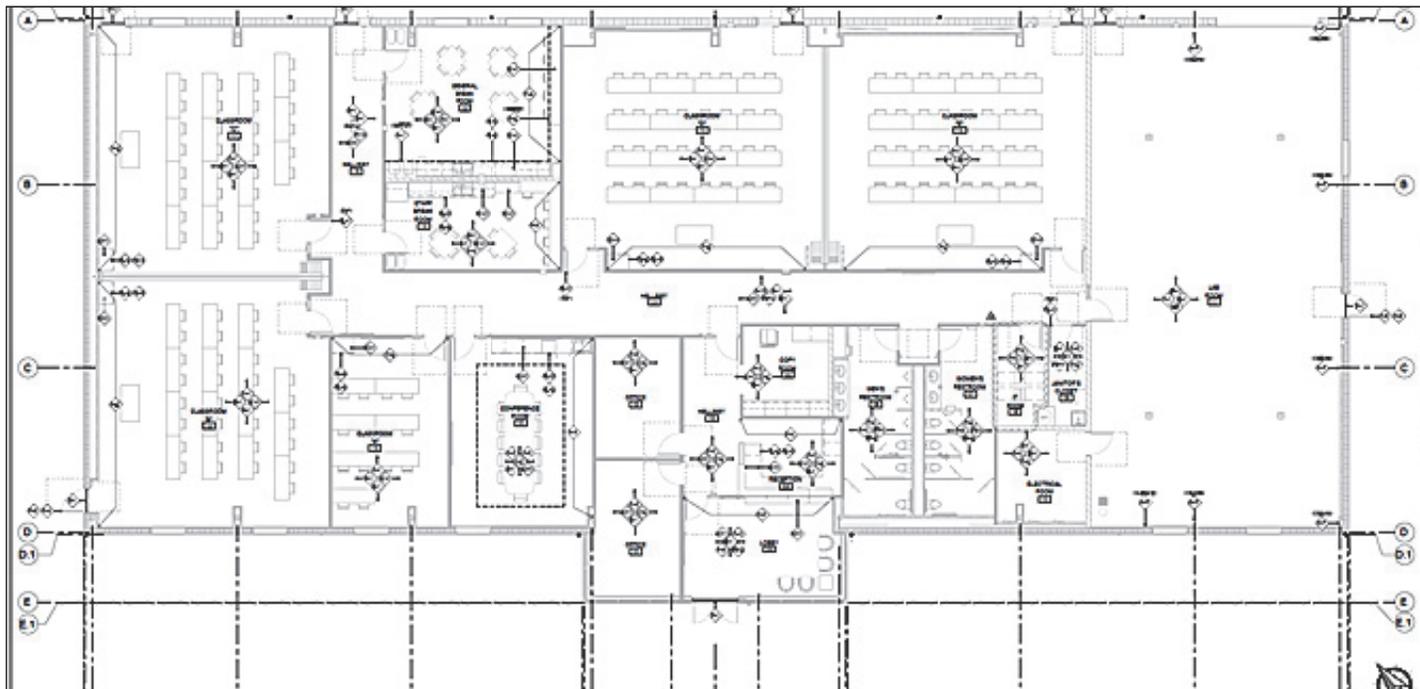
Dispatch hours are 7am — 9am and 1pm — 4:30 pm. Applications received after 4:30 pm will be processed the next business day.

Outside Line Dispatch Numbers for 2020

There was a total of 5,470 calls made in 2020.

- 3140 Lineman calls
- 1288 Groundman calls
- 284 Line EQ man calls
- 350 Apprentice calls
- 245 Sub Tech calls
- 107 Fab Tech calls
- 32 Tower Painting Tech calls
- 24 Cable Splicer calls

With the close of 2020, we have been able to hand out thousands of new Red Books and contracts. If you haven't gotten the updated Red Book, please reach out to one of the Outside Line Business Reps to obtain one. We especially encourage members to please review the Grounding and Rubber Gloving sections to see some of the rule changes.



Construction on the new Northern CalNev JATC 12,000 square foot state-of-the-art training center is on schedule.

New Business Reps

Outside Line Construction has recently hired two new Business Representatives. Michael "Fred" Aboud was hired to replace Casey Kelley. His assignment is Nevada and the Eastern Sierras, and he will also facilitate the 1245 Safety Peer to Peer programs. Ethan Stonecipher was hired to cover the Northern Area of our jurisdiction. These new representatives and their contact information can be found on the 1245 website.

All of our OSL Representatives have been busy in the field performing site visits, passing out agreements and Safety Red Books, answering questions, resolving issues and counseling when required. There is and will continue to be an intense focus on safety, with zero tolerance for flagrant violations. The 1245 Examining Committee remains busy dealing with safety violations by bringing the offenders into the hall once a month to correct these habits before allowing them to go back to work. In several instances, members have been required to take additional training. It is important to all of us to do everything in our power to work safe, not just for the obvious reasons, but also to continue to keep all this work union, and showcase to everyone that IBEW is the right choice!

Unit Meetings

We will continue to have the General Unit meeting at the Hall the first Tuesday of the month at 7:00 pm with these meetings being conducted outside in the parking lot under the Lineman's Club sign. If you plan on attending, you will need to bring your own chair and these meetings are all weather permitting (if it's raining, there will be no meeting.)

Safety Red Book update

All the Business Representatives have the new Red Books for distribution. This book contains all the new revisions and had been a long time in the works to get to completed. If you need these books, please reach out to one of the Business Representatives so they can get them to you. The new books can be identified by the yellow stripe towards the bottom of the cover that contains the new amended date of July 1, 2020. If anyone still has one of the older versions without the yellow stripe, we are asking to

please remove them from the jobsites as there have been a lot of changes, and the old books are no longer valid.

CalNev JATC

The final round of interviews from the October 2019 application period were conducted and completed in September and October of 2020. The COVID 19 pandemic in 2020 had a major impact and we've been working on getting all unemployed apprentices back to work before beginning any new classes. As of the end of 2020, the CalNev JATC indentured just over 50 new apprentices into the program. Plans are under way to begin new climbing schools and bring in new apprentices during the first couple of months of 2021. The trustees will evaluate the list and determine when we plan to open up the application process again. Stay tuned.

Current apprentices report as of Jan. 1, 2021:

- 572 outside line apprentices registered in our JATC program
- 2 traveling apprentices in CalNev's jurisdiction
- 0 apprentices traveling outside our jurisdiction
- 181 apprentices are working out of local 1245
- 331 are working out of 47 and 17 are working out of 396
- 23 are unemployed, 15 are not available to work for various reasons and 5 are on a leave
- 64 apprentices graduated to Journeyman Lineman since January 1, 2020
- 56 new apprentices indentured as outside line apprentices in 2020

Update on the new Northern CalNev JATC facility. Construction on the new training facility is on schedule and we expect to have it turned over to the JATC around April. Work on this project is moving right along, and currently the majority of the work is focused on the inside of the building. This new facility sits on 13 acres, which was purchased last year by the CalNev JATC, and will have a 12,000 square foot state-of-the-art training center. The new facility address is 545 Santa Anita Dr. in Woodland, CA.

The JATC had placed an announce-

ment looking for a new Assistant Director to run this facility when it is completed, and I am proud to announce the hiring of Kyle Saddler into that position. Saddler will be spending time at the Riverside facility in preparation of the opening of this facility.

As we work on building this new facility to handle the increased load of apprentices in Northern California, we are still operating at the temporary Northern California Cal-Nev JATC Training site location in Sacramento, CA. at the former Campbells Soup facility. The building is 6000 sq. ft. which allows us to handle the increased volume of apprentices and our new Trans Banker transformer simulator.

The address is 6200 Franklin Blvd in Sacramento, CA 95824.

Outside Line Construction Injured Workers Fund (IWF)

In the past three months, the Fund has paid out 13 claims. However, the Fund has received numerous other claims that are either pending because the required documentation was not received or denied as the member did not meet the eligibility requirements. When submitting a IWF application, please make sure to read all the eligibility requirements and provide the required documentation with the appli-

cation to avoid further delays. To request an application please email IWF@ibew1245.com or text (707) 452-2720; please include your first & last name and card number.

Organizing

The following companies have signed on to the Outside Line Construction Agreement with Local 1245 since October 2020:

- Sargent Electric Company
- CK Construction Group, Inc
- VIP Power Line Corp.
- Centerline Drilling, Inc.
- Alisto Engineering Group

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.

Please call the hotline for details on all available calls.



Support Family of 18-Year IBEW Member Who Lost His Life to Cancer

After a three-year battle with stage 4 pancreatic cancer, 18-year IBEW 1245 member Chad Baldwin recently passed away at the age of 46. He leaves behind a wife and two children who could use our support during this difficult time.

Please use <https://www.gofundme.com/f/b7m9g-baldwin-family> to donate what you can and leave a message of condolence for the family.



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[IBEW1245](https://www.youtube.com/IBEW1245)

“Human Justice, Human Rights and Human Security”

IBEW 1245’s 2021 Class of Organizing Stewards Takes the Oath

Over the past eight years, IBEW 1245’s organizing steward program has, without question, transformed the culture and power of our union. From its humble inception in 2014 with just 28 stewards, to the new 2021 class of 144 stewards, the program has ballooned in both size and scope, and is now known coast to coast as a powerful force to be reckoned with.

The 2021 organizing stewards, who represent a diverse array of sectors, workgroups, backgrounds and lines of business, came together as they do every January for their annual swearing-in ceremony — but due to the ongoing pandemic, this year’s event was held on Zoom.

“When the pandemic hit, we had no idea that technology was going to be what kept us together while being apart,” said 1245 Staff Organizer Rene Cruz Martinez, explaining how the team has shifted all meetings and trainings into the virtual space. “Labor was faced with a challenge, but we quickly adapted and delivered. We didn’t know how this year’s induction would pan out, but our team didn’t want to bypass our annual gathering, and it was inspiring to see 105 organizing stewards in their blue shirts on Zoom on Saturday!”

While the virtual induction looked quite different from the lively in-person ceremony we usually have at the union hall, the stewards were still able to hear from their union leadership, reflect on the past year’s accomplishments, build enthusiasm for what’s to come, and take the oath to be sworn in to this unique position.

IBEW 1245’s new business manager, Bob Dean, expressed his appreciation for all that the organizing stewards have done, and underscored the importance of standing together against our opponents in the ongoing fight for fairness and justice for working people.

“When I was a kid growing up in the East Bay, my grandfather said, ‘If somebody’s going to bully you, you’ve got to stand your ground, you got to fight.’ Bullies don’t want fights; even if you lose, they’re not going to want to fight with you anymore. But they have to know that you’re willing to stand up and fight — and here at Local 1245, you, our organizing stewards, are the tip of the spear of the fight,” Dean told the organizing stewards at the start of the induction ceremony. “Union members have been fighting in this country for as long as there have been unions in this country. And your willingness to stand up for your brothers and sisters and fight is why we have the fantastic wages, and work conditions, and the ability to support our families that we have right now.”



Business Manager Bob Dean

“We are a brotherhood and sisterhood, and we always have been, but we need to make sure that outside forces don’t tear us apart,” Dean continued. “I think it’s going to be a huge goal for us going forward, and it might end up being to be one of the hardest

battles that we have ever fought.”

Dean’s words clearly resonated with Organizing Steward Charlene Peele.

“It’s a new year and a new journey for each of us. We have the same goals, beliefs, integrity, dedication and determination. So we will continue to march and fight, one battle at a time,” said Peele. “We don’t know what our future holds, but what we do know is we have a strong brotherhood and sisterhood that can’t be broken. Together we can change the world!”

Longtime Organizing Steward Georgette Carrillo was also moved by Dean’s words.

“I especially enjoyed hearing from our new business manager, Bob Dean. He’s absolutely right — The only way we’re going to become stronger is to come together,” she said. “I am very optimistic about the future of our organizing steward program, our new Business Manager, and our elected officials.”

Former Business Manager Tom Dalzell, who developed the organizing steward program, also spoke at the induction, pointing out how much the program, and the people who are a part of it, have changed over the years. After Dalzell’s remarks, IBEW 1245 President Cecelia De La Torre proceeded to administer the oath, while more than 100 voices echoed the words back to her through the screen:

I, in the presence of members of the International Brotherhood of Electrical Workers Local 1245, promise and agree to abide by the Constitution and laws of the IBEW. As an Organizing Steward, I will further the purposes for which the IBEW is instituted, with a focus on educating and mobilizing our members and the larger community to support worker organization and the recognition of worker’s rights and dignity. I will bear true allegiance to this, and I swear to uphold the mission of the IBEW which is the cause of HUMAN JUSTICE, HUMAN RIGHTS, and HUMAN SECURITY.

In keeping with the annual tradition, a lead organizing steward was selected to speak on behalf of the 2021 class. This year’s keynote speaker was powerhouse organizer Charlotte Stevens, who underscored precisely what makes Local 1245’s member-driven and member-led organizing program so unique and effectual.



Charlotte Stevens

“As organizing stewards, we don’t have to get ready, because we stay ready. We stay trained, we stay informed, we stay engaged. We are building power, building our community, and building the brotherhood and sisterhood,” Stevens said in her address. “We understand that the work we do effects more than just our membership. We are change agents that make history! So when you say you’re a organizing steward of IBEW 1245, know that excellence is expected, because that’s the reputation that’s been built.”

Her words had a profound impact on the stewards.

“Sister Charlotte did an amazing job speaking on behalf of the 2021 organizers. She gave me chills and makes me want to do more, keep pushing, keep being the amazing organizers and leaders we are!” remarked Lead Organizing Steward Brittney Santana.

“What I saw in Charlotte on Saturday morning was a force to be reckoned with. I said to myself, ‘I’d volunteer on her campaign!’” added retiree and Lead Organizing Steward Kevin Krummes.

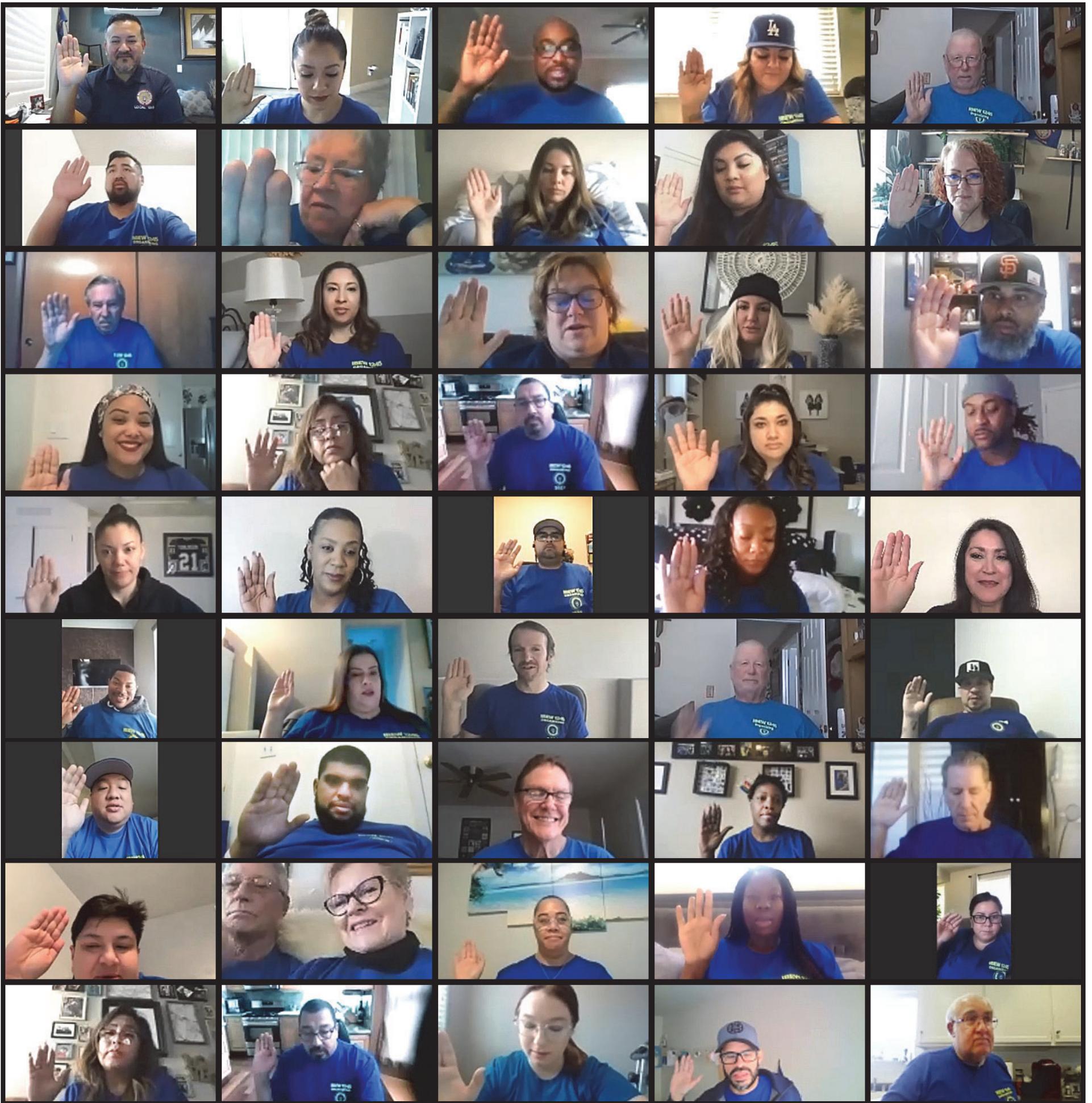


The excitement and enthusiasm seemed to emanate through the screen, especially for the first-time organizing stewards who are new to the program.

“When I think about becoming a part of this program, it makes me feel proud and connected to my ancestors. My maternal grandfather was a union organizer for the Steel Workers Union in SF and was instrumental in building the Golden Gate Bridge. I learned early why unions were vital to workers,” explained new Organizing Steward Karla Scott, who works for NV Energy. “My mom passed away in 2018, but I know she would be proud of me joining the fam-

2021 LEAD ORGANIZING STEWARDS

Mike Patterson	Miguel Pagan	Danielle Bonds
Rodrigo Flores	Nilda Garcia	Donyale “Donny” Davis
Veronica Rivera	Melissa Echeverria	Alvin Dayoan
Rita Weisshaar	Brandon Fosselman	Charlotte Stevens
Laquania “Q” Thompson	Thomas Mora	Kristen Rasmussen
Brenda Balcazar	Brittney Santana	Kevin Krummes
Aileen Zuehlke	Ashley Finley	Serena Moss
Kurene “KT” Turner	Steve Marcotte	Kim Camatti
David Jensen	Mark Goodwin	Arnaldo Lizarraga



More than 100 took the oath.

ily fight for worker's rights."

"I was honored and inspired to be sworn in as an Organizing Steward for Local 1245!" said Katrina Torres, who works for PG&E at the Sacramento call center. "I'm so excited to become a part of this movement and brother/sisterhood!"

"I became an organizing steward because the principles and values of unions and the labor movement are important to me personally," said first-time Organizing Steward Nick Kanabrocki, who works for PG&E out of the Redding yard. "As an organizing steward, you have a chance to help make real lasting change."

"I am always happy to be surrounded by my union family. I was pleasantly surprised with all the love on Saturday!" said new Organizing Steward Valarie Moralez from PG&E's Fresno call center. "I feel welcomed and uplifted, and I feel responsible to do my best all times! We push each other to succeed, and it is done with love."

"I can't tell you how inspiring it is to know that there are people that care truly care and are doing something about it," said new Organizing Steward Tamara Cacuyog, who works at PG&E. "I am so grateful for this group and thankful to be here."

This year, Local 1245 has appointed 27 lead organizing stewards, and these experienced leaders will be taking on additional responsibilities as mentors, coordinators, and strategic organizers. They will also be helping to facilitate all the programmatic work for the coming year.

"I can't wait to get involved this year and make our union proud," said Lead Organizing Steward Danielle Bonds. "Everyone was so uplifted and I can't wait to see everyone's beautiful smiles in person. One thing I am taking away from this induction is the fact that IBEW 1245 is able to adapt to any situation, and that's just a beautiful feeling."

"I feel so energized and hopeful after our meeting!

We have accomplished so much this last year and I know that we will continue the great work," said Lead Organizing Steward Aileen Zuehke. "We have so many great leaders and mentors, along with an amazing group of organizing stewards that are willing to volunteer their time to continue to the fight. Our work can't ever stop if we want to continue to have a bright future for us and the generations to come. I am ready and look forward to our next challenges!"

"The organizing steward's dedication and commitment to our local serves as a reminder that if we continue to engage our membership, our local will be in good hands for years to come," said Cruz Martinez. "I am constantly inspired by our members who are at the ready to continue this great work. Our team is ready to take on any fights and challenges that come our way!"

— Rebecca Band,
IBEW 11245 Communications Director

IBEW 1245 Organizing Stewards Share Highlights from the IBEW International 2021 Virtual Electrical Workers Minority Caucus (EWMC) Conference

Attending the EWMC conference this year was such an awesome experience! I have always wanted to attend since I started as an organizing steward and was so happy that I finally got an invitation to attend this year. I am sad that it was during a pandemic and I didn't get to experience the conference in person, but let me tell you, they did such a great job with the virtual conference! Everything during the conference ran so smoothly. From the webinars to the breakout groups, and the final closing plenary session. I am extremely proud that I was able to attend the conference along with my fellow 1245 brothers and sisters!

During the opening session, International Secretary-Treasurer Kenneth Cooper explained how important leadership is. The 4th District International Vice President, Gina Cooper, who has been with the IBEW for 37 years and is the first female director in the Industrial and Organizational department with the IBEW, talked about being the first female officer in the IBEW in 129 years, and she did not forget to mention that we can be officers too! She was such an inspiration and I loved how she said with so much pride, "I FIGHT LIKE A GIRL!"

AFL-CIO Secretary-Treasurer Liz Schuler explained how America was built on the backs of black women, and that we need to work to get recognition and justice for black women! Maria Elena Durazo from UNITE HERE emphasized that when we are inclusive of everyone, we ALL benefit. Reverend Al Herring, of Faith in Action explained how important it is to see one another, so we can hear one another, so we can grow with one another.

— Brenda Balcazar,
San Jose Organizing Steward



Amazing! I was in complete awe of how many folks were in attendance! I will admit I was a bit nervous yet excited to participate. I attended the social hour/networking for District 9. We almost got to 100 attendees! I enjoyed seeing everybody interact and speak about how they missed each other and how much of a family they have become over the years.

The first workshop that I attended was entitled Women of Power. The guest speakers spoke on many issues affecting women in the workplace and in our daily lives. I found it quite interesting that we only have ONE woman on the international board. I appreciate Reverend Al Herring bringing this to the forefront when he spoke on Friday night. I am grateful he also spoke on the need for more folks of color to sit on our board as well. I am grateful to have a safe space to speak about these issues and what we can do to solve them.

The second workshop I attended was Bystander to Upstander. We were



Valarie Moralez

engaged. We were thrown into breakout rooms and we spoke about what it means to truly stand side by side with your Union brothers and sisters. Amanda Pacheco kept us engaged by keeping it personal and factual. I was saddened to hear that over 75% of sexual harassment claims go unreported! When you see something, do something! Check on our co-workers and friends, make sure they are safe and heard!

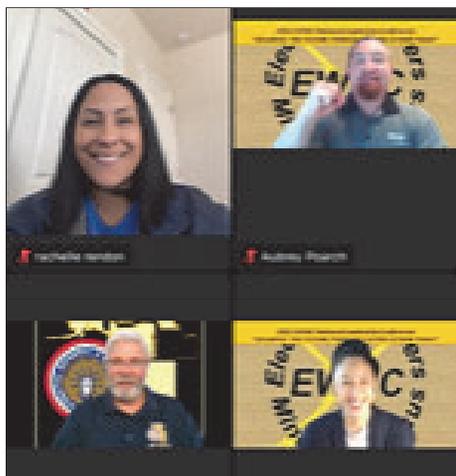
I just want to say thank you for filling my heart with smiles and education this weekend. I am grateful for such an amazing Union family and I can't wait until I get to meet everyone in person!

— Valarie Moralez,
Fresno Organizing Steward



The EWMC conference was so uplifting and wonderful to be in such a good place, with great speakers, great conversations, and being one with the group! I felt so welcomed and at home. The zoom conference went smoothly and was so successful with over 600 people in attendance. The focus was on diversity and inclusion. We learned so much and I am ready to put it to work! I enjoyed the breakout rooms and getting to know the other members. They made it fun and engaging with the topics.

In my first workshop (Women of Power) we were able to hear about the everyday norms women face in society, home, work, and school. My favorite Guest Speaker was Elaine Ocasio (Local



Rachelle Rendon

45 Business Manager/Financial Secretary). She provided such valuable information on how to overcome these obstacles. She emphasized staying true to yourself, focusing on self-expansion, self-improvement and educating yourself, and not having to act like the guys to be respected by them. She shared we must believe in ourselves, know who we are, be fearless, stay visible, see yourself there, and seek to serve. All the women speakers in the workshop were so uplifting and motivating!

I feel like this meeting brought light to the work we have to do and how important we are to the movement. We have the responsibility to act, say something and do something! We are only as strong as our members and community. The conference was a great experience, engaging and fun! I am excited for what is to come in 2021 and ready to stay fighting the good fight with my brothers and sisters! Fired up and ready to go!

— Rachelle Rendon,
Fresno Organizing Steward



Anna Dayoan

First, let me express my gratitude and appreciation to our IBEW 1245 leaders for choosing me to be a part of this very inspiring EWMC conference. This was my first conference as an organizing steward and though it was done virtually, the messages conveyed by each speaker left a lasting impression with me and only reignited the fire to do more and continue to stand up for labor movement.

I particularly enjoyed the Fourth District International Vice President Gina Cooper's and New York Attorney General's Letitia James presentations. Both women displayed passion, conviction, and dedication to fight for diversity, equality, and inclusion. It was inspiring to hear Vice President Cooper's story and her accomplishments; she started as a clerk and moved her way up. She is extremely vocal about the PRO Act and the importance of labor movement for the working people to keep us in the center. What stuck to me most was when she talked about the company Amazon and how Artificial Intelligence is currently being utilized and is a threat to the working people. It never really

occurred to me that robots can replace me; the thought of having them as my boss is just mind boggling.

Attorney General Letitia James is definitely a force to be reckoned with. Her courageous demeanor strives for change not just for the working people but for those who do not have a voice and are oppressed.

— Anna Dayoan,
Sacramento Organizing Steward



At first, I wasn't sure how the conference would be like since we were not in person, but they started just how they would have if we were gathered in person. We heard America the Beautiful & O Canada. The In Memoriam was done by the group chat in the zoom meeting; it was so sad to see how many brothers, sisters & family members we lost this year due to COVID-19.

We heard from President Lonnie Stephenson, Liz Shuler from the AFL-CIO, Reverend Al Herring, and my favorite of the night IO VP Gina Cooper. To hear her speak and be so uplifting and empowering to women was so touching. Reverend Al Herring was also an AMAZING speaker, he gave me chills while he was preaching!

We ended the day by breaking off into our districts for social hour. I was grouped with some brothers from Local 47, Local 11 & a sister from 77. I was surprised when they already heard of us getting a new Business Manager at local 1245. They had already known of all the great work 1245 organizing stewards put into the election & how 1245 always answers the calls to help. It feels good to know our great work gets recognized on a larger scale.

Though the conference was over two days, I felt like it flew by! The conference was so well organized and ran smoothly the whole time. I was so motivated and wanted it to keep going. Having this conference at the beginning of the year is the best thing to set the energy for all the work that needs to happen for the upcoming months.

— Brittney Santana,
Fresno Organizing Steward



Brittney Santana



IBEW 1245 members at Island Energy, from left: David Clift, Ignacio Navarro, Kamal Neogy, Sonny D'Amico and Bradley Bond. Not pictured: Scott Silver.

Photo by JV Macor

IBEW 1245 Members at Island Energy Secure New Agreement and Equity Wage Adjustments

IBEW 1245 has secured a one-year agreement, along with wage equity adjustments, for the newly organized workgroup at Island Energy, a department of the City of Pittsburg. IBEW 1245 gained recognition of the group, formerly represented by Teamsters, earlier in the year, approximately two months before the expiration of their Memorandum of Understanding (MOU). The group maintains both electric and gas utilities on Mare Island in Vallejo.

Despite the challenge of bargaining a new agreement during a global pandemic, Senior Business Representative JV Macor and I, along with bargaining unit negotiating committee members Sonny D'Amico and Bradley Bond, began negotiations with the City in June. The IBEW 1245 negotiating committee conducted several meetings with the City of Pittsburg bargaining team virtually using Microsoft Teams.

The IBEW 1245 team negotiated a one-year contract with several improvements to the existing Teamster MOU, including improved standby language, improved overtime provisions, new rest period and meal language, union leave time for shop stewards and officers. Additionally, IBEW and the City agreed

to language that required the parties to conduct a salary survey for IBEW classifications, meet and confer over market rate equity adjustments, and, if applicable, recommend to Council to adjust wages to the median of comparison

agencies.

The newly organized members at Island Energy unanimously ratified the new MOU on August 18, 2020, and the City of Pittsburg adopted it on September 21, 2020, at which time the IBEW

negotiating team went back to the table to secure the equity adjustments. On November 16, 2020, the Pittsburg City Council approved equity adjustment of 14%, 19% and 20% for the newly IBEW 1245 represent classifications of Utility Maintenance Worker, Utility Technician, and Utility Lineworker, respectively.

— Al Fortier, IBEW 1245 Assistant Business Manager

Changes to COVID-19 State and Federal Leave Policies for 2021

The new year has brought some changes with regard to COVID leave benefits due to the expiration of the Families First Coronavirus Response Act (FFCRA) and the implementation of Cal-OSHA emergency standards on COVID. Below is a summary.

OSHA Emergency Leave

On November 30, 2020, the State of California approved emergency temporary Cal-OSHA standards on COVID-19 infection prevention. The regulation provides that employers continue to pay employees their normal wages (for their regularly scheduled hours) when they must quarantine due to workplace exposure to COVID-19. Some Agencies have referred to this as "exclusion pay".

This provision expires at the end of October. More info at www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html.

FFCRA

Although it has yet to extend the FFCRA, Congress did extend employer tax credits for paid sick leave and the expanded family and medical leave for voluntary use through March 31, 2021. More info can be found at www.natlawreview.com/article/congress-extends-ffcra-tax-credit-employer-options. Several of IBEW 1245's signatory employers have already voluntarily extended the leave benefits of FFCRA until March 31, and Local 1245 business reps are reaching out to the rest to verify that they plan to extend the leave bene-

fits as well.

CA Supplemental COVID Sick Leave

California's AB 1867, mandating "supplemental COVID sick leave" for employers of > 500 workers, set forth at Labor Code sections 248 and 248.1 expired on December 31, 2020 as well. When the Legislature returns, there may be action to extend the law, even retroactively.

Local Ordinances

Several California cities and counties have enacted Supplemental Sick Leave Ordinances as well. These also apply only to the employers of > 500 workers to "fill the gap" that the FFCRA left unaddressed. San Francisco, Los Angeles, LA County, San Jose, Oakland, Sonoma, Sacramento, are just some of the jurisdictions with these ordinances in place.

Some of these localities are considering, or have passed, extensions to their supplemental paid sick leave ordinances.. This doesn't necessarily mean MORE paid sick leave. That is, if employees have used the 80 hours of paid sick leave in 2020, they do not receive new supplemental leave in 2021. An extension may mean, however, that employees have more time to take the supplemental paid sick leave that the ordinances originally granted.

It is imperative for employers to check local city and county websites to check (1) whether there is a local ordinance requiring COVID supplemental sick leave (2) whether the ordinance expired on December 31 or has been extended.

If you have any questions, please reach out to your Business Rep.

— Al Fortier, IBEW 1245 Assistant Business Manager

— NOTICE —

to employees subject to union security clauses

Employees working under collective bargaining agreements containing union security clauses are required as a condition of employment to pay monthly dues or fees to the union. This is their sole obligation to the union. Individuals who are members of IBEW Local 1245 pay monthly "union dues." Nonmembers, or "agency fee payers," meet their monthly obligation by the payment of an equivalent "agency fee." Nonmembers have a legal right to file objections to funding expenditures that are not germane to the union's representational duties.

Nonmembers who choose to file such objections should follow the procedures set forth herein. When evaluating this decision, individuals should be aware that the union security clause contained in their collective bargaining agreement was negotiated and ratified by their fellow employees so that everyone who benefits from the collective bargaining process shares in its cost. The working conditions of all bargaining unit employees are improved immeasurably when the union secures higher wages, better health care and pensions, fairness in the disciplinary system, promotion and transfer of

seniority rights, overtime pay, vacations, and many other improvements in conditions of employment at the bargaining table.

The agency fees paid by a fee payer who submits an objection will be reduced by an amount reflecting the portion of the overall expenditures of IBEW Local 1245 that are used for non-chargeable activities. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to IBEW Local 1245 (Attn: Business Manager), Post Office Box 2547, Vacaville, California 95696. In registering their objections, objectors must state their name and address and that they pay fees to IBEW Local 1245, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to IBEW Local 1245 as required by a collective bargaining agreement. Objections are effective for a single calendar year, and must be renewed annually during the month of November.

Protecting Seniors' Security

The last three months has been a blur, and yet, 2020 seems to have been the longest year I have ever experienced. As 2020 fades away, I am optimistically looking forward to a more positive 2021.

As a senior, it is important to stay abreast of events that can affect your health and financial security. The California Alliance for Retired Americans (CARA) is an important source of information for issues like Social Security, Medicare, hospital stays, and current legislative efforts that could alter that

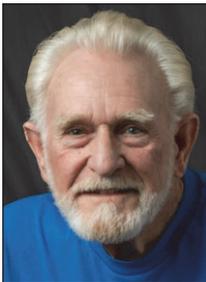
security.

An important development in California was the creation, by Governor Newsom in 2019, of the an Advisory Committee for the development of a Master Plan for Aging. Its purpose is to prepare the state for the changing demographics, in which seniors are becoming a larger percentage. CARA, through Executive Director Jodi Reid, is an important member of this committee.

As an IBEW 1245 retiree, you could play a vital role in protecting the security of seniors by joining CARA. Your involvement would benefit retired union members with retirement security, as well as those seniors which have neither financial security nor healthcare security.

Please make it a New Year's Resolution to become more involved in maintaining the security of seniors and please choose CARA. There are 17 CARA Action Teams (CATs) throughout California. To find a CAT near you call: 415-550-0828, 877-223-6107 (Toll Free).

— Bill Wallace,
IBEW 1245 Retirees Club



Bill Wallace



Vincent "Bobo" Pinuela

"The greatest Lineman that never was."

1947-2021

Learn more about Bobo:
<https://ibew1245.com/meet-bobo/>



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!

Anderson, Mark 37 years Paso Robles, CA	Hamilton, Larry 46 years Las Vegas, NV	Moffett, Michael 34 years McArthur, CA	Rosales, Jess Jr. 43 years Coalinga, CA
Andrews, Darrel 39 years Atascadero, CA	Hiser, Donald 38 years Anderson, CA	Natata, Harold 44 years Pacifica, CA	Sanderson, Percy 39 years Coarsegold, CA
Ascarrunz, Casto 12 years San Lorenzo, CA	Hogan, Loretta 40 years Martinez, CA	Neely, Larry 19 years Hollister, CA	Sawdy, David 15 years Trinity, FL
Bailey, Michael 36 years Brentwood, CA	Hom, Patty 43 years San Francisco, CA	Oler, Michael 41 years Pittsburg, CA	Smith, Thomas 18 years Sacramento, CA
Camacho, Jerry 36 years Paso Robles, CA	Hope, Terrence 40 years Chico, CA	Pennato, Lori 30 years Windsor, CA	Smyth-Garner, Diane 34 years Roseville, CA
Carrasco, Jose 32 years Woodland, CA	Johnston, Kenneth 42 years Chico, CA	Phipps, Jonathan 42 years Oro Valley, AZ	Sonke, Jerry 43 years Ripon, CA
Castellanos, Jose 28 years Daly City, CA	Kidd, Gary 23 years Oakland, CA	Racette, Garry 37 years Los Osos, CA	Stephenson, David 21 years Sebastopol, CA
Chandler, Gregg 28 years Hollister, CA	Kilton, Joyce 28 years Arroyo Grande, CA	Reavis, Mark 4 years Clyde, NC	Stinnett-Andersen, Cinda 28 years Linden, CA
Cross, Donald 29 years Dixon, CA	Kissoon, Gerald 12 years San Jose, CA	Reichert, Michael 36 years Bakersfield, CA	Taylor, Jerry 18 years El Cerrito, CA
Dunn, Sandra 18 years Fernley, NV	Landes, Fred 42 years Hanford, CA	Reliford, Joey 36 years Hayward, CA	Van Waardenberg, David 35 years North Fork, ID
Frey, Eugene 40 years Dayton, NV	Leatherman, Donna 40 years Reno, NV	Reyes, Richard 32 years Atascadero, CA	Wessel, Sandra 41 years Atascadero, CA
Garcia, Victor 27 years Antioch, CA	Lee, Thomas 8 years Tenino, WA	Robertson, Michael 36 years Vallejo, CA	Wise, Michael 4 years New Meadows, ID
Garcia, Andres Jr. 38 years Yuba City, CA	Mackey, Terry 29 years Clovis, CA	Robles, Steven 34 years Fresno, CA	Wood, Harold Jr. 41 years Rohnert Park, CA
Garisto, Anthony 28 years Eureka, CA	Mannix, Timothy 49 years Fall River Mills, CA		
Garza, Christi 35 years Sanger, CA	McDonough, Michael 40 years Coulterville, CA		
Goodman, William 30 years Willow Creek, CA	Meuchel, Leslie 24 years Caldwell, ID		



Important Community Fund Update from the IBEW 1245 Executive Board

Because of concerns for the safety of our members during the COVID 19 pandemic, IBEW 1245 was unable to safely hold unit meetings for most of 2020. We understand that our members still want to help their local communities and charities, but without Unit meetings there could be no motions to the Executive Board requesting donations through the IBEW 1245 Community Fund.

In an effort to help alleviate the extraordinary needs many in our communities face, the Executive Board began to consider "informal requests" from Units for donations from the unit's IBEW 1245 Community Fund that focus on helping communities recover from effects brought on by the COVID 19 pandemic. The Executive Board strongly considers donation requests that focus on aiding the economy of our local communities from the direct and indirect economic effects brought on by the pandemic. Informal requests may be sent to your Business Representative.

The Board has previously allowed all unused 2020 funds to roll over to 2021.

— Rachel Ramirez,
IBEW Local 1245 Recording Secretary

Following is a list of Community Fund donations approved by the Executive Board over the course of 2020, including motions that came in through unit meetings that took place before the pandemic, as well as informal requests that came in later in the year.

Unit 1122, Merced Irrigation District, donated \$500 to Merced County Food Bank

Unit 3315, Ely, NV/Mt. Wheeler, donated \$250 to Yerington Food Pantry

Unit 1218, City of Lompoc, donated \$250 to Coast Valley Soccer League

Unit 3710, NCPA, donated \$500.00 to Lake County Hunger Task Force

Unit 2376, City of Vallejo, donated \$250 to Love, Inc and \$250 to Mira Theater

Unit 3731, City of Healdsburg, donated \$250 to Elite Competitive Cheer and \$250 to End of Endo project

Unit 4014, Elk Grove (Frontier), donated \$250 to Vet-Traxx Project, Inc.

Unit 1217, Templeton, donated \$500 to Paso Robles Elks Lodge

Unit 3717, Fort Bragg/Pt. Arena, donated \$500 to Ft Bragg Little League

Unit 2517, Sonora, donated \$325 to Oakdale Baseball

Unit 3731, City of Healdsburg, donated \$500 to NAMI

Unit 1122, Merced Irrigation District, donated \$500 to Merced County Food Bank

Unit 3218, Shasta — USBR/Keswick, donated \$200 to Redding Youth Soccer League

Unit 3912, SMUD/Fresh Pond, donated \$300 to El Dorado HS Baseball boosters

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



On-the-Job Vehicle Accident Claims Life of 18-Year IBEW 1245 Member

It is with deep sorrow that we announce the passing of 18-year IBEW 1245 member Scott Ramsey. Brother Ramsey, who worked for PG&E as a Water System Repairperson at the Balch Camp hydroelectric powerhouse, was involved in a vehicle accident while conducting road work in Fresno county and tragically succumbed to his injuries. He was 48 years old.

“Our hearts go out to Brother Ramsey’s family, friends and co-workers, and we send them love and strength during this difficult time,” said former IBEW 1245 Business Manager Tom Dalzell. “We mourn the devastating loss of a brother taken from this world too soon.”

The incident is currently under investigation.



COVID Claims the Life of IBEW 1245 Member Denise Cox

We are heartbroken to announce that nine-year IBEW 1245 member Denise Cox has sadly lost her life to COVID pneumonia.

Sister Cox worked at PG&E’s Fresno call center, and was known for her big heart, her Alabama accent, her love of Garth Brooks, and her affinity for white cheddar popcorn.

“Denise was a giver; there wasn’t anything that she wouldn’t do for people,” said her younger sister, Kathy Manzo, who also works at PG&E in the test department. “She was just a genuinely nice person who liked everyone. She was my best friend.”

Sister Cox was admitted to the hospital on Dec. 26 with COVID-19. Due to a previous medical condition, the virus quickly became life-threatening, and she was on a ventilator for more than two weeks before she tragically succumbed to the virus.

Sister Cox is survived by her two grown daughters, Jessica and Danielle, and two grandchildren, Ashlie and CJ, as well as her sister Kathy and Kathy’s two sons, Jr and Alex. She was extremely close with her family, and will be sorely missed by them.

Cox’s younger daughter, Danielle, lives at Sister Cox’s home, and the family has sent up a GoFundMe to assist with expenses and allow Danielle to stay in the family home. Donations can be made via <http://bit.ly/Denise-Cox>. Additionally, PG&E employees can also contribute to the Vacation Sale that has been set up through the company.



IBEW 1245 Member Rick Perez Loses Battle with COVID Pneumonia

We are devastated to announce the passing of fifteen-year IBEW 1245 member Ricardo (Rick) Perez, who tragically lost his battle with COVID pneumonia.

Brother Perez worked at the SMUD warehouse as a tool room repairer, and previously worked in fleet as a mechanic. He was well-liked by his co-workers, who describe him as “caring,” “a sweetheart” and “a great man.” He was known for his cheerful, friendly demeanor and his willingness to go above and beyond to help anyone in need.

“He was the most genuine, whole-hearted, loving human being. He was known and loved by everyone at SMUD,” said co-worker Stephanie Baker, who worked alongside Perez for nine years. “He has always been like a father figure and best friend to me.”

Brother Perez was hospitalized in December with

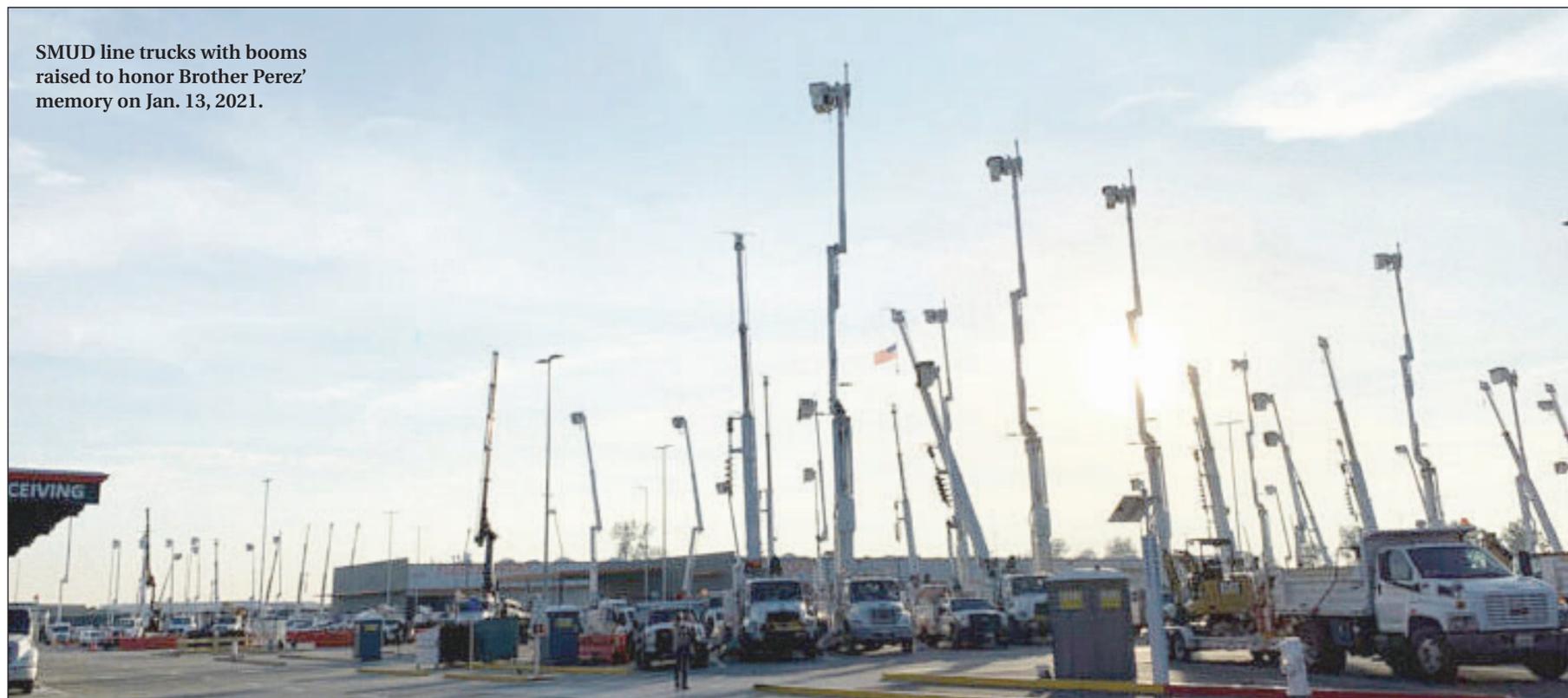
COVID-19 and was on a ventilator in critical condition for several weeks before passing away on Jan. 13. Upon learning of his passing, his colleagues at SMUD raised the booms on all of the line trucks to honor his memory.

Brother Perez is survived by his wife Marie, and four children, Irene, Miranda, Marco, and Ricardo Jr. According to co-workers, his wife never asked for anything except prayers during his illness, but he was the sole provider for the tight-knit family, and they could use our support during this difficult time.

A co-worker has set up a GoFundMe for the Perez family, and friends at work hope to raise enough money to cover the family’s expenses and replace the aging roof on the family’s home (something that Brother Perez had been trying to do for some time). Please give what you can using the link <http://bit.ly/Rick-Perez>



SMUD line trucks with booms raised to honor Brother Perez’ memory on Jan. 13, 2021.



UNITY

AMERICAN POLITICS HAS ALWAYS BEEN DIVISIVE...

...ANGER AND HOSTILITY PLAGUE A DIVIDED NATION...

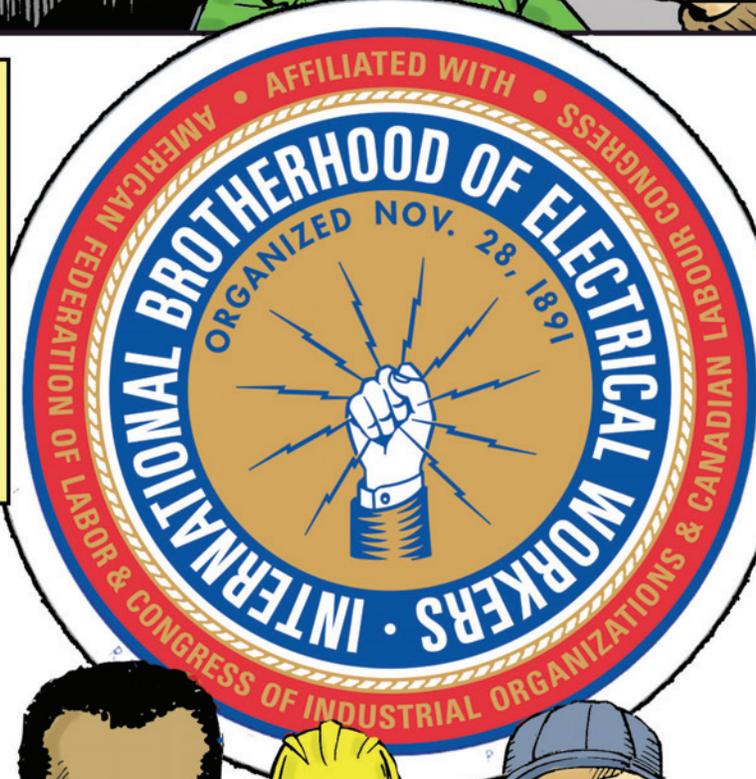
...FUTURE OF OUR GREAT COUNTRY HANGS IN THE BALANCE...

...FAMILIES SPLINTERED, AND NEIGHBORS ARE TURNING AGAINST EACH OTHER...



...BUT THESE ARE PARTICULARLY POLARIZING POLITICAL TIMES, EVEN FOR US, AND WE HAVE 1245 MEMBERS ON ALL SIDES OF THIS GREAT DIVIDE.

NOW MORE THAN EVER BEFORE, WE MUST REMEMBER THAT WHAT UNITES US IS FAR MORE IMPORTANT THAN ANY OF THE ISSUES THAT MIGHT DIVIDE US. OUR MISSION TO HELP IMPROVE THE WAGES, HOURS, AND WORKING CONDITIONS OF OUR MEMBERS WILL ALWAYS TRANSCEND PARTY POLITICS.



WE JOIN TOGETHER AS A UNION TO DO THE THINGS THAT ARE TOO BIG FOR US TO DO AS INDIVIDUALS. UNITY GIVES US STRENGTH AND POWER, SO WE CAN STAND UP TO THE ANTI-WORKER SPECIAL INTERESTS THAT ARE ONLY LOOKING OUT FOR THEIR OWN BOTTOM LINE. OUR OPPONENTS BENEFIT WHEN OUR MOVEMENT IS FRACTURED, BUT WHEN WE PUT OUR DIFFERENCES ASIDE AND STAND TOGETHER AS A UNION, WE CAN (AND HAVE, AND WILL) MAKE GREAT STRIDES FOR OUR MEMBERS, AND FOR ALL WORKING FAMILIES.



AS THE OLD ADAGE GOES: "THE PEOPLE UNITED WILL NEVER BE DEFEATED."

¡EL PUEBLO UNIDO JAMÁS SERÁ VENCIDO!