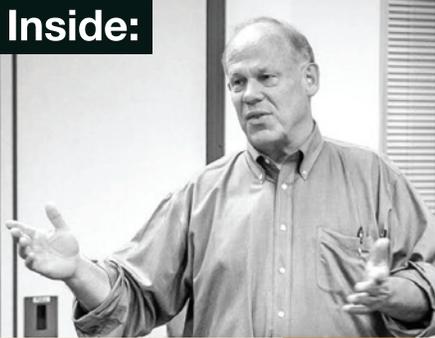


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Utility Reporter



Volume 70 No.2 • Apr-June 2021

UNITY IS STRENGTH

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

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IBEW 1245 outside line members work on a new substation for a solar project in Battle Mountain, Nevada. Story begins on page 8. Photo by John Storey



Bob Dean
Business Manager

Fighting for Our Place

As I write this in mid-April, California's vaccination effort is rolling. Shots are going in arms at a rate north of 380,000 per day and, slowly, we are starting to emerge from what has been the darkest year that many of us have ever experienced.

It is fitting that this is happening in spring – the cold is finally lifting, literally and metaphorically. Schools and businesses are reopening, and we are starting to think about the world we will collectively re-enter (although most of us kept working through the crisis).

As professionals in the energy sector, our environment has changed in all the ways that COVID changed everything, and also technologically — the pace of innovation soldiers on. Things that were distant ideas just a few years ago, like battery storage, micro grids and distributive generation, are now knocking on our door.

We have been preparing for this for years, but the point was driven home for me one recent morning while I stood on what used to be 115KV switch yard, next to what used to be PG&E's Moss Landing power plant. Patti Poppe, PG&E's new CEO, stood with me, along with several Tesla company leaders. Together we examined Megapacks — Tesla's version of large-scale configurable transmission level battery storage.

Tesla and Vistra (the nation's largest competitive generator), have partnered with PG&E to install 500 MW of storage and to take advantage of the existing transmission line capacity (IBEW 1245 members completed an upgrade to a breaker-and-a-half scheme at that same yard). Vistra, which runs a 1020 MW combined cycle plant on the site, has installed 300 MW/1200 MWh of battery storage in the first phase of their project — with the potential for another 100 MW in phase two.

As we looked at this marvel of modern technology, I contemplated our place in the future of our industry — and I think it is both encouraging and worrisome.

Encouraging — because even as the technology shifts, if a device generates, transports, stores, or converts electrons, we can install, inspect and maintain it. My answer to those calling for a "Green New Deal" is: we are the Green New Deal. We are as qualified to handle future electric, gas and generation tech-

nologies as anyone on earth. And thanks to decades of political and organizational work, we are in a solid position to make sure that companies, politicians and regulators appreciate that fact.

And worrisome — because the past several years have posed a series of enormous challenges to our union, from climate change and wildfires to political turmoil to bankruptcy and beyond. Our list of competitive challenges is not short. Add to that an ever-increasing list of market innovations (from battery storage taking the place of peak generation, to microgrids reducing the need for long electric infrastructure, to meter collars and other remote

devices), each of which will require us to navigate new terrain and negotiate for ourselves and our families. Make no mistake: we are going to have to fight to maintain our place in the new energy economy.

But every single year for the last 80 years, the men and women of Local 1245 have overcome enormous challenges. With great effort and unity of purpose, we've thrived and we will keep thriving. We will redefine ourselves in this new space. And, as we always do, we will keep the lights on and gas flowing.

I am proud to be working for you and with our exemplary staff to secure our future. As always, feel free to reach out any time on these issues or others.

Phuong Tran Joins IBEW 1245 Staff

Nine-year IBEW 1245 member Phuong Tran has joined the union staff as a Business Rep. Tran will be working with PG&E members in San Francisco/Peninsula.



Phuong Tran

Born and raised in the East Bay, Brother Tran spent several years working as a weld inspector before hiring on at PG&E as a Gas Service Rep in 2012. Tran has demonstrated his dedication to the membership of Local 1245 by committing his time and energies to many different union functions over the last several years. In addition to serving as a Shop Steward since 2015, he has filled the role of East Bay Advisory Council Representative since 2018, as well as being appointed as a Safety Steward in support of the Control The Pressure Safety Committee in 2018. Additionally, he stepped up to the challenge of becoming an Organizing Steward in 2018, distinguishing himself through his energy, passion and drive. He has also represented the voice of the 1245 membership as a member of the

ongoing Benefits Committee, as well the current Gas Field Service Ad Hoc Committee.

"The people who know me the best know that I really enjoy helping people, it's a big part of my personality. I enjoyed being a Gas Service Rep and the nature of the job that put me in a position to help PG&E customers every

day. I feel very fortunate and honored for the opportunity to join the staff at IBEW local 1245 as Business Rep, which continues to allow me the opportunity to help people in a much larger role and scale," said Tran. "It is the honor of my life to serve and help my fellow union brothers and sisters as a Business Rep. I am very passionate about labor rights and worker rights and will continue to be in my new role."

In his free time, Brother Tran enjoys sporting events, hiking, and sport shooting. He also loves traveling and experiencing new foods and cultures, and is recently and happily engaged to his girlfriend Laura.

Friends In Unusual Places

For those who never knew Vern Smith, he had a career with and around PG&E for over 50 years. A proud journeyman lineman, Smith was even more proud about being a member of IBEW 1245.

He spent his career with GC Line in the San Jose area. Upon his retirement, he became an inspector overseeing contractor work on PG&E facilities.

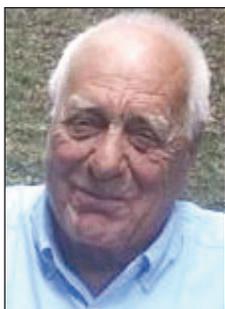
During his career in GC, Smith struck up a relationship with a then PG&E Human Resources rep, Laura Selheim. She eventually went on to become Vern's wife as well as a senior director in Electric Operations. Make no mistake, despite working in senior leadership, Selheim was a friend to 1245 throughout her career.

Sadly, Smith passed away unexpectedly at home last September. Selheim recently received a check from IBEW as a payment for Smith's life insurance policy.

Selheim reached out to 1245 Senior Assistant Business Manager Bob Gerstle, an old friend of Smith's, dating back to his days as a PG&E lineman in then Belmont yard. Knowing of her late husband's love and respect for IBEW 1245, as well as his trade, Selheim asked if she could donate the insurance check to one of the many scholarships offered by 1245.

Gerstle asked Selheim if she was aware of the recently founded Jairus Ayeta Scholarship, named in honor of an apprentice tragically killed on the job in 2018. After a brief explanation, it was agreed that Selheim's generosity would be used to furnish the next two scholarship winners with climbing tools.

"This is a tremendous way to honor the legacy of Vern Smith," said Gerstle. "From the bottom of our hearts, Local 1245 would like to thank Laura Selheim!"



Vern Smith



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*Brother Hayes tragically lost his life in an accident last month. See page 5 for details.

Unit Meeting Update

As new COVID infection rates and hospitalizations continue to decline, more and more counties are moving into less restrictive tiers, allowing for more group gatherings, and Gov. Newsom has stated that he intends to re-open California's economy by June 15. The union has already begun planning for the return of our unit meetings, which will resume once restrictions have loosened to the point where we can safely and feasibly hold all 131 meetings that span across our jurisdiction. Visit our website for updates.

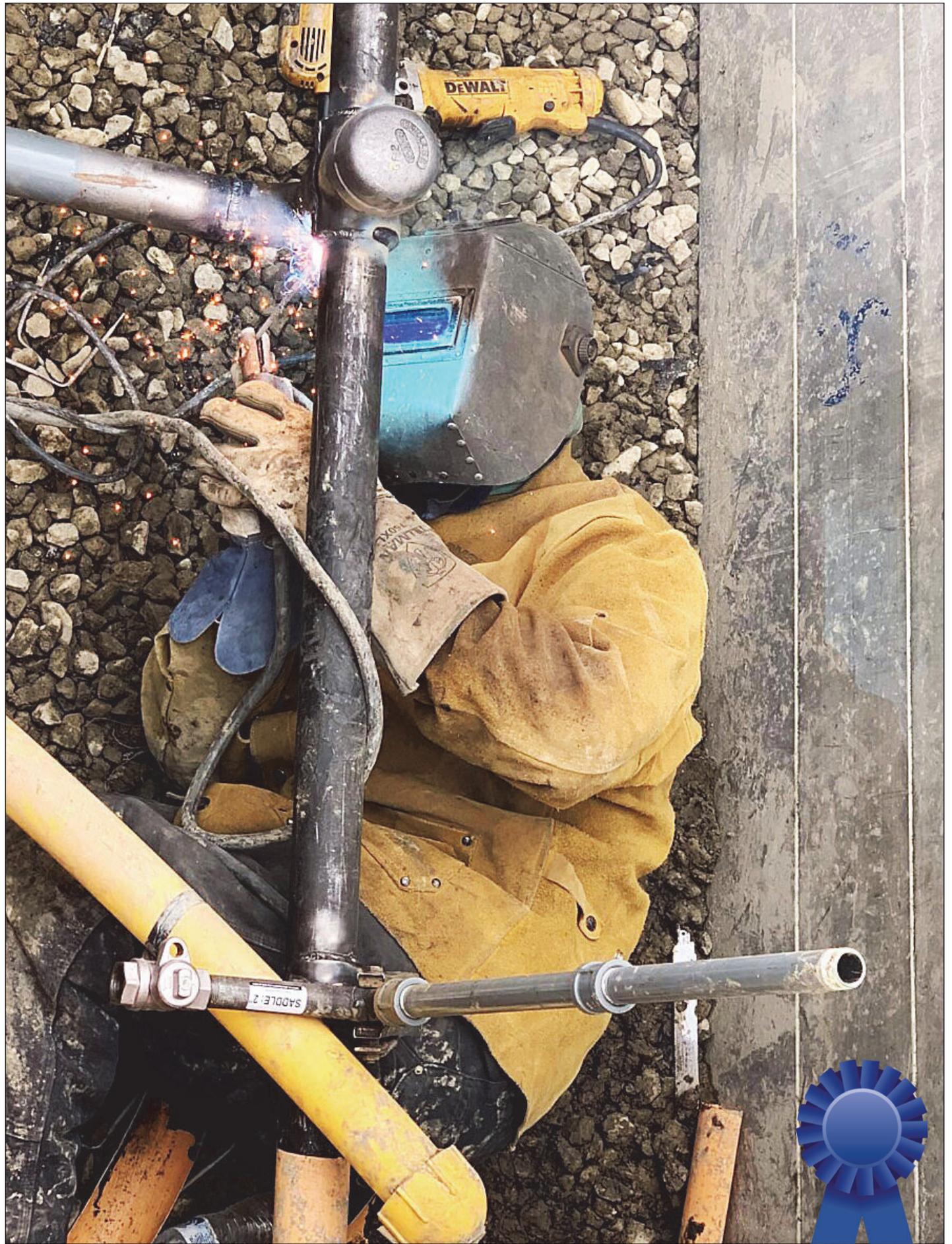


COVID-19 Pin Dinner Update

Typically, around this time each year, IBEW 1245 commemorates membership anniversaries at 16 local Service Award celebrations (also known as 'Pin Dinners') all across our jurisdiction. Due to concerns surrounding the COVID 19 pandemic, IBEW 1245's Executive Board made the difficult decision to forego all Pin Dinners in 2020 and 2021. Our expectation is that we will resume holding the anniversary Pin Dinners again in 2022.

This does not mean we do not intend to celebrate the anniversaries of our hard-working IBEW 1245 members! We are currently looking at numerous options to safely celebrate and demonstrate our appreciation for our members with service anniversaries in 2020 and 2021. If you've reached 5, 10, 15, 20, 25, 30, 35, 40, 45 or 50 years of service last year or this year, please be on the lookout for more information in the coming weeks.

For now, please stay safe and be ready for a pandemic-safe celebration of your membership and service.



Aileen Zuehlke's winning photo

Aileen Zuehlke Wins Quarterly Photo Contest

We are pleased to congratulate eight-year IBEW 1245 member Aileen Zuehlke, who has won the IBEW 1245 quarterly photo contest! Sister Zuehlke works as a Gas T&D utility worker for PG&E in Stockton.

Ordinarily, Sister Zuehlke would be invited to the next Advisory Council meeting so that the union leadership can recognize her and present her with her \$500 prize in person. However, the meeting for this quarter has been canceled due

to COVID-19, so the union will be issuing her 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.

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IBEW 1245 frontline members share their experience getting the COVID-19 vaccine

“It Feels Like I Won”



Glen Barnard

After 12-year IBEW 1245 member Glen Barnard lost his cousin to COVID-19, he struggled — and continues to struggle — to find closure.

“There was no real funeral ... and we’ve never really emotionally closed the book, because we couldn’t say goodbye to him,” he said, recounting the painful, difficult experience that far too many families have faced during the pandemic.

So when the COVID-19 vaccine became available in his area, he thought of his late cousin, as well as his wife, who has lupus — a condition that could make her susceptible to severe and life-threatening illness.

“I’m very sympathetic to people that have health issues, underlying health conditions. I’m a hardcore mask-wearer, because I really am concerned about the people around me,” he said. “I want to be proactive.”

Barnard, who works as a First Responder Gas Crew Lead for PG&E in San Rafael, decided to walk up to a vaccination clinic in his area in late February and see if there were any missed appointments that resulted in leftover vaccination doses. He knew that any shots remaining at the end of the day would have to be thrown away, and he’d heard that several clinics were giving those extra shots to some individuals without an appointment instead of tossing them out, so he decided to give it a try. As luck would have it, there were extra doses available when he went, and he succeeded in getting one.

“They had a lot of no-shows that day, and I didn’t have to wait too long,” he recalled. “Everybody was incredibly nice, and it was a very simple process. I was led to the front door, I showed my ID, then they led me inside, where I sat down, and I showed my ID and then

they rubbed alcohol on my arm, they squeezed my arm a little and then they gave me a shot. And then after that, I just walked to an area where they monitor you, and I showed my ID again, and they gave me a sticker to put on my chest that had the time I received the vaccine on it, and I sat down. After 15 minutes they asked me, ‘How are you feeling?’ And I said, ‘I’m feeling good.’ And they said, ‘Well, thank you very much. Have a nice day.’”

Barnard found the entire experience to be easy and fairly painless — save for a bit of soreness in the arm following the injection. But the feeling of elation he experienced after getting the shot quickly eclipsed any temporary discomfort.

“Mentally, it feels like a huge weight’s been lifted off my shoulders. A huge sense of relief,” he said. “It was almost like a victory. Like, hell yeah, touch-down! It feels like I won!”



In December of 2020, IBEW 1245 member Todd Carscadden nearly lost his life to COVID-19. The PG&E troublemaker’s girlfriend had to call an ambulance for him when he was so sick that he could barely move. He was hospitalized for nearly a week, lost 27 pounds, and is still feeling the long-lasting effects of the virus, months later.

“I don’t believe I took COVID as seriously as it is [before getting sick]... I was not prepared for what I went through. I didn’t believe that it could happen to me, and even as it was happening to me, I denied it,” he said. “My girlfriend Laurie wanted me to go to the hospital two days prior to when I finally went. I told her I didn’t need to go... Well, thank God she forced me, because to be honest with you, I don’t think I’d be alive right now if I hadn’t gone. There were two nights in a row that I was wondering if I was going to make it to the morning.”

Fortunately, Carscadden beat the virus, but his recovery from COVID-19 has been long and difficult. He still gets winded very easily and is concerned about possible permanent scarring in his lungs. He’s returned to work, but remains on light duty as he is not yet well enough to resume his full job.

As the safety lead for his department, Carscadden is passionate about keeping his co-workers safe and healthy, and his ordeal with COVID has prompted him to become even more proactive about COVID protection and prevention at work. So when his Fremont yard was given the opportunity to get the COVID vaccine, he took it upon himself to text his co-workers personally and urge

them to get the shot — and he signed up to get it himself as well (after consulting and getting approval from his doctor).

Most experts believe that people like Carscadden who have had COVID already could theoretically retain immunity for several months — but even though he may already have some immunity, Carscadden decided to take the vaccine anyway, both for himself as well as for the people around him. He is looking forward to the day when his girlfriend and the rest of his family are fully vaccinated.

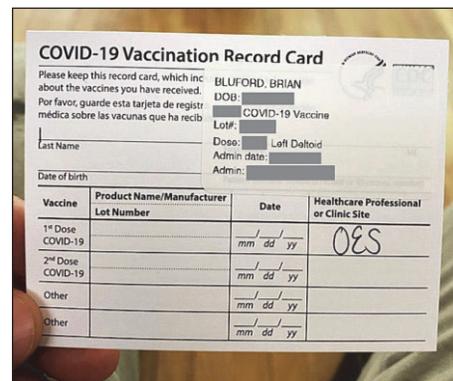
“I haven’t seen my grandson but maybe twice in a year, because of all this,” he said. “That hurts. I want to spend time with my grandson.”



When 14-year IBEW 1245 member Brian Bluford got a chance to take the COVID-19 vaccine, he immediately thought of his wife, who works at Kaiser, where she runs the cafeteria.

“She got her vaccine about a month-and-a-half ago, and after having some discussions with her about it, seeing her go through it, and understanding that it’s for a good cause, I decided to do it,” said Bluford, who works as a PG&E gas service mechanic in Livermore. “I just want to try my best to help out with the [pandemic] solution.”

In early March, Bluford’s yard was presented with the opportunity to take part in a vaccination event for first responders and frontline personnel in Alameda county, and he quickly put his name on the list, along with several other co-workers. He got a follow-up registration email and reserved his vaccination time. When he and a colleague arrived at the vaccination site in Dublin, they weren’t sure what to expect, but

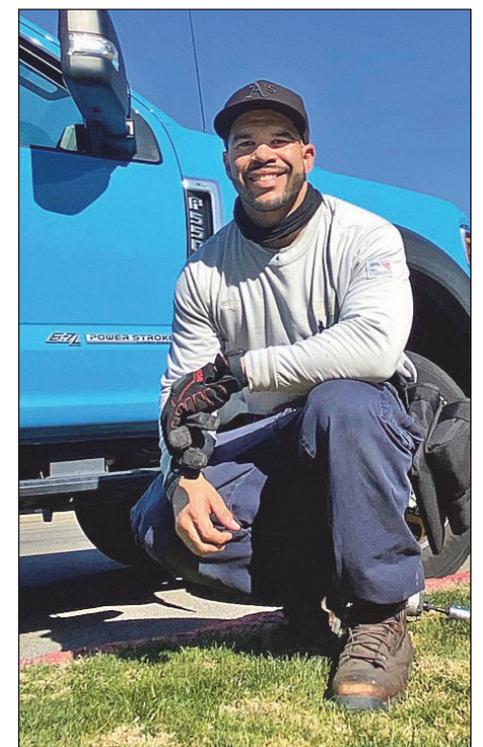


Bluford was highly impressed at the level of coordination and professionalism he witnessed.

“They did an amazing job, whoever was orchestrating the event over there. Very smooth sailing,” he recalled. “They said to have your OQ scan card available on your phone ready to go, and to bring a valid driver’s license. We were asked to sit down at a table. They verified our name, gave us our shot, and mine was in my left arm, not painful at all. And then we were sent into a staging area to wait a duration of 15 minutes. They had snacks there, they put on a movie, chairs were socially distanced, and it was a very pleasing experience.”

Bluford also appreciated the quality of communication he received both before and after his vaccination, including the reminder messages, as well as follow-ups asking about any side effects. Bluford didn’t experience any physical side effects after his first shot, but he did feel something else: optimism for the future.

“My motivation in taking part in the vaccination is to be helpful ... it seems like the vaccine is something that’s working for us to get somewhere close to normal,” Bluford said, noting that his kids would be returning to the classroom the day before he’s scheduled to get his second dose of the vaccine. “To me, it’s a good feeling.”



Brian Bluford

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. Numerous studies have shown that the vaccines that are currently available are both effective and safe.



PG&E Lead Gas Service Rep Ernie Pena also participated in the same Alameda vaccination event that Bluford and Carscadden attended. COVID-19 had already claimed the life of his elderly uncle, who was in his 80s. Like Barnard, he never got a chance to say goodbye to the family member that he lost to the virus.

At 60 years old himself, Pena understands that statistically, his age could put him at a higher risk of severe illness. He has taken every precaution to protect himself, his co-workers and the customers he interacts with, but he decided to get the vaccine as an extra level of protection for himself and his wife.

"I've worked at PG&E for 40 years, and I don't want to get COVID and suffer for the end of my career," he said. "And my wife is not vaccinated yet. She's the same age as me. We're empty nesters, it's just the two of us at home. So I can't let my guard down yet. After the second dose, I should be good to not at least go to the hospital with COVID if I do get it, but I still want to make sure that my wife doesn't get it."

Within days of getting his first dose of the vaccine, Pena learned that his daughter had contracted COVID-19.

"She was in New York, helping a friend of hers, when that friend got it — and then my daughter got it, and the friend's two kids got it too," he told the *Utility Reporter* in March. "She's okay. She sounded a little hoarse over the weekend, but then yesterday she called and sounded better. So hopefully she's over it."

Pena is also thinking of his two sons in San Ramon, one of whom has battled cancer and been on chemotherapy treatment, which compromises the immune system.

"We haven't been able to see them in a long time, not even in their backyard," he said, noting that they've had to be exceptionally careful to avoid any potential virus exposure. "My wife said, 'I haven't hugged them in so long.' We can't wait [to all be fully vaccinated] so we can meet up with family again."



As a PG&E Gas Service Rep in Fremont, eight-year IBEW 1245 member Phong Ho is often required to enter customers' homes as part of his job, and has been highly cognizant of the potential for COVID exposure.

"It does worry me every single time I have to go into houses ... I mainly just wanted to protect myself, and also my wife too, because she has a pretty severe case of asthma," said Ho.

Ho ended up getting the vaccine at a small neighborhood clinic he'd heard about from a friend. He signed up online, identified himself as an energy worker, and a few nights later, he got a notification around 9pm, letting him know he could go ahead and book his appointment. 72 hours later, he got his first dose, with no side effects aside from a bit of soreness at the injection site.

"Getting the vaccine, it's a feeling of relief. I mean, I'll feel better in a few weeks [after the second dose], but I'm relieved that I'm finally at least got [the first dose]," he said.



My long-time friend called just after the election was over. She works for Washoe County Health District Communicable Disease Division, and she asked if I could help out for a while because they were being inundated with COVID-19 test lab results that needed to be entered. So I began helping out in their office the first week of December.

Because of this, I was given the opportunity to get the vaccine. I got my first injection of the Moderna vaccine on Dec. 29.

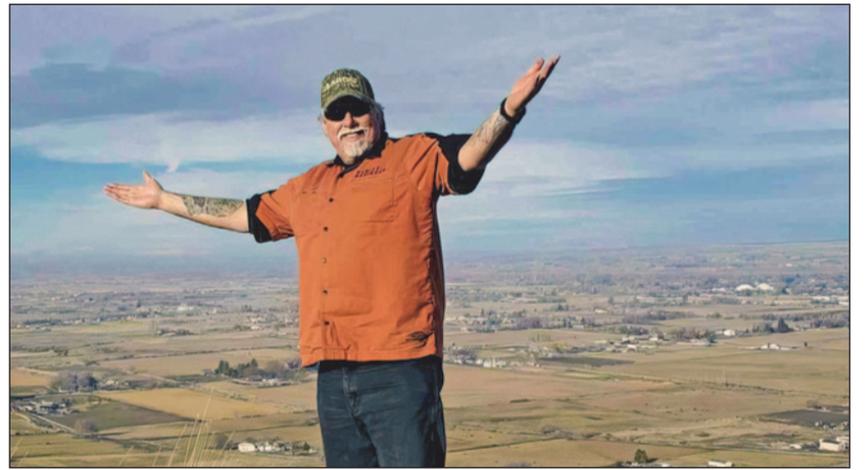
Here in Washoe County, NV, we have a vaccination program that has been working extremely well. It is a "by appointment" drive-through site at the rodeo grounds. Everyone stays in their vehicle. No standing in long lines. You verify your information through the car window and you only have to roll down your window to get the vaccine. They have been vaccinating up to 1,200 people in a single five-hour session.

Getting the injection was quick, easy, and practically painless. Everyone was then asked to wait in a designated parking lot for 15 minutes to check for any reactions to the vaccine. The only side effect I had was a sore arm for a couple of days. I got my second vaccine injection on January 26.

When I was in elementary school, polio had been infecting children and adults all over the nation for years. It was every parent's nightmare to find out your child had polio. When the long-awaited vaccine came out, it was given to children in schools, first by injection and later orally on a sugar cube. I remember lining up in the school lunchroom and nervously waiting for my turn. I was really afraid of "shots" and none of us wanted to get one — but none of us wanted to get polio either.

History has shown us that by utilizing vaccines, we have been able to nearly eradicate the most devastating diseases. We hardly ever hear about smallpox, polio or even measles and mumps outbreaks now, and that is due to people getting vaccinated. I'm hopeful that, with this vaccine, maybe in the future we won't hear about COVID-19 outbreaks again.

— IBEW 1245 retiree Rita Weisshaar



IN MEMORIAM Jim (Hammer) Hayes

We are so sorry to share that IBEW 1245 has lost our long-time coworker, brother and friend. Jim (Hammer) Hayes passed away on April 3 due to complications from a hit-and-run motorcycle accident he suffered on March 23. He was surrounded by his loving wife Jody and his children Erin, Jim and Christy.

Hammer was a career Mechanical Rigger at DCPD who came on in 1984 and had approximately 37 years with PG&E. He was an ardent union member who served as a Shop Steward, Advisory Council member, Executive Board member and most recently held the position of Executive Board Vice President. We all owe him a great debt of gratitude for the time, energy and wisdom he contributed to our union.

Hammer oversaw rigging work on the Turbine Maintenance Project team during storms and outages, and was well-respected for his knowledge and expertise. He was also known for looking out for his coworkers, especially those who were just starting their careers. Hammer was also a talented musician and played in a band with other DCPD technicians.

He is survived by his wife Jody, his children, and his mother and father. His family is planning a celebration of his life to be held in May — details are below. Contributions to support his family may be made through their GoFundMe page http://bit.ly/GoFundMe_JamesHayes.

I have known Hammer for many years and over a couple of beers I loved to hear about his love of planes, motorcycles and plans to retire to Idaho. Through many grievances and negotiations, he was always a steadfast voice for his union brothers and sisters. We are united in our loss and grieving for Hammer, who was a pillar of strength for us for so many years. May he rest in peace.

— Bob Dean, IBEW 1245 Business Manager



Jim 'Hammer' Hayes CELEBRATION OF LIFE

Saturday, May 15, 4:30–7 pm.

2220 Snowy Egret Lanes, Los Osos

St. Benedict's Church lawn.

Bring your own chairs.

Masks and Social Distancing Required

Dinner and music provided.

RSVP REQUIRED (mnr4@pge.com)

The family is planning a fly over at Hammer's request around SLO, Avila Beach and Diablo May 14, 11am–12pm

In lieu of flowers, the family is requesting donations to either:

<https://www.honorflight.org/donate-online.html>

<https://m.woodshumanesociety.org/donate/>

Please print and bring a favorite picture of Hammer and/or story to share. A picture collage will be created of the collective pics.

IBEW 1245 members operate largest floating solar farm in U.S.

POWER ON THE PONDS

Thanks to the hard work of IBEW members, the City of Healdsburg is now home to the biggest floating solar farm in the nation, a project that is being heralded as a win-win-win for the utility, the community, and the environment.

“The floating solar array provides shade for storing our recycled water, which is a benefit for water quality, because it keeps algae from growing and keeps the water quality high for our agricultural customers,” explained IBEW 1245 member David Hambly, who works as a wastewater operations foreman at the City of Healdsburg. “It also moves us closer to our goal for generating more green power, and it’s generated locally. It’s a benefit for the citizens, it’s a benefit for the water utility, and it’s a benefit for the electric utility.”

The 4.78 megawatt solar array covers roughly half of Healdsburg’s two recycled-water treatment ponds. It is made

up of 11,500 bi-facial solar panels, and each panel can produce 410 watts. When the sun hits the panels, it releases electrons that are collected and sent into a series of 20 inverters, which convert the DC electric to AC electric before distributing the power out to customers. According to the City, the array provides eight percent of Healdsburg’s total energy needs.

In January, the installation was completed with support from IBEW Local 551 wiremen, and the maintenance is now being managed by IBEW 1245 utility operators that work for the City of Healdsburg.

“As the water utility, our part will be to continue working with the maintenance contractor, PVCA, to maintain pond level so that they can float the panels around,” Hambly said. “The array was designed to be separated and moved in parts so that we can do our annual inspections on the liners for

our ponds.”

And of course, the electric utility has been involved in the project as well.

“The electric department’s job was to get power from point A to point B. During that process, we had to bring power from overhead to underground to a vault, and from a vault over to the switchgear,” explained IBEW 1245 member Paul McQuaid, electric coordinator and field inspector for the City of Healdsburg.

The crew experienced a minor setback when a trench failed, but the issue was quickly resolved with a concrete bridge to accommodate the heavy traffic that comes through the area. The rest of the project went ahead smoothly.

“It was about a week’s worth of work building the riser and the overhead and then bringing the underground over, splicing, tying everything in, making sure that the CTs and the PTs were tied in and working,” said McQuaid. “Our

crew was willing to go above and beyond, making sure that we had everything working by a certain date because that was our deadline. The guys made the sacrifices, worked late the day before Christmas.”

Utility work is a 24/7/365 job — but for Hambly, the essential nature of his work keeps him on his toes.

“We work through everything. We work through floods, we work through fires, we work through evacuations, we work through pandemics,” he said. “It never stops. As we say out here [in wastewater operations], people never stopped flushing. There’s always stuff to do, which is great.”

Hambly appreciates having IBEW 1245 in his corner.

“The union is always going to bat on behalf of the workers with the city. When I first started here, I didn’t have a good understanding of that. But a former shop steward told me that employers aren’t going to give us stuff out of the goodness of their heart — and I can imagine that’s true in the private sector as well,” he said. “They’re in business to make a profit and they should be — but we’ve got the union going to bat for us, for our wages and benefits, and we have someone to represent us when it’s time to negotiate, so we don’t have to do that on our own.”

“It’s not just the workers that are the beneficiaries — the city actually benefits too,” he added, “because the union makes happier workers, and happier workers get more done. They work harder.”



City of Healdsburg Water Operations Foreman David Hambly, (left), and Electric Coordinator/Inspector Paul McQuaid at the floating solar array in Healdsburg, CA



City of Healdsburg Industrial Electrician Derek Sheets works on a conduit at the Water Reclamation Facility.



IBEW members at the City of Healdsburg Water Reclamation Facility, from left: Utility Operator Al Ochoa, Industrial Mechanic Dustin Hughes, Instrument Technician Ron Green, Industrial Electrician Derek Sheets, Industrial Mechanic Stephen Nelson, Lab Analyst Angie Koski and Wastewater Operations Foreman David Hambly

Photos by John Storey

Newly Ratified Agreement at Moss Landing Power Plant

On January 29, IBEW 1245 members at Moss Landing Power Plant voted to approve a successor agreement with Vistra Corp. The new three-year agreement provides for general wage increases of 3.25%, 3%, and 3% effective April 1 each year of the three-year term. In addition to the wage increases, the IBEW 1245 Negotiating Committee — consisting of IBEW 1245 members Caleb McNutt, Johnny Celie, and Weston Miller, and myself — negotiated numerous improvements to the previous agreement.

The 1245 negotiation committee met virtually with representatives from the company ten times, starting last November, to exchange proposals. The union proposals reflected a broad desire to improve wages, benefits and working conditions.

A tentative agreement was reached on January 19, and the LU 1245 negotiating committee secured several improvements to the agreement, including:

- improved language for upgrade pay, and rest periods;
- increased shift differential pay by \$.25 to \$2 per hour;
- increased boot subsidy by \$25 to \$200 annually;
- increased temporary employee wages;
- a 1% increase in the company matching contribution to the 401(k) plan, and;
- added one floating holiday to the number of employee holidays.

The company submitted several proposals to move the Moss Landing employees from the Dynegy to the Vistra benefit plans and policies. Many of the changes to the benefit plans resulted in improved benefits, such as:

- the addition of a new short term disability (STD) plan, which covers off-job injuries with 26 weeks full pay after eight days;
- improved coverage in the long term disability (LTD) and;
- a new parent/maternity leave plan that provides two weeks of pay.

The Vistra severance plan also

improved on the previous plan by providing an additional week of severance pay for each year of service after 20 years. Vistra and IBEW 1245 also agreed to an annual incentive program (AIP) with target award of 6% of the employee's base salary. As a part of the exchange, gone is the ability to bank large amounts of sick leave, the Dynegy high deductible health plan, and the Dynegy portable retirement benefit (PRB), which paid 6% annually.

Local 1245 and Vistra negotiations resulted in improvements in many areas of the agreement which the members overwhelmingly approved. The bargaining unit members on the LU 1245 negotiating committee did an excellent job explaining the many changes to our members.

After years of uncertainty, members look forward to a brighter future at the Moss Landing Power Plant, where Vistra is currently developing the largest battery energy storage system of its kind in the world — a 300-MW/1,200-MWh system. The system is housed inside the plant's completely refurbished former turbine



Negotiating Committee member Caleb McNutt handing out bargaining materials.

building, spanning the length of nearly three football fields. The system is made up of more than 4,500 stacked battery racks or cabinets, each containing 22 individual battery modules. With its existing infrastructure and the physical space

for potential growth, this world-class industrial-zoned site provides Vistra a unique opportunity for extensive future expansion of the battery storage system.

— Al Fortier, IBEW 1245 Assistant Business Manager



The 300-MW 1,200-MWh battery storage system housed inside the plant's former turbine building

Members Unanimously Ratify Three-Year Extension at Frontier Colusa/Shingletown

The IBEW 1245 members at Frontier Communications in Colusa/Shingletown have unanimously ratified a three-year extension to their current collective bargaining agreement. The extension replaces the "Pay for Performance" merit-based compensation with percentage-based wage increases of 1.75% effective first pay period following ratification in 2021, 1.75% effective March 6, 2022, and 1.75% effective March 5, 2023. In moving to the percentage-based wage scale, Utility Reporter

three individuals who were not at the top step were placed into the top step. All other provisions of the current agreement not modified by the extension shall remain in full force and effect through March 2, 2024.

The bargaining committee consisted of 1245 member Chris Harmon who works at Frontier, Local 1245 Assistant Business Manager Dylan Gottfried, and myself.

— Dominic McCurtain, IBEW 1245 Business Representative

Side Letter at Port of Oakland Restores Personal Leave for Furloughed Members

IBEW 1245 has recently reached a side letter agreement with the Port of Oakland that restores eight personal leave days to IBEW 1245 members' leave banks in recognition of the eight furlough days that were agreed to in 2020.

The 2020 agreement on furlough days assisted the port during last year's significant budget shortfall and refinancing process, showing the level of partnership between the port and union during a financially constraining time. In agreeing to last year's furlough days, the bargaining unit ultimately helped contribute to the port's newly uplifted debt service credit ratio that is now expected to exceed a healthy level above 1.60.

View the letter at <https://bit.ly/31xaayu>

— Charley Souders, IBEW 1245 Business Rep

LOCAL 1245 MEMBERS AT BATTLE MOUNTAIN

Building the Nation's Largest DC-Coupled Combined Solar and Battery Storage System

NV Energy's Battle Mountain Solar Project is the nation's largest DC-coupled combined solar and battery storage system — and it's built and maintained by IBEW 1245 members.

Outside line members working for Dacon Corporation were brought in to

do the majority of the construction on the 101-megawatt solar photovoltaic project, which also includes 25 megawatts of battery energy storage. The project is slated to be completed in April, and NV Energy plans to begin operations as soon as this summer.

When the *Utility Reporter* went to

visit Battle Mountain — also known as “the gateway to Nevada's outback” — in February, the temperature was below freezing, but the crews were hard at work, finishing up the substations and switchyard that will feed the power from the solar project back to the utility.

Local 1245 Groundman Amos Commander found himself in Battle Mountain when the project he previously worked on in California stopped due to the COVID-19 pandemic. According to Commander, inclement weather has been one of the biggest challenges on this job. Despite working previously in Incline Village, where he'd encountered plenty of snow and the occasional bear, the conditions at Battle Mountain have proved to be even more difficult.

“I knew it was going to snow out here,” explained Commander. “After the snow, we're dealing with ice, maybe two inches of ice under the snow. We've got these muck boots, but it's slips and trips all over the place.”

Foreman Ricky Bridges out of Local 66 in Houston explained how the weather has held up the project: “We've

had blizzard wind for a couple of days, and you can't really fly anything in the air when the winds are blowing so hard, so we can't get lifts in there.”

“It's a simple substation to build,” he added. “[The challenge] is just getting the material. We're so far away, it's hard to get parts, and you can't find parts when you go look for them.”

Despite these challenges, IBEW workers know how to get the job done. Commander expressed appreciation for the comradery on the job: “The people I work with are great. I'm the shop steward, and we haven't had a problem out here yet.”



The Battle Mountain Solar Project is connected to NV Energy's 120kV system between Valmy and Battle Mountain at the Izzenhood switching station. The plant will also be connected to NV Energy's distribution via the Battle Mountain 2401 line. This connection will be used as a backup for the solar facility's station service.

NV Energy Relay Technician Aaron Luzier explained some of the utility-side



Foreman Ricky Bridges, in truck, goes over plans with Subtech Robert Murphy.



Lineman Dennis Scroggins at the Battle Mountain Solar Project in Battle Mountain, NV

Photos by John Storey



considerations of the construction project.

“Any time there’s a generation going online, there’s a termination point that ties to our system,” Luzier explained. “So, we have to make sure that the protection is there for our system, as well as if something happens on the solar side or generation side, that it’s protected.”

“My portion is to do all the relay,” he added. “We put all the relay settings in and test everything. If something was wired wrong before we got here, that’s how we catch it.”

Luzier noted that working with contractors can sometimes be challenging, but he appreciated that the IBEW hands on the Battle Mountain project are committed to a shared set of standards. He clearly appreciates and values having Local 1245 representation on the job.

“The union is great. They keep us safe at work,” said Luzier. “We have a very good work environment. NV Energy is one of the safest [utilities] there is.”

“I love the union,” echoed Commander. “It’s been taking care of my family and me for the last 20 years. It’s just a great bunch of guys. I’ll be union all my life.”



Subtech Frank Loera



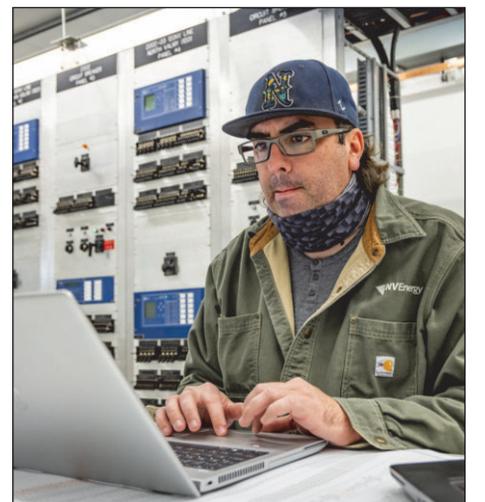
Foreman Robert Bernard Jr.



Groundman Amos Commander



Relay Tech Aaron Luzier



Telecom System Tech Peter Johnson



Subtech Michael Kelley



NV Energy Relay Tech Aaron Luzier



From left: Groundman Amos Commander with Operator Dalton Day

Members Approve New Agreement at Frontier Elko

The IBEW 1245 members at Frontier-Elko have approved a three-year extension to their collective bargaining agreement. The extension includes a 1.75% general wage increase each year, retroactive to the original contract expiration date of May 9, 2020. (The average GWI between 2012-2020 was 1.84%.)

This extension did include the elimination of the incentive bonus, which in years past varied between \$300-500. The proposal was unanimously approved by members with a 4-0 vote.

— Mike Venturino,
IBEW 1245 Business Rep



Front row, from left: Lineman Dennis Scroggins and Operator Dalton Day. Back row, from left: Foreman Robert Bernard Jr., Foreman Ricky Bridges, Groundman Amos Commander, Subtech Frank Loera, Subtech Robert Murphy and Subtech Michael Kelley

“The Most Unusual Day Ever in My Career” — 1245 Member Thwarts Customer’s Suicide Attempt

When seven-year IBEW 1245 member Mike Siri responded to a service call about a suspected gas leak, he had no idea the day would end with him saving a man who tried to take his own life.

Siri, a PG&E Gas Service Representative, arrived at the location in San Rafael where the leak had been reported. As soon as he got out his meter to try to determine where the leak was coming from, he quickly realized something wasn't right.

“I noticed my meter was going crazy,” he recalled. “I started searching around and was getting weird readings everywhere. I told the customer, ‘I need you to go inside and make sure all of the appliances are turned off.’”

The customer was certain everything was off, but she went inside the house to double-check while Siri went into the backyard to continue his search for the source.

There, he found a small shed with a plastic curtain pulled over the window.

He took out his meter and got a very strong reading.

“I had to shut off my meter. It was running away so crazy that I couldn't keep it on,” he said. “Then I looked inside, and there was an old man, out cold.”

Siri realized the shed was the man's makeshift sauna. It was natural gas driven, using an old water heater as the heat source. When Siri took a closer look, he discovered that this was not just a terrible accident; it was a suicide attempt. Sadly, the man had disconnected the gas pipe and put it up to his mouth to inhale the fumes.

As soon as Siri realized the man was in serious trouble, he jumped into action. He rushed into the shed and dragged the man out and away from the gas. Siri recalled immediately trying to help the man regain consciousness, and was relieved that he started to come to, as time was of the essence.

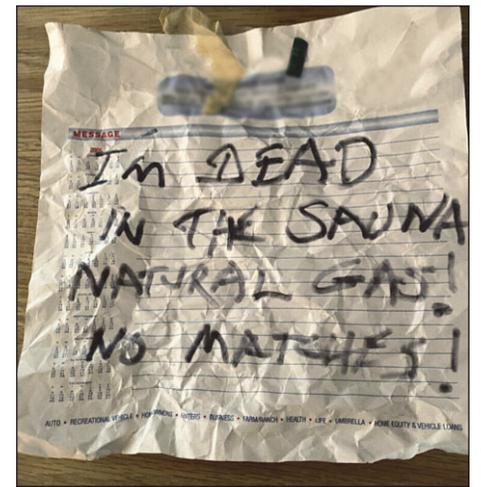
“I was yelling at him,” Siri recalled. “I was pretty aggressive. I knew I needed

to get his attention. He tried to tell me he was just sleeping.”

Siri then ran inside the house to ask the customer if she knew anything about the unconscious man in the backyard. Until that moment, she had been unaware that her husband was in the shed and in dire trouble. Turns out, he left a note in the kitchen that she had not seen.

Siri disconnected the gas until the police came. He also advised the customer to share the note with police so that her husband could get some help (and he did). Siri has returned to the home four times since that day to help with small issues and, no doubt, provide a measure of comfort after that traumatic experience.

“This was definitely the most unusual day ever in my career, but my



training prepared me for it,” said Siri. “We're not always sure what we're going to find, but we know how to investigate problems. And we're ready to act quickly to solve them and to keep people safe.”

Photos courtesy of Mike Siri



The disconnected gas pipe inside the makeshift sauna.



Photo by John Storey

Statement from Business Manager Bob Dean Regarding PG&E's Transmission Tower Wireless Licenses Sale

“In February, PG&E announced the sale of certain license agreements with wireless providers to SBA Communications Corporation. PG&E and SBA also entered into a strategic relationship to market and sub-license equipment at additional wireless attachment locations on PG&E's electric transmission assets.

“To be clear — PG&E is not selling any transmission towers as part of this transaction; they are monetizing future rents from wireless providers. Any work on PG&E's electric transmission infrastructure will continue to be performed by IBEW 1245's trained and qualified electrical workers.

“These arrangements are carried out in compliance with the CPUC's General Order 95, wildfire mitigation procedures, and other utility safety standards and protocols. PG&E will continue to regularly inspect and maintain the towers and audit the attachments.

“The sale of these licenses applies to over 700 towers, and is expected to generate \$973 million in initial proceeds. This transaction is expected to close in early 2021.

“PG&E expects the proceeds from this agreement to help further strengthen its financial position while also benefiting customers. The company estimates that approximately half of the net sale proceeds will be returned to electric transmission and distribution customers in the form of lower monthly bills.

“Licenses for wireless antennas are one of the secondary uses of transmission towers approved by the Federal Electric Reliability Commission (FERC) and the California Public Utilities Commission (CPUC) and under this agreement, PG&E retains control over its safety protocols. For years, wireless providers have paid PG&E to attach equipment to many of the company's thousands of transmission towers and other utility structures.

“It is important to remember that PG&E will still own, inspect and maintain these towers.”

New Process to Retire at PG&E

On January 1, PG&E announced that it was moving its pension administration over to a new website called PensionConnect. **This does not change PG&E's commitment to the pension plan, nor anything about your pension benefit**, but it does change the process that our members at PG&E will need to complete when they're ready to retire.

Once you've picked your retirement date, you'll need to

- Complete your pension paperwork.
- Report your Intent to Retire to the PG&E Benefits Service Center and set up your retiree medical with the PG&E benefits team.
- Notify your supervisor **in writing** that you're resigning at **least 5 days** prior to your retirement start date.

You can learn more by visiting mypgbenefits.com/retirement.

Meet the Local 1245 Delegates to the IBEW's 40th International Convention*

* The number of eligible nominees received by the IBEW 1245 Election Committee did not exceed the number of delegates to which IBEW 1245 is entitled per IBEW Constitution Article 2, Section 8(c). Therefore, we will not be conducting a balloted election and all

eligible nominees have been declared winners by acclamation.

The IBEW's 40th International Convention was scheduled to take place at Chicago's McCormick Place Convention Center from Aug. 30–Sept. 3, 2021. However, IBEW International announced in

early May that the convention will be postponed until 2022. Due to the COVID-19 pandemic and acting pursuant to the newly amended Article XXVII of the IBEW Constitution, the International Executive Council, in consultation with International Secretary-Treasurer Ken-

neth W. Cooper and International President Lonnie Stephenson, adopted a resolution making temporary changes to the IBEW Constitution to enable the International Convention to be moved to May 9, 2022. More details can be found at bit.ly/ibew-convention-postponed.



Ryan Beck

5-year member Ryan Beck, Journeyman Gas Leak/Utility Worker, PG&E Sierra Division

"My folks taught me at an early age to help others and do more. The IBEW has been huge in my life and I want to do my best to give back the best I can."



Bob Dean

29-year member Bob Dean, Business Manager, IBEW 1245

"As Business Manager of the biggest and best Local in all of the IBEW, it is my great responsibility to represent the interests of our members at the International Convention, and it's a role I take on with humility and enthusiasm. I look forward to the opportunity to weigh in and vote on the international union leaders and policies that will shape the future of the IBEW."



Gary Maschio

41-year member Gary Maschio, Critical Facility Technician, PG&E San Francisco General Office

"I am honored to be representing my Brothers and Sisters as a delegate for the 2021 International Convention. This convention will provide many learning opportunities that I look forward to sharing with my fellow members that I represent."

11-year member Glen Bernard, First Responder Gas Crew Lead, PG&E San Rafael Service Center



Glen Bernard

"I pursued the role of Local Union 1245 delegate to the International Convention because I want to represent 1245 IBEW Gas. IBEW fought to give its members the platform and the means to work safer, no matter the company's pressures or conditions, and because of this, IBEW members are protected. My goal is to learn

more about IBEW, meet brothers and sisters from areas that I have never seen, and return to California to share what I have learned. Thank you for this opportunity."



Cole Dorsey

15-year member Cole Dorsey, Outside Construction Journeyman Lineman, Dixon, CA

"I pursued this opportunity to be a delegate so I could contribute to the work needed to keep our union strong and to represent Local 1245 to the best of my ability. I consider it a privilege to be able to give back to this union in every way I can."



Kevin Krummes

34-year member Kevin Krummes, Retired

"Local 1245 has given me countless opportunities to engage in union activism, from lobbying legislators to campaigns in the field. Serving as a delegate is another step in my Labor education, and it is a true honor to represent Local 1245 at the 2021 IBEW International Convention."



Anthony Brown

18-year member Anthony Brown, Senior Assistant Business Manager, IBEW 1245

"I am honored to represent the hard-working men and women of Local 1245 at the 40th International Convention as a delegate. This is a responsibility I do not take lightly, and pledge to do my very best as a member of the delegation that will represent the voices of my more than

26,000 brothers and sisters at 1245, and our common interests on the convention floor."

9-year member Melissa Echeverria, Interim Business Representative, IBEW 1245



Melissa Echeverria

"It's an honor to be selected as a delegate to the IBEW International Convention, where leaders are chosen, healthy debate is conducted, laws and resolutions are presented, and votes are cast. This is where we see democracy in action. Our brothers and sisters before us built, fought, and died for what the IBEW is today, and this convention is an opportunity to guide our great union for the future."

25-year member Carl Olguin, Gas System Operator, PG&E Brentwood Compressor Station



Carl Olguin

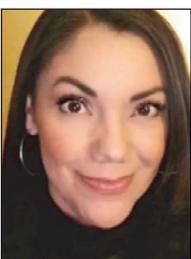
"It is my pleasure to be a delegate and represent IBEW 1245. I have been an active member for many years, and will continue to do so during and after my career. There is no greater local that fights harder for our rights, along with getting us the best contract out there."



Cecelia De La Torre

34-year member Cecelia De La Torre, Operating Clerk, PG&E Manteca Service Center

"It will be my honor to represent our members at the IBEW International Convention. I am confident that my years of union experience will be an asset to the deliberations of proposed resolutions and constitutional amendments."



Julie Gonzalez

9-year member Julie Gonzalez, Customer Service Rep, PG&E Stockton Regional Office

"I wanted to pursue the role as a delegate to the International convention so that I can do my part to make sure that IBEW continues to be a strong union that we can all be proud of."



Rachel Ramirez

13-year member Rachel Ramirez, Electric Operating Clerk, PG&E San Rafael Service Center

"I am fortunate to be attending my second International Convention. The amount of knowledge I obtained at the first one made my passion for the union even greater. I truly appreciate this opportunity."



Albert Jimenez

12-year member Albert Jimenez, Gas Service Rep, PG&E Stockton Service Center

"Continued involvement in IBEW 1245 with the chance to knowledge transfer with our fellow brothers & sisters, from all over under one roof, is very intriguing to me and I look forward to the opportunity."



Steve Mayfield

28-year member Steven Mayfield, Materials Leadperson, PG&E Ukiah Service Center

"I have served as a union steward for over 25 years. I would like the opportunity to see the bigger picture and to meet others from across the country that serve and support IBEW."



Steve Segale

37-year member Steve Segale, Working Leader Division Gas T&D, PG&E San Rafael Service Center

"I wish to be a delegate to International Convention to continue my education as a member. I will share this knowledge and further promote the IBEW to the many brothers and sisters with whom I interact."

Tom has been on the side of our union, workers, and retirees from the start. When the SPPCO retirees began our campaign to fight for our promised medical benefits, I received a call from Tom, and he said how can he and the union help us and that they did. I know that without the help and support of Tom and Local 1245 we would not be in the position we are in today nor would the current workers of our excellent local. Tom, thank you is never enough. I am proud to call you my brother.

— Thomas “T” Bird,
IBEW 1245 Retirees Club

Congratulations!!!! Thank you SO much for all the hard work — blood, sweat, tears, time, emotion, physical effort, and fight you put in for workers all across the globe! They say, “It takes a village...” and that for sure is the truth.

Thank you for your actions, your approaches, your intellect, your strategies, your willpower, and most of all your strength in keeping the brotherhood alive!

Due to this recent pandemic over the last year, it has become more than apparent that unions help families thrive in the economy, putting food on tables, clothes on backs, and roofs overhead.

I admire you so much and trust me when I say, YOU have taught me ‘a whole lot’ — a man of not many words (unless asked to OR presenting in a forum), but your presence speaks volumes.

Trusted and respected are the words that come to mind when describing you and I hope when I eventually retire, others will see me in that same light.

I wish you and your family the best in blessings and I’m sure they are excited as well to explore this new chapter along with you! Take care and although I know you will still be near; please know I forever APPRECIATE you for everything, and there is always a place in my heart that will not be forgotten.

— Donchelé Soper, IBEW 1245
Shop Steward

A FOND FAREWELL FOR Tom DALZELL

A TRIBUTE TO IBEW 1245’S
FORMER BUSINESS MANAGER
ON THE OCCASION OF HIS
RETIREMENT





Congratulations on your retirement! We wanted to wish you many relaxing and care-free days ahead. We are sorry that you will no longer be at Local 1245, but we are grateful for all you have done for us. Especially for looking at the retirees as valuable and not as used up or worn out! Through your vision and dedication to all of our members, you have shown us the difference we can make — not only within our union, but also in our communities.

As you start on the next phase of your life's journey, you can be proud to look back on the programs that have been initiated, grown and flourished through your leadership.

Retirement is a great gift. While one door is now closing another named "Freedom" is opening. Every day is a new opportunity for you. We will miss you!

— Rita Weisshaar, IBEW 1245 retiree and Organizing Steward

Not many people change others' lives, but you do. Your leadership and forward thinking changed mine. I was sort of adrift a few years back when your faith in me, misguided though it was, allowed me to do something that changed my life course. I will never forget the opportunities you have given me. From judge to activist to lobbyist, it's been one wild ride. From the bottom of my heart, thanks brother.

— Kevin Krummes, retired IBEW 1245 Lead Organizing Steward, Shop Steward, and Union Election Judge

Thank you Tom Dalzell for your many years of dedicated leadership. During my time as a Unit Chair at the City of Santa Clara, I witnessed your strength and integrity. When dealing with management during negotiations or a grievance, I could feel the strength of IBEW 1245 backing me up and you, Tom, were the personification of that strength.

As a retiree, I have witnessed your creation of a retiree cadre and the tremendous strength it adds to the cause of unionism. With your calm and unassuming nature, you have made IBEW 1245 a powerhouse for the advancement of the values for not only 1245 members, but for all working people. Thank you Tom, you will be missed.

— Bill Wallace, IBEW 1245 retiree and Organizing Steward

You brought so many fabulous, down-to-earth programs to our local, like the youths being involved as organizers, the Suriname project, and so many others that have indebted the local to the dream of the forefathers. I sat in awe of your defining intellect and progressive ideals that moved us forward. Most would not have had the courage or foresight to extend an entity to its better self. You set a new standard in a legacy which (and I fear for the dogs of management) will forever shine upon the plains of solidarity. I wish you the best as you engage new paths that bring you joy and appreciation for whatever you set as the next goals. It was an honor to serve with you and it filled me with pure excitement to watch you in action and support your policies. Happy trails to you!

— Mike Cottrell, retiree and former Executive Board member

I just wanted to say, congratulations on your retirement! Thank you for all you've done for our union family and especially the creation of our Organizing Steward program. This powerful program has trained, enlightened, and engaged not only IBEW 1245, but has become the standard for unions as a whole. I feel overwhelming pride to be a part of IBEW 1245 and specifically the Organizing Steward program.

I thank you for your leadership and vision, and your recommendation of Bob Dean to succeed you. I know he will do a great job.

— Charlotte Stevens, IBEW 1245 Lead Organizing Steward / Shop Steward

continued on next page



“Lessons from the UFW”

In this in-depth career retrospective, Tom Dalzell reflects on the lessons he learned early on in his career with the United Farm Workers, and explains how that knowledge and experience helped guide him over his 40 years with IBEW 1245.

Read the retrospective at

<http://bit.ly/dalzell-career-retrospective>

Congratulations on a remarkable career as business manager of IBEW Local 1245. You are undefeated politically, respected internationally. When you were handed the reins, I was aware of some of your successes in arbitrations and I knew you were smart. I later learned you are also wise (an important distinction), with a brilliant, innate ability to discern what’s good for us in the context of the big picture. This put the wise guys on the other side of the bargaining table at a definite disadvantage.

In one of our battles against behemoth big-monied interests, you likened our fight to David vs Goliath, and the importance of choosing five smooth stones. Well, those stones wouldn’t have done David much good if he hadn’t been a good shot! You are a great marksman with impeccable timing. Timing is everything. King Solomon wouldn’t have seemed so wise if he offered to cut a baby in half without having two women claiming to be its mother at the time.

I am deeply grateful for the personal and professional gains Local 1245 has achieved for us under your leadership. You have always been publicly modest, giving credit to others and keeping little for yourself except jokingly. My thanks isn’t much. Maybe you will be sainted or knighted or bestowed an honorary doctorate. I’ve learned a lot from you and would be very interested to hear more of your stories.

— Dan Mayo, IBEW 1245 Shop Steward and Advisory Council member

I have had the pleasure of knowing Tom Dalzell for many years and have seen all the work he has done for Local 1245 throughout these years. Having been a shop steward at PG&E for over 30 years and very active in the union, I have worked with Tom on several committees and issues over this time to benefit our membership. Some of my most memorable and rewarding times working with Tom were during contract negotiations. Tom’s leadership skills and knowledge during these contract negotiations enabled 1245 to secure our benefits with pay increases. This included many reorganizations, transformation, and the recent bankruptcy. I also remember when Tom had the visionary idea of forming the Organizing Stewards team. It started out with a few members and has now grown to over a hundred. Because of the Organizing Stewards team, Local 1245 has political power to fight for job protections and worker issues. I have always admired how Tom has had a succession plan in place ensuring the continuity of Local 1245. Our Local is stronger now and ready for future challenges because of Tom’s leadership as Business Manager. Tom, your impact on Local 1245 will be felt for years to come, I wish you well in your retirement.

— Gary Maschio, IBEW 1245 Executive Board member

Attorney appointed to Local 1245 Staff



Tom Dalzell is the newly appointed Staff Counsel of IBEW Local 1245.

His assignments will focus on public agencies and he will be registered as Local 1245’s Legislative Advocate. He will be assuming some of the duties of former Assistant Business Manager Mert Walters, who recently retired after 33 years with the Local.

A graduate of the University of

Pennsylvania he took the Bar in California in 1976 after apprenticing with Jerry Cohen, General Counsel for the United Farm Workers.

His interest in the labor movement began in the late 60s when he travelled to California from Pennsylvania to do volunteer work with the UFW. Following college he worked with the UFW on grass roots efforts concentrating on strikes from 1972-1975, and representational elections from 1975-1977.

Dalzell is 30 years old and is single.

His first day on staff, March 30, he met with Walters who detailed key features of the new Staff Counsel’s assignments.

After a day with his predecessor Dalzell commented that he has “some very big shoes to help fill,” and that he is looking forward to working with staff and the membership.

To begin, I would like to thank you for everything that you’ve done in my career as a proud union member for IBEW Local 1245. Our IBEW was the first union that I’ve been a part of and I have enjoyed every moment of it so far. If it wasn’t for your vision with creating an Organizing Steward program, I would’ve always thought that being a part of a union would consist of just paying your dues. But there are so many more aspects beyond that as you’ve allowed our Local 1245 to empower our members with the knowledge to educate, think about the bigger picture, and strive for greatness.

We have a huge responsibility to help improve the working class and the future of labor. Your innovation gave hope to our fellow brother and sister locals to embody the importance of organizing and its effects in the community that it serves. I am thankful for all the accomplishments that you’ve lead as every decision made a tremendous impact in our lives. You’ve created an amazing team of IBEW 1245 staff, especially with our brother Bob Dean, that will continue to do the work for our members and I look forward to helping our union in every opportunity that I can. We will truly miss your presence at the hall and hope you enjoy your worthwhile journey to retirement.

— Alvin Dayoan, IBEW 1245 Lead Organizing Steward / Shop Steward



I remember the first time we spoke, you invited me to Vacaville to discuss the merits of LOA 10-36, and the company's ability to look at discipline over the course of one's career. We may still disagree about that one, but you listened and trusted me.

Later you brought me on staff as a business rep. Again, you listened and trusted me, this time over the 8+ years I worked for you. For that I thank you. The transition from a job where your every move is micromanaged, to a career where your opinion is valued has been an incredible experience.

Thank you for your passion and dedication, I wish you a long healthy retirement.

— Bob Gerstle, IBEW 1245 Senior Assistant Business Manager

wanted to take an opportunity to share my gratitude with you.

I had little knowledge of the union prior to the opportunity to go to the Young Workers Conference in DC in 2009. It was my first time seeing the union in a larger light. It was also very educational having been sponsored by the AFL-CIO and supported by Liz Shuler. It was very inspirational.

From there, you gave a small group of us the authority to create a program to get younger members involved in the union. Included in that group were Gracie, Jen Gray, and Ryan Morris. In short time we realized we needed more guidance, and pulled in Eileen Purcell. From there, the first phases of our organizing team were developed. To see what we have now with Fred, Eileen, Rene, and Rick is something we couldn't have imagined at the time.

You gave me so many opportunities — from Senate recalls in Wisconsin, to political campaigns for Jerry Brown, to the NUHW campaign for Kaiser workers. From those opportunities you gave me the chance to be a Business Rep (probably against the wishes of a few). You have then still allowed me to grow with more campaigns, a leadership training by the AFL-CIO (from which I still have great relationships across the US) and probably the most meaningful campaign for Baltimore Gas and Electric. I still talk on occasion with some of the team from that effort. You were completely understanding while my wife and I went through a very tough time with her becoming ill and allowing me to be focused on my family.

With all of this to be grateful for, you still gave me more by allowing me to be part of the AD Staff. Working with Anthony was a dream job for me. I now have been able to correct issues I had with our grievance procedure and still be part of a great group. I know Bob contributed to me being now where I am, but I would not have started the learning process without the opportunity you first gave me. I have really enjoyed working for you and enjoy working for Bob. Bob has it. It is as though he was born for this job and I feel with our AD Staff we can accomplish anything.

Having said that, none of us would be here without your foresight and leadership. All of us are a continued extension of your success and all of our successes will only perpetuate your accomplishments. I will never be able to thank you enough for the opportunity that you have given me. You lead leaders and are an example for all of us.

Thank you and Bob for seeing something in me I didn't always see in myself.

— Lloyd Cargo, IBEW 1245 Assistant Business Manager

I first worked with Tom in the long, drawn-out PG&E 2002 negotiations and had increasing direct contact with Tom in several PG&E contract negotiations over the next 10 years as a member, and then later as part of his staff. Although I did not feel I added much value in those negotiation teams, Tom saw something in me along the way that I did not see in myself. It was fun to be at the table at tense meetings with PG&E during negotiations. Tom would often start the meeting with some self-deprecating humor and then commence to lay out a litany of concerns of our members and make a brief argument for nearly all our proposals. I recall looking at the notes in front of him and being amazed that it had only 3-4 words written on the paper! Senior Assistant Business Manager Sam Tamimi once said that TD is a jet fighter while the rest of us are WWI era bi-planes.

In 2010, he asked me to fill in for a rep who

was on medical leave for a few months, and in 2012 he asked me to join the IBEW staff. It was during our time together on the road, attending 14-16 pin dinners as well as 10 Shop Steward trainings each year, where I got to see the jet fighter in action at something other than negotiations. It was on these long drives between these events, or in the hours before members arrived at a venue, that I saw a different side of TD.

I was able to witness how, even though he is personally a bit shy, Tom really enjoyed meeting and talking with members before John Storey took their pin dinner "prom" photos. Tom talked to me with pride about his kids and their accomplishments. He amazed me with his knowledge about nearly every subject that might randomly come up in conversation. But what set TD apart from others who seemingly have limitless brain power is his perceptiveness and

caring.

It was in conversations prompted about my family and my background that those two traits came to the fore. Without getting into my personal life details, TD perceived areas in my life which I now realize shaped who I became. Tom helped make me realize that some very specific childhood struggles that I didn't fully comprehend were important touchstones in my development as a person.

While I have had many bosses in my work life, I know I had never had one who cared so deeply about the people that worked for him. I am happy that TD will soon have more time to delve into the hundreds of ideas that he turns into collection, books, day trips, etc.

— Bryan Carroll, IBEW 1245 Senior Assistant Business Manager

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Our travels together are a highlight of my life. You and I first met in 1972 as young organizers with Cesar Chavez and the farmworkers. Our families go back more than 80 years, when your mother and my father worked together in the migratory labor camps with the “Dust Bowl” refugees in Steinbeck country.

As young organizers, we both cut our teeth in strikes and organizing drives from the Imperial to the Salinas Valley. Even in those days I saw you exhibit a cool fearlessness in the midst of sometimes chaotic and violent strikes.

Your work ethic and speed in churning out legal briefs for the UFW earned you the nickname “The Dazzler.”



In 1975, you and I developed a new worker-based strategy to put pressure on California state legislators to pass the historic ALRA, which gave farm workers the right to vote in secret ballot

elections for a union. A skill that served you well in passing the historic wildfire legislation creating and preserving many jobs.

When you hired Eileen Purcell and me 12 years ago, you took a risk that 1245 could continue to be the gold standard for bargaining and representation and at the same time build a dynamic organizing program.

Your vision of creating a leadership training and development program has exceeded all expectations.

Today, IBEW 1245 is known across California and the country as an exemplary model for organizing.

Our stewards have learned about the principle of Solidarity by practicing it in the real world.

Under your leadership, they have built a more powerful brotherhood and sisterhood within 1245. They now see themselves as agents of change who can make history!

Our members have benefited from your commitment to justice, compassion for the disenfranchised and a keen sense of how to build power to win for workers at the bargaining table and to defend workers who come under assault from union busting employers!

Your legacy will live on....

— Fred Ross, IBEW 1245 Staff Organizer

What brings a smile to my face as I reflect on Tom’s storied career at Local 1245 is that old trope regarding lawyers billing by the word, because it does not apply to Tom Dalzell, Esq. In fact, there appears to be an inverse correlation between the man’s list of accomplishments (a mile long by even the most conservative estimate) and his trademark manner in responding to emails, which, no matter how complicated the subject matter, would arrive in your inbox in three words or less. Now, one can forgive Tom for prioritizing brevity given the strenuous demands of presiding over what is now the largest IBEW local in the country. But to anyone else who, after reading one of his “pithy” responses (to put it mildly), felt like perhaps he/she had missed an all-hands seminar on codebreaking, I hear you.

It’s amazing how those three words seem to leap off the page when you stare at them long enough. I suppose one could simply call Tom and ask him to elaborate – and, indeed, sometimes this was the correct approach – but what’s the fun in that? Far better to struggle for a bit, if ultimately it means that you might be able to impress the expert on American slang with your own ability to parse meaning from the barest amount of source material. To my “life coach” and professional mentor, you will be sorely missed. Or, in Tom-speak, “you’ll be missed.”

— Alexander Pacheco, IBEW 1245 General Counsel

I felt like I knew Tom before I ever had the chance to meet him personally. Back when I was working at the California Labor Federation, I had heard all about Tom – his prowess at the bargaining table, his forward-thinking vision for the union, his unparalleled wit and intellect, his highly effective organizing program, his larger-than-life persona. When I was presented with the chance to come and work for him at Local 1245, I saw it as the opportunity of the lifetime to learn from one of the greatest union leaders of our time, and there was no way I could pass that up.

Over the past seven years, I’ve gotten to know the “real” Tom – and found that he didn’t just live up to his reputation, he exceeded it in ways I never could have imagined. Not only has he been an incredibly effective leader and advocate for 1245 members, he’s also a thoughtful, compassionate supervisor who empowered his staff to do their very best for the membership. He treats every 1245 employee and member with a level of respect that some might reserve for only those in positions of “power.” But not Tom. He sees power (and potential for even more power) in every single working man and woman he meets – and he inspires us all to tap into our individual and collective power, aim high, and achieve great things.

I’ve learned far more from Tom than I could ever hope to summarize on this page, and I feel incredibly fortunate to have had the opportunity to work closely with him over the years. The grammar debates, the inside jokes and the long phone chats we’ve shared will remain forever etched in my mind, and I’ll carry the many lessons I’ve gleaned from him with me for the rest of my career.

— Rebecca Band, IBEW 1245 Communications Director

Tom has always been an enigma wrapped in a puzzle. One remains intrigued because of the many different layers he reveals through time spent together. For example, his knowledge of the English language – slang in particular – is extraordinary. His time working as a lawyer for the Farm Workers is somehow both surprising, but not. His ability to conduct an interview in Spanish with flourish (I marvel because I can’t), his virtuosity at the piano, his fascination with all things quirky in Berkeley (and his desire to share it with others in a book), his simple love of cheesecake ... just to name a few.

I am sorry to see Tom retire, as his vision for the union has been truly remarkable. What I think I may miss the most are his speeches at Pin Dinners. Each event always ended with

Tom – it has been a delight to work with you for these past decades. Your eclectic interests are well known. Perhaps not as well known is your unique persistence in creatively thinking about how to do better for the members of Local 1245. When faced with potentially devastating results from PG&E’s bankruptcy, you befriended the leader of the most notorious vulture hedge fund and political leaders. You then orchestrated the competing forces to reach a uniquely amazing outcome: the employees of a bankrupt company getting better pay, benefits and job security than before the bankruptcy. Amazing.

— Marc Joseph, IBEW 1245’s regulatory attorney



him bowing to the members; a heartfelt sign of respect. That said, let me now bow to Tom for all that he has given 1245.

— John Storey, IBEW 1245’s photographer

I was one of Tom Dalzell's administrative assistants when he was the union's staff attorney. Tom is one of my favorite "bosses" at the union; I respect that man. He is true, straight to the point, and very intelligent. I had an opportunity once to sit down with him in an arbitration meeting, watching as he nailed the competition and, of course, won the case — and then he did it again and again and again! That's how he defends and takes care of the union members.

At the office, he also respects us (the clerical staff) and he never micro-managed us while working because he trusted us to do our jobs. Most of all, he never listens to malicious rumors. He believes in how he sees you as an employee, and he has his own judgement. When he became the Business Manager, I knew then that he would be great because he is "over-qualified" as a leader. Good luck Tom and "Thank You" for giving me the opportunity to be one of your admin assistants. God Bless!

— Lita Martin Clark, retired IBEW 1245 office staffer

I wanted to be sure to express my most heartfelt thank you for your time as business manager of Local 1245. You were the first person from Local 1245 — from the labor movement, even — that I met when I was new to being in a union. That day at Wellington Energy in Pittsburgh, PA left a profound impression on me. I saw that there could be a bright future for the working class (and for the first time in my life, for myself) with people like you leading us. You inspired a brand-new optimism in me that has never faltered since.

With no exaggeration or maudlin sentiment, I want to be sure you know that your choice to put trust in me as a member, and later as a staff member, changed my life in a way that I never saw coming and never thought possible. I will always be tremendously grateful for it. It is my greatest honor, the thing I am most proud of in life, to be able to say I am part of the IBEW, and I've always strived to be worthy of the faith you placed in me when you invited me on that first campaign in Ohio. I have you to credit for everything.

— Rick Thompson, IBEW International Lead Organizer

On behalf of the officers, staff and members of IBEW Local 396, we wish Tom a heartfelt congratulations on his retirement. His career and achievements are what legends are made of, but more importantly it was the person behind the legend that we honor today. We are proud to call Tom Dalzell a friend in the truest sense. As point of personal privilege, I want to thank Tom for being a mentor, someone I always looked up to and who never let me down. I owe you a great deal of gratitude. We are going to miss you buddy, enjoy yourself. You earned it!

— Jesse Newman, IBEW Local 396
Business Manager



Thank you for your many years of dedication and service to the members of Local Union 1245. Your Local Union, the Ninth District and the IBEW has benefited immensely by the programs that you initiated within Local 1245. On countless occasions, you dispatched member activists around the country to fight the good fight on behalf of working families. Your steady hand has guided your local through tumultuous times, always coming through difficulties preserving jobs and improving conditions for its members.

I salute your extraordinary career with Local 1245 and your life-long commitment to improving the lives of working men and women everywhere. Tom, you are an organizer, and I will forever appreciate the culture of organizing that you developed throughout your tenure as the Business Manager / Financial Secretary of the largest Local Union in our District. You have been an example of all that is good and all that we aspire to be in leadership roles within the labor movement. For this and so much more, I am truly grateful.

It has been an honor, privilege, and pleasure to serve with you. I am proud to call you my friend and Brother. Our Labor movement has been enriched because of your leadership, and we owe you a great debt of gratitude. I congratulate you as you complete this chapter in your career, and I wish for you success and happiness in your future endeavors.

— John J. O'Rourke,
International Vice President,
IBEW Ninth District



Tom and I started serving as Business Managers in our respective Locals at nearly the same time. It has truly been an honor and a privilege to work alongside Tom throughout the last 15 plus years. My high regard and respect for Tom and his approach on how he represented IBEW members was earned very quickly.

Tom's challenge to us all was simple: we could always do better in looking for ways to defend our members' rights as well as protect all workers' rights in organized labor. He carried this mindset in every committee he served, meeting he facilitated, or strategy he created. His legal background created a whole different perspective than mine as a Journeyman Lineman, and while he always joked of us Journeyman Linemen and crayons, I could also feel the mutual respect in return.

I got to see the creativity that Tom brought to the table in 2015 when we worked together during our Local's most difficult negotiations of my career. The Pacific Power (Berkshire Hathaway Energy subsidiary) negotiations neared impasse and we were facing a potential strike. Through Tom's leadership and the creation of the Utility Coordinating Council -7, we collectively applied pressure to resolve the negotiations. Tom's efforts will always be remembered by Local 125's members. His approach to helping win fights in other Locals' areas before they became problems in Local 1245's gained him respect from his peers throughout the IBEW.

We wish Tom all the best in a long, productive and satisfying retirement.

— Travis Eri, IBEW Local 125
Business Manager

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Dear Tom — Twelve years ago, you offered me an 18-month gig to organize a fight-back campaign with our PG&E clerical members and to reinforce the organizing drive at NV Energy with our brother, Fred Ross, at the height of the 2008-2009 recession. Corporate powers were coming after our members' jobs and benefits.

You took a chance hiring two outsiders, albeit seasoned, with a track record of organizing. And with your support, the support and resources of the Executive Board, our Business Reps and the creativity and commitment of our members, we prevailed!

Together, we made retirees at NV Energy whole and we thwarted PG&E's efforts to outsource work and introduce a permanent two-tier wage schedule.

One of my favorite moments during the PG&E Clerical fight was the unfurling of the banner with 2,300 (out of 2,400) clerks' signatures standing with our Bargaining Team. 130 volunteer member organizers had collected the signatures over three months! And we made sure management sat facing the banner during every negotiating session.

Another was in the packed union hall in Reno where Jim Lapin, a Construction Repairman, played his banjo while I played the guitar, leading 400 NV Energy members in Twisted Sisters' "We're Not Gonna Take It." We rocked the house! And yet another favorite was in New York City on the pier, chanting "Shame on NV Energy" with our six-person delegation joined by 300 members from IBEW Local 3 and UNITE HERE as NV Energy executives entered the venue to receive an ill-fated award! Victories are sweet!

Little did we know that 18 months would become 12 years, and that my work with you, the organizing team, the staff and members of IBEW 1245 would dramatically change my life, let alone contribute to my family's wellbeing!

When we started, who knew the work would culminate in the creation of the Organizing Steward Program — a program that has helped deliver some of our greatest achievements as a union and labor movement and that is the envy of countless labor unions and state feds?

It was a leap of faith. And a culture shift. But it worked!

Investing in training, leadership development, and member-to-member outreach paid dividends. It also transformed lives! Our stewards have had experiences that have stretched them and drawn out their full potential as leaders and trade unionists, filling them (and their families) with pride!

Hands-on learning in real fights and political campaigns, holding elected officials accountable and solidarity within our jurisdiction, within the IBEW and with our labor sisters and brothers across the United States and beyond to El Salvador, Central America and the Caribbean paid off.

We built power at the table and in the rooms where political decisions

are made.

You colored outside the lines.

If we can't beat Warren Buffet in the traditional way, we'll form a Council of all the IBEW Locals with whom he has contracts, build a war chest, launch a PR blitz and take him to Alabama to experience an alternate model!

Just because Nevada voters voted in favor of Q3 the first time doesn't mean we can't flip the vote to stop deregulation and save our members' jobs!

Just because the Supreme Court is going to reverse 40 years of legal precedent and make the entire United States "Right to Work" in the public sector, it doesn't mean we can't engage our members — member-to-member — remind them of the union difference and invite them to join the "I'm In" Campaign, voluntarily re-authorizing dues deductions and preserving a 98% membership rate!

Just because PG&E is in bankruptcy and fires are raging, it doesn't mean we can't get a contract that secures no layoffs, a 3.75% annual wage increase, and preserves benefits for five years!

And just because no other local has secured a certification process for line clearance tree trimmers, let alone paid them a living wage, you tucked in language and got it passed unanimously at the California State Senate and Assembly, establishing a certification program and a 40% pay increase.

Whew! Such feats! Imagination! Vision!

Yours has been vision that advances the proposition that unions are an indispensable way to give working people more control over our lives. Unions provide opportunities for our members to grow and thrive, especially our younger members.

The walls of the union hall are a testament to your vision. They are a wonderful blend of colors, bright reds and blues.

They tell the story of our union and the Union Movement from Henry Miller to our brothers and sisters who work and sacrifice every day for our union in the yard, on the pole, in the substation, in the trees, at the local office or call center, at the state capitol, at the rodeo, or on the soccer field, across California and Nevada and beyond. The Hall is a visual celebration of our lineage: workers coming together to defend and protect the integrity of our work and our lives, and our families' lives.

The experience has been transformational, not only for me but, more importantly, for our members and for the labor movement.

I am often asked, "What is the Union Difference?" My answer is straightforward: protection, participation in decisions that affect our work lives (and by extension our quality of life and our families), and solidarity. That age old axiom: An injury to one is an injury to all. We



are our brothers' (and sisters') keeper. Just another way of articulating the Golden Rule: treat your neighbor as you would like to be treated.

But the best Unions are also about creating community, a band of brothers and sisters with whom we work, with whom we wage the struggle for justice, with whom we laugh and cry, sing and dance, with whom we celebrate the births, grieve the losses and, if we are lucky, celebrate retirement.

A brotherhood. A sisterhood.

Thank you, Tom, for the gift of being part of IBEW 1245 brotherhood!

Thank you for your vision and the body of work you have made possible.

Thank you for your lifetime of dedication to working men and women across the globe.

You will always be my brother, and I am ever grateful.

— Eileen Purcell, IBEW 1245 Staff Organizer

We've known each other almost 40 years: overlapping our work on various UFW campaigns, boycotts and initiatives and with Joe Serna and Mike Gage on the legislation to establish the ARLB; on Brown for President and working together with Marshall Ganz and Fred Ross, Jr. when we got back home to California; creating clean energy jobs with real benefits through union construction and operations contracts when I was renewable energy advisor to Governors Schwarzenegger and Brown; when you and the local leadership of Local 1245 helped me get elected to the SMUD Board in Sacramento; and in the years that I was a Commissioner and then President at the CPUC.

Mostly we were on the same side, often working together, but even when we weren't agreeing, you were a strong organizer, working from behind with smarts, tenacity and grit, always to improve the standing and prosperity of working folks. It's always an honor to be part of your work. I don't really think you'll stay still in your retirement, and I look forward to being your ally and supporter in whatever you do next.

— Michael Picker, former President of the CPUC



Dalzell Receives Ed Hill Award from National LAMPAC

We are pleased to congratulate IBEW 1245's former Business Manager, Tom Dalzell, who has received the prestigious Edwin Hill Award from National Labor and Management Public Affairs Committee (LAMPAC).

"It is with great honor that the National LAMPAC Board has selected you to receive the Edwin D. Hill Award. Your leadership of Local 1245 is an example for all IBEW Locals on how to work together with industry to achieve positive results for IBEW members in the utility industry across the United States and Canada," IBEW International President Lonnie Stephenson wrote in a letter to Dalzell. "On behalf of the National LAMPAC, the leadership of the Edison Electric Institute, the International Brotherhood of Electrical Workers, and the men and women that support our industry day in and day out, thank you for your leadership."

Named for IBEW International President Emeritus Edwin D. Hill, who passed away in 2018, the award commemorates the legacy of the late union leader who worked to establish the IBEW as one of North America's most powerful voices for working people. Hill also helped create National LAMPAC in 2007 to bring union and electric companies together to jointly address the nation's energy challenges. The Hill Award is given to those who advance state and local initiatives on behalf of the electric power industry and IBEW members, and Dalzell was selected for his lifetime commitment to labor-management issues.

"This award is tremendously fitting for a man whose vision and leadership has transformed our industry, and the lives of the employees that he has so well represented over the years," wrote Western LAMPAC Co-Chair Ryan Bellows, who works in Labor Relations at NV Energy. "Over Tom's incredible career, he has forged a legacy of protecting the interests of workers through a course of innovation and collaboration that has forever changed the union/company relationship at the properties he represents. It is an absolute honor and pleasure to work with Tom, to learn from him, and to count him as a friend and mentor."

"President Hill would have been honored by Tom's selection," added John Ashford, chairman and CEO of the Hawthorn Group. "He is my 'touchstone' for all things labor, California, and political: scary smart, deeply insightful, unfailingly realistic, uncompromisingly honest, totally decent, and able to deliver the sometimes necessary painful message without appearing to delight in afflicting the pain. He is a very special person, and we're all fortunate to work with him."

"Because of your leadership, we have been able to build a true partnership between the IBEW and NECA and those efforts have led us to the near completion of our new state of the art Cal-Nevada JATC Woodland Training Center that will bring a much-needed educational facility to Northern California," NECA Western Line Constructors President James M. Stapp wrote in a congratulatory letter to Dalzell. "We wish you the best in your well-deserved retirement and we look forward to seeing you at our Woodland JATC Training Center Open House to be scheduled later this year."

"Having had the privilege of working with Tom, I can say no one in the IBEW or in our industry deserves this more," remarked Local 1245 Business Manager Bob Dean. "His focus has always been on our members first and on keeping the industry strong for the benefit of us all."

This is the second time that Local 1245 has received the Hill Award. The first time was in 2019, when our local was recognized for its role in the No on Question 3 coalition.

Thank you for everything you have done for the members of IBEW 1245. When I came to work for PG&E in 2011, I didn't really know the true meaning of being union. Granted I had already been a union member for six years when I worked at Safeway right after high school. I knew unions were good and that these jobs typically pay well, but was never active. Getting involved in the organizing steward program opened

my eyes to the real meaning of being a union member. It starts with making sure our members are involved and informed.

As a leader, you saw the importance of young worker engagement and opened up endless opportunities for many of us. You always found opportunities for our members in committees, negotiations and campaigns to give our members exposure and leadership opportunities all while you were also visible and avail-

able to our members. You have led by example and devoted your energy to making our local stronger. As our organizing team continues to recruit and engage more of our members to be active through our organizing steward program, your vision will live on for many years to come.

The organizing stewards program continues to develop leaders like those of us who have taken on leadership roles within our local and through the Inter-

national union. Your leadership has also motivated some of our members to run for office, since you have taught us the importance of politics. We have seen it first-hand with the PG&E bankruptcy and how our members ended up with a contract instead of job loss. Thank you Tom for giving me the opportunity to continue this great work, we won't let you down.

— Rene Cruz Martinez, IBEW 1245 Staff Organizer

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State Capitol 2019

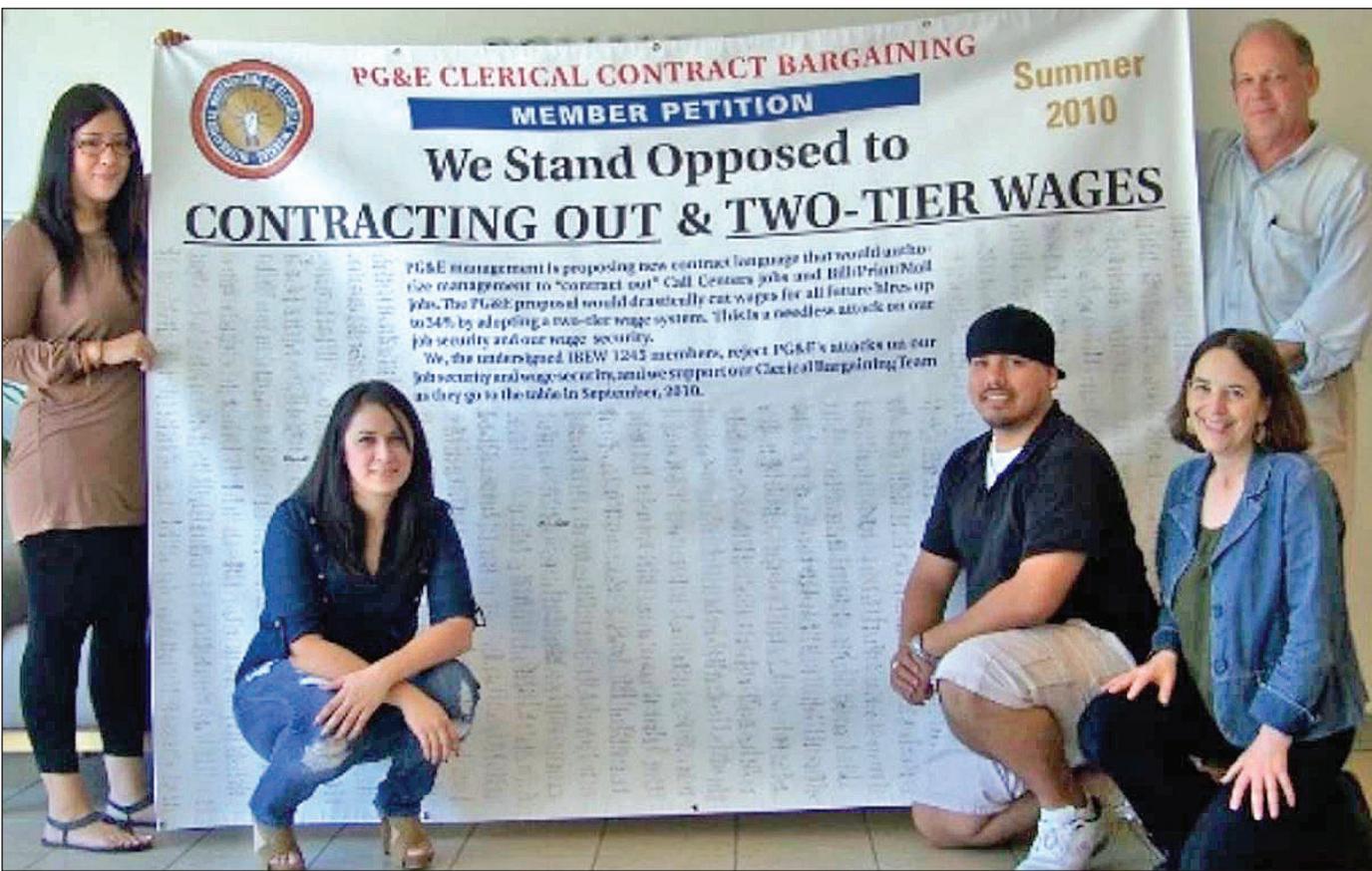


Shame on NV Energy 2010 New York

In Praise of the Fighters
 There are men who struggle for a day and they are good.
 There are men who struggle for a year and they are better.
 There are men who struggle many years, and they are better still.
 But there are those who struggle all their lives:
 These are the indispensable ones.
 —Bertolt Brecht, *The Mother*, 1930



Celebrating victories 2020



2010 Clerical Contract fight



Rally for Diablo Canyon



Organizing Stewards 2020

You've ran the long and arduous race and finished well. Knowing when it's time to pass the torch, so few make the right choice at the right time. That takes courage, faith and a bit of humility.

I'm proud of you and will miss you.

— Steve Mayfield, IBEW 1245 Shop Steward and Advisory Council Member

Congratulations on your retirement! Thank you for your many years of steadfast dedication. The work you've poured so much of your life into has made a difference in the lives of many thousands of lives, your work has had a beneficial impact on my life. You have my sincere gratitude. Local 1245 is in capable hands (and minds) and will no doubt continue to uplift the conditions of working men and women for many decades to come.

— Andrew J. West, IBEW 1245 Shop Steward

I would like to extend a huge congrats to you. Always appreciated our working relationship and the efforts we attempted together to make the utility industry a great place for all to work. Take care and enjoy your retirement and all you plan on doing into the future.

— Curt Henke, former IBEW International 11th District Vice President (retired)

Congratulations on your retirement. I can't thank you enough for your dedication to your local union, the IBEW international and the entire labor movement. Because of your leadership, we are a better union. The old saying in labor is to leave your local union better than you found it. You have certainly held up to those values. Again, I thank you for your leadership and most important for your friendship. Dawn and I wish you a long and healthy retirement. God Bless.

— Lonnie Stephenson, IBEW International President

I'm saddened by the news of your retirement and humbled by your friendship over the years. I wish you much needed rest, serenity and a long life of endless joy and love. Gracias amigo y mi maestro!

— Lorenzo Archiniega, IBEW 1245 Shop Steward

Thanks for what you've done for my family! It matters!

— Dylan Gottfried, IBEW 1245 Assistant Business Manager

I am where I am because you took a chance on me. Thank you Tom for everything you've done for the Brotherhood and our Local. You have worked your entire life to better the lives of workers and their families. We are forever grateful. Thank you Brother Dalzell, please enjoy some down time.

— Jammi Ouellette, IBEW International Director Professional & Industrial Organizing, Membership Development Department

At the beginning I wasn't sure that you were the right man for the job. You proved me wrong in so many ways. Good Luck with your Retirement, You certainly have earned it. I truly appreciate your help with OUR UNION. Long life and stay safe brother!

— Danny Jones, 36-year IBEW 1245 member

I want to congratulate you and wish you health and happiness in your future. I also want to thank you for having enough faith in me to hire me and give me opportunities with the peer program and other efforts that I could only have under your leadership at Local 1245. You were and continue to be an exceptional unionist. I know that I and many 1245 members felt well cared for under your leadership. Best regards to you and your family, Tom.

— Rich Lane, retired IBEW 1245 Business Rep

I've known Tom since I became Business Manager / Financial Secretary of Local 47 in 1999. In the arena of utility and regulatory compact he is beyond reproach - the consummate Professional! Our IBEW and the industry will miss Tom immensely! Happy trails brother!

—Pat Lavin, IBEW Local 47 Business Manager

Thanks for looking out for us the last few years especially. You have no idea how much better your negotiating has made our lives. Unfortunately, a lot of people don't even realize it.

— Justin Doolan, 20-year IBEW 1245 member

Congrats Tom! Your commitment and dedication to our members is second to none, enjoy your new adventure, thank you for your service. Be safe and healthy.

— Sam Glero, retired IBEW 1245 Business Rep

Congratulations on a tremendous career of effective leadership and consistent commitment to improving the lives of everyone around you. You can be proud of your collective bargaining, organizing, and political initiatives at Local 1245 and the world of good that your leadership has accomplished. It has been an honor and good fortune to share a history and good stories with you.

— Bob Purcell, Laborers International Union of North America, and Mary Ann Massenberg, United Auto Workers

Tom Dalzell has got finesse. He knows when to come in hot, he knows how to pick his battles, he knows what it means to be loyal and be on a team. Defending and protecting his members with the perfect balance of facts and righteousness, Tom is an extremely effective leader for the members of IBEW 1245. The investment he and his team have made to build a stable of amazing organizers has benefited workers, unions, and policymakers, not only in California but across the country. This is the type of legacy built to last. Thank you Tom for your always keen and heartfelt advancement of working people's interests.

— Angie Wei, Legislative Affairs Secretary in the Office of Governor Gavin Newsom

continued on next page



The Other Side of the Bargaining Table

I would like to congratulate Tom Dalzell on an incredible career, he has forged a legacy of protecting the interests of workers through a course of innovation and collaboration that has forever changed the union/company relationship at NV Energy.

I truly look at Tom and the IBEW 1245 leadership team as a partner in our business. When Nevada was faced with Question 3 back in 2016, Tom and IBEW 1245 were the first to stand up and fight this risky and costly proposition and continued the fight until Question 3 was defeated in 2018. This resulted in NV Energy and IBEW 1245 jointly receiving the inaugural Edwin Hill award from the Edison Electric Institute and the IBEW.

Tom has been a constant supporter of improving safe work conditions for all workers and has often challenged businesses to adopt new practices and procedures that will improve the work environment for all. Tom has also been an advocate for innovative approaches to solve complex issues and helped advocate for legislation in Nevada in 2019 that established a natural disaster protection plan to reduce the risk of wildfire and other natural disasters in Nevada.

Tom's leadership has been exemplary and has proven to all of us that through collaboration and communication it is possible to protect and advance the interests of workers while also working cooperatively with the employer to advance business objectives, in the end Tom has taught us that it really is possible for all of us to win together.

— Doug Cannon, NV Energy CEO

On behalf of the entire NV Energy team, I would like to express our most heartfelt congratulations on your retirement.

Your vision and leadership on collaboration has transformed our business, this industry, and the lives of our employees who you have so well represented over the years. I will never forget the pivotal moment that we had nearly 10 years ago, amidst a bitter feud, when you pulled me aside and said that “as lawyers, we solve problems – let’s fix this problem and this relationship.” Those words, and the solutions that we subsequently delivered, set in motion the culture and relationship that our company and union now have of respect, communication, collaboration, and trust. I hope you are proud of the work that you have done to improve the lives of the employees that you represent – because I sure am. It has been an honor and a pleasure to work with you, to learn from you, and to count you as a friend and mentor. Congratulations on a well-deserved retirement!

— Ryan L. Bellows, NV Energy Director of Labor & External Relations

Tom, you are the best I've ever seen do this. I learned a lot from you. You also changed me a lot. Let me know what your next endeavor will be. I know it will help people, and I would love to help if I can.

— Robert Joga, PG&E
Senior Director Of Labor Relations

Congratulations on your retirement. You made a legendary imprint on the labor community that has and will benefit generations of workers. Thank you.

— Michael Lewis,
PG&E Interim President

I want to take a moment to recognize and thank Tom for his tireless dedication to our industry and our represented coworkers. In my time as Interim CEO, I have very much valued his input, perspectives, and collaboration in our common pursuit of safely delivering energy to PG&E's customers.

— Bill Smith,
PG&E Interim CEO

Congratulations on your retirement Tom! Although we were technically adversaries in the arbitration arena and in other labor/management areas for many years, we were, and are, friends. I can't believe that I have known you for over 25 years... time passes quickly. There are some things I will never forget about the times we worked together — your utter brilliance, that crooked grin and sparkle in your eyes when you destroyed the testimony of one of my witnesses on cross examination and your ever-present good humor. I always looked forward

to our post hearing and post brief submission talks when we guessed on who we thought the arbitrator would agree with. You were a tireless advocate for your member clients and yet always treated me with respect and kindness (even when you passionately disagreed with whatever position I was passionately taking on an issue.) As a friend, you always checked in to make sure things were ok with me and my family. You demonstrated that humans can disagree on an issue or reach resolution without losing their humanity towards one another.

Your mentor Cesar Chavez said, “True wealth is not measured in money or status or power. It is measured in the legacy we leave behind for those we love and those we inspire.” You have left quite a legacy for Local 1245 that I'm sure will not soon be forgotten, and you have inspired thousands of the members you represent. Along the way, you also managed to inspire the woman who sat on the other side of the conference table.

Good health and happiness to you always.

— Stacy Campos, PG&E Managing
Counsel, Labor & Employment

Forty years is a long time. Forty years in one organization is an achievement. Forty years in one organization that culminates in a long stint as the leader is remarkable. And that word — remarkable — describes Tom Dalzell well. His longevity in and as the leader of Local 1245 demonstrates two things — he loved and was committed to helping those that he served, and those that he served equally loved and were committed to him. Tom was a strong advocate for his members, but he also knew that no one — labor, management, customers, investors — could succeed in the long run at the expense of other stakeholders. We spent many hours debating what was the best path forward for PG&E and everyone else in the equation. We often disagreed, but we were never disagreeable with each other — a testament to Tom’s charm and patience. We also spent a good deal of time on non-business matters that were of interest to us both. Turns out we have a lot in common — roughly the same age, similar world and political views, similar interest in music and books, and so on. One great benefit of my time at PG&E was that I made a new friend. I hope Tom knows I care about him as much as he cares about me. Tom, enjoy your retirement and y’all come and visit. And of course, be safe and stay healthy.

— Bill Johnson, PG&E former CEO and President

I met Tom on my very first day at PG&E. I remember thinking - “Wow - that’s the not the IBEW I knew in Florida!” I immediately recognized his intellect, strategic mindset and political astuteness. Over the 11 years we worked together, his love and respect of the workforce, tenacity, and ability to make common sense decisions allowed us to always find common ground for the benefit of both PG&E and the IBEW. Tom is a rare and truly special leader, but he is also someone I consider a good friend. Tom, I wish you much success and happiness now and always.

— Geisha J. Williams, PG&E former CEO and President

When I started at PG&E eight years ago, I heard about you as this sapient leader with great influence at our company and in the state. I didn’t really get to experience that myself until a few years ago when we began developing a relationship that I’ve really come to appreciate. While we’ve worked through some tricky and interesting issues together, even when not saving the world, we have regularly found time to check in on each other, particularly during the challenging times of 2020 and Covid. Because you are such a smart, articulate and interesting person, I have truly come to look forward and enjoy talking to you. I have come to consider you a friend. I hope to stay in touch so we can continue our engaging conversations, debates and regular snark and sarcasm. Thank you for all you have done for PG&E’s employees and your members and thank you for all the great conversations and friendship.

— Matthew Levy, PG&E Senior Director of Labor Relations



Tom began his career with the IBEW in 1981, the same year I began my career in HR/Labor Relations with PG&E. My first opportunity to work closely with Tom wasn’t until ten years later (early 1990’s) when he represented Local 1245 and I was the Company Negotiator discussing a proposed pilot of AMR (automated meter reading). It was a tough issue for Local 1245 as they represented 850 Meter Readers in the system and the union was under tremendous pressure from the membership to preserve jobs and members’ employment security.

I immediately got to know more

about Tom. He was smart. Crazy smart. To this day, one of the smartest people I’ve met in my life. He was a tenacious defender of his members’ rights and their welfare. And yet, he took the time to get a business understanding of AMR and the Company’s business case. He was also a master at managing relationships. Relationships with his constituents. Relationships with PG&E Labor Relations. And relationships with PG&E managers and senior executives. Over the next several years, the parties negotiated the full implementation of AMR and many special provisions for Meter

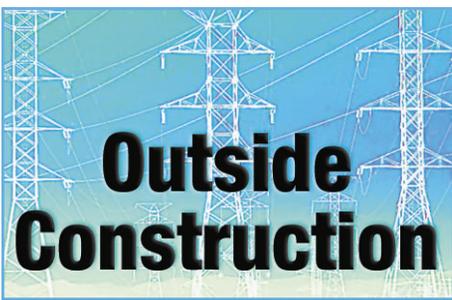
Readers that in the end provided for their continued employment and, in most cases, placement in higher paying jobs.

We would eventually work together for the next 25 years. Tom as the Sr. Assistant Business Manager and then Business Manager of Local 1245. And I as a Principal Negotiator and then Chief Negotiator at PG&E. We sat on opposite sides of the table in countless general negotiations, ad hoc negotiations and labor-management meetings. We didn’t always agree on issues, but we always tried to see each other’s perspective. The very definition of interest-based nego-

tiations. While Labor Relations can be one of the most adversarial relationships imaginable, Tom always did his part to ensure a professional relationship. It was a pleasure and my good fortune to sit across the table from him. Today, I am fortunate to call Tom a close personal friend.

Tom, congratulations on an amazing career with the IBEW. I know that “retirement” is not part of your DNA, so I will wish you continued success in what lies ahead.

— Steve Rayburn, PG&E former Director of Labor Relations & Chief Negotiator



California

Work outlook for Outside Line (OSL) in 1245's jurisdiction remains very strong. Many linemen are working on the facility inspections (we saw close to 300 calls from Source Power and Rokstad alone for inspectors). The rest of the work is spread throughout the jurisdiction and includes all aspects of the trade through all of our represented properties, with PG&E being by far the largest. We don't anticipate any slowdown in this work over the next several years.



Ralph Armstrong

Looking at the early numbers of 2021 — from January through March, we doubled our dispatch numbers each month compared with the previous year, with 1,531 dispatches through March 2021, compared to 855 dispatches through March in 2020. In March of 2021 alone, Local 1245 had 754 total dispatches, compared to 306 total dispatches in March of last year.

With all the changes that were made to the dispatch process as a result of the Covid pandemic, we're able to look at total numbers and see that there is compelling evidence that these processes work with very few issues, and will probably remain in place even when the Covid restrictions are lifted.

PG&E has recently awarded distribution contracts throughout their whole service territory, with most of the contractors who currently are on property receiving the bulk of the work. There are two new contractors — Outsource and Edison Power — who were awarded some work on PG&E property. These two contractors were already signatory with 1245, however, they perform most of their work in California out of Local 47. As soon as we can get the breakdown of the areas with all the contractors, including Outsource and Edison, they will be posted.

PG&E will be launching an RFP for Inspection Services which will be for crew inspection work. Details of this will be made available once the awards are made.

Tower Painting work is expected to resume in 2021 as well. This means we can utilize the Tower Painting Tech position that allows Line School grads to paint transmission towers under the direction of a journeyman.

Nevada

Work outlook in Nevada is very promising as we have seen more and more work released by NV Energy. There looks to be more 1245 union work in Nevada than we have ever seen.

Recently NV Energy had made a change in one of their contracts by awarding Sturgeon the supplemental lineman contract. However, due to the

nuances associated with the dock lineman, Sturgeon has decided to step away from that portion of it, and that work will go back to Wasatch. Sturgeon will continue to provide full dock crews for NV Energy; it's just the supplemental lineman portion (where the contractors provide lineman to fill in on NV Energy crews) that was the issue.

There are five different bids out for NV Energy transmission work, which is mostly around Donnor Lake, as well as a bid out for fire hardening inspections. The fire hardening contract would be to perform inspections on 18,000 of NV Energy assets every year for the next three years. That contract has not yet been awarded as of this writing.

On Liberty Utilities property, there is a 200+ pole project out for bid right now for fire hardening work, including the installation of tree wire.

We should know who will be awarded this work soon.

There is a 200 MW solar project about five miles North of Tracy power plant, known as the Olinghouse Dodge flat solar project. Two different contractors are involved in this project, Michaels and Cache Valley. Dodge Flat Solar, LLC has requested interconnection of a new 200-megawatt solar PV and energy storage facility to NV Energy's existing Valmy to East Tracy #1 345 kV line. The interconnection requires NV Energy to construct, own, operate, and maintain a new 345 kV interconnection facility located east of the East Tracy 345kV switchyard in Washoe County, Nevada. The scope of work includes construction of a new 345kV switching station, a 345 kV line, and associated telecommunication and protection upgrades as required to establish the point of interconnection.

In the near future, several major new transmission projects in Nevada will be built by 1245 labor and contractors:

- Southwest Intertie Project (SWIP): The SWIP North project is the largest and final piece of the SWIP project that includes 275-mile of 500 kV transmission line in Idaho & Nevada and links PacifiCorp, Idaho Power and BPA to CAISO. This project is nearly construction ready and could

be online as early as June 2024. We anticipate this to go to bid later this year with a start date sometime in the second or third quarter of 2022. Of the 275 miles of line, 200 miles of it, or 75% of the line, will be in 1245's jurisdiction and the remaining portion will be in Local 449 out of Pocatello, ID. We will be working with Local 449 and Western Line NECA just as we did with Local 396 on phase one of this project to put in place a Project Addendum which would utilize Local 1245 as the dispatch point and the 1245 agreement due to majority of the line being located in our jurisdiction.

- Greenlink Nevada: The recently PUCN-approved Greenlink Nevada consists of two 525kV transmission projects and three 345kV lines.

- Greenlink West will be a 525kV line that spans approximately 350 miles from Las Vegas to Yerington.
- Greenlink North will be a 525kV lines that spans approximately 235 miles from Ely to Yerington.
- Greenlink Nevada will also include three 345 kV lines from Yerington to the Reno area.

These projects are a \$2.5-billion-dollar investment by NV Energy, and is projected to generate \$690 million in economic activity and create thousands of jobs for our members. We will be watching the progress of these projects and will share more information as it becomes available.

Signing the Books at the Hall

Until further notice, 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, as well as others, were born out of necessity to deal with the Covid outbreak and to ensure the safety of everyone, especially our dispatchers. Sign-ups are 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. Details at <https://ibew1245.com/2020/06/25/new-outside-line-dispatch-books-signing-procedure/>.

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

As of April 6, 2021 there was a total of 1,531 calls made so far this year.

- 889 Lineman calls
- 375 Groundman calls
- 80 Line EQ man calls
- 76 Apprentice calls
- 83 Sub Tech calls
- 16 Fab Tech calls
- 5 Tower Painting Tech calls
- 7 Cable Splicer calls

Unit Meetings

We will continue to have the General Unit meeting at the Hall the first Tuesday of the month at 7:00 pm, 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.) We are keeping a close watch on the states guidelines and we are making plans to get back to normal as soon as we can.

CalNev JATC

On March 29, 2021 the CalNev JATC opened the 10-day application period. At the time of this writing, I don't have the numbers of applicants that applied or met the requirements, but we do know there were more than 500 applications received in the first few days. Once the JATC has everything sorted, notices should be going out to schedule interviews.

A recent communication from the CalNev JATC on the practice of apprentices working alone in a separate bucket truck was just sent out to all contract managers. The communication reads as such and will be strictly enforced so please take note.

"Frequently the question is asked "Is a hot apprentice allowed to operate a bucket alone during hot work.?" In formal language, can an apprentice of step 4 or higher conduct aerial operations solo in a bucket truck, even within close proximity of a supervising journeyman



The new Northern CalNev JATC facility in Woodland, California

lineman capable of rendering immediate assistance while within the minimum approach distance of energized voltages in excess of 600 volts?.

The position and policy of The California Nevada JATC is that this work practice is **NOT** allowed.

Anytime an apprentice is within the primary zone in a bucket truck, he/she is to have a supervising journeyman lineman in the same bucket truck.

Please help us distribute this policy by sharing it with your general foreman, foreman and lineman. We appreciate your understanding and thank you in advance for accommodating this policy."

Current apprentices report as of April 6, 2021:

- 580 outside line apprentices registered in our JATC program
- 4 traveling apprentices in Cal Nev's jurisdiction
- 1 apprentice traveling outside our jurisdiction
- 172 Apprentices working out of Local 1245
- 356 working out of 47
- 16 working out of 396
- 7 are unemployed, 25 are not available to work for various reasons and 3 are on a leave
- There have been 21 apprentices graduated to Journeyman Lineman since January 1, 2021
- There have been 22 new apprentices indentured as outside line apprentices in 2021.

Update on the New Northern CalNev JATC facility

This new facility sits on 13 acres that 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, California.

During the first week of April, the new Northern JATC facility passed all its inspections, and we now have certification of occupancy and are in possession of it. It has been a long time coming, and it is a remarkable facility. The directors and a few instructors went through a two-day intensive training session to go over all of the bells and whistles in the beautiful facility that will train future linemen for years to come. There is still some interior design work going on and work in the training yard still needs to be done, however on April 17, the first Saturday class was held there. This is part of a soft opening, with plans in the fall for a Grand Opening celebration, so please stay tuned.

Outside Line Construction Injured Workers Fund (IWF)

In the past three months, the Fund has paid out 10 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 application 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 California Outside Line Construction Agreement since January 2021:

- NV5, Inc.
- Tower Power Group

- National Powerline
- Legion, LLC
- Prime Electric, Inc.

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.

Safety and Red Book Update

All the 1245 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, 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.

We have seen a sharp increase in accidents, Red Book violations and circuit interruptions. Our Reps have been a part of PG&E investigations involving two boom strikes — one being an extended reach forklift booming into a 115 Kv line at a substation. Other issues have been crews not installing grounds, inspectors not ensuring public and crew safety, watching critical task while on the job site. Listed below are a few Red Book items that we have seen not being followed.

Foreman Roles and Responsibilities

Section 1.02 (Page 1)

"... each supervisor or foreman shall make certain all employees under their jurisdiction are instructed and advised concerning the applicable rules and their application."

Section 2.02 (Page 19-20)

"Foreman: while live line work is in progress, the foreman's sole responsibility shall be to observe activities from the ground."

Equipotential Zone (EPZ) Establishment

Section 2.07 (Page 23-27)

"Note: In all cases, an Equipotential Zone must be established."

Permanently Grounded Objects for Use

Section 2.07, (7), (b), (i – iv) (Page 23-27)

Substation ground grid

4-wire multi grounded primary neutral

Grounded steel structure

A temporary ground rod/screw ground installed to a minimum depth of 4 ft.

Section 2.15, (c), (2) (Page 34)

"All personnel who may handle the butt of the pole shall wear approved rubber gloves and sleeves rated for the nominal voltage of the line whether or not cant hooks or slings are used."

Rubber Gloving to 21 KV

Section 2.21, (a), (14) (Page 40)

"Jumpers with or without pickup heads, shall be considered un-insulated."

Class 2 rubber gloves, with protectors at a minimum, shall be worn on voltages up to 17kV phase to phase. Class 3 rubber gloves at a minimum shall be worn while working on energized conductors from 17kV up to 21kV phase to phase.

4 Combination Rubber Glove/Live Line Tool Methods

1. Two qualified employees in an insulated bucket or on a insulated platform(s)
2. One qualified employee in an insulated bucket and one qualified employee on an insulated platform.
3. One qualified employee on an insulated bucket using Rubber Gloves and one qualified employee on the pole utilizing Live Line tools

The following combination is prohibited

One qualified employee on the pole utilizing Live Line Tools and one qualified employee on an insulated platform utilizing Rubber Gloves

Not everything is negative that we are finding in the field, and we are not looking for just the negatives. We want to point out the positive observations from field as well:

Tailboards

Looking much better across the board. Ensure we are providing accurate info.

Communications

Some contractors are purchasing satellite phones/GPS units to communicate in non-cell coverage areas.

Reporting of issues

If issues/questions arise in field, please reach out to resolve/clarify them. The question you have today, will be the question your brother asks tomorrow!

There is and will continue to be an intense focus on safety with a 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.



Line Clearance Tree Trimmers Report: Spring, 2021

There's definitely no shortage of work in the vegetation management group here in 1245's jurisdiction with approximately 3,500 workers performing this work on PG&E property alone. Recently, several contractors were facing lay-offs and furloughs, but we believe subsequent lay-offs have been postponed as the need for crew continuity and keeping the resources on property outweighed the alternative.

Over the last year and a half, we have been working diligently to put into place a standardized training program for line clearance tree trimmers. Getting everyone — from the tree contractors to the Trustees of the California Nevada Joint Apprenticeship Training Committee (CalNev JATC, the same entity that provides apprenticeship training for linemen) — on board with this has been no small task, but I am happy to report that, as of this writing, we finally have agreement amongst all parties to move forward with the next steps in building a Line Clearance Tree Trimming Certification Program.

As previously reported, we have been working with the California Workforce Development Board and have recently been awarded \$4.2 million in grant funding as part of their High Roads Project to help jump-start this program. With the recent enhancements in our legislative win under SB 247 — which enhanced the income of these Line Clearance jobs, allowing workers to make a career out of this work and retire comfortably when ready — our tree trimmer program is the ideal fit for the High Roads project.

This is a short-term grant by the CWDB for the creation of our certification program, and was used as the model for them to show how this program should work. Now the rest is on us to build and implement it. We will be looking for a training coordinator in the immediate future to pull together all the pieces needed to build and implement the program, under the direction of the CalNev JATC and a 10-panel sub-committee made up of five union and five contractor representatives. This has been a long time coming, stay tuned for updates as they become available.

Accidents amongst the tree workers in our jurisdiction have been somewhat disheartening, with at least three falls from trees in the last eight months, two of which occurred in just the last eight weeks. Our 1245 business representatives have been involved in multiple Serious Incident Fatality (SIF) investigations, and we are very fortunate that none have resulted in fatalities. As workers in this industry, we need to look out for each other and make positive steps in reducing some of these accidents. There should be no reason we don't slow down a little bit, talk things through, and make every effort to leave work each day in the same con-

dition you showed up in the morning. Safety must be first and foremost; there is no other option.

If the state reopens by June 15 as expected based on the Governor's plan, unit meetings should be resuming as well. All the business representatives will be verifying that the places where unit meetings were held prior to the pandemic are still available and will be open for business. If they are not, they will be looking for alternate locations. Please stay tuned and watch our 1245 website and communications from your representatives on the status of these meetings.

— *Ralph Armstrong, IBEW 1245 Senior Assistant Business Manager*

Northern Area

The first quarter of this year was busy as usual. With COVID-19 restrictions still in effect, we have been doing a lot of phone work instead of unit meetings. This can be very frustrating at times because it's a lot easier to explain things in person than over the phone. We have been doing as many field and yard visits as we can to help answer questions and get information out to the members.

Work in this area has slowed down since the peak numbers of workers we had in the beginning of 2020. The patrol companies have been releasing very little project work lately. This has caused some companies to lay off employees. They have moved as many as they can to work on the routine side, but there is simply not enough room there for everyone. Transmission work is going through the same problems. They have had to lay off workers and the ones that are left have been sent out of town. We are hoping that, once the new work starts coming in, all companies will start ramping up again.

Safety-wise, we are still seeing some serious accidents out there. We had a member in the North Valley fall approximately 25 feet when he was transferring from one tree to another, and his tie-in failed. He had to be flown to the hospital where he was checked over. The injured member is back to work, however, he has been placed on light duty until he recovers completely. This could have been much worse. During the Serious Incident or Fatality investigation (SIF), it was determined that the tie off location was too small and that there was unseen decay in the center of the limb. Because of this the company has now issued a rule that no tie off point in a blue oak tree shall be under six inches in diameter. There is also other tie in options that are being discussed at this time to make sure that this type of incident does not reoccur in the future.

Grievances have been slow. Most of the time, things can be worked out over a phone call or meeting. We do have

one active grievance currently in the North Valley over a wrongful termination that we are hoping to settle very soon. All others in the Northern area have been settled or closed.

Our certification program should be up and running very soon. We are in the process of getting it staffed and the curriculum set up. When this gets running this will help the members out immensely. Everyone will be trained, tested, and certified. This will be a game changer for our industry. Once we get all the information together on the program, we will be sharing it with the membership.

— *Ray Banfill, IBEW 1245 Business Representative*

Central Area

Asplundh Tree Experts — (Nevada Energy): Work has continued in Northern Nevada & Lake Tahoe Areas. The company has continued to utilize outside crews from Texas, Indiana, and Kentucky. Work has primarily been centered in Reno, Carson City, and Yerington. We expect this to continue for a while. Hiring at Asplundh Tree Expert has also continued during the first quarter of the year. We had a few pay issues that were resolved. Covid-19 has not impacted the operation. We know the NV Energy — Line Clearance contract is out for bid. We expect to hear who's been awarded the contract soon. The current agreement requires wage openers for next month and, depending on who is awarded the work, we will work to discuss those increases. Last year with the passage of SB 247 in California, the company came to the union with a 20% wage increase in an effort to recruit and retain workers who could go over the state lines and make significantly more. No accidents to report.

Mario's Tree Service — Sacramento Valley: To close out the 2019 vacation payout, the local made inquiries to all the impacted tree companies. The company responded to our concern & informed us payroll had been working on completing the payouts. During these inquiries we did discover that the Vegetation Control in Placerville had not received their final vacation pay. The company addressed those issues when we brought it to their attention, and we were able to close out any outstanding issues with Mario's on that subject. We had a Grievance Review Committee meeting on March 8, 2021 where we discussed all open grievances, and Labor Management issues. Covid-19 has been minimal, and I have been discussing with the membership of the process to set up appointments for the Covid-19 vaccine if they are interested. The company implemented a round of layoffs in April but believe any near future layoffs have been put on hold for the immediate future. Having an abundance of crews from South-

ern California working in the jurisdiction has added to the complications and concerns from our members whenever the mention of layoffs is discussed. We were notified the company had begun to enforce their CDL policy. This policy is standard in the Union Agreement and is a condition of employment. No accidents to report!

Mowbray's Tree Service — PG&E and SMUD: Crews are working on PG&E property in the East Bay, Contra Costa, Mission, Golden Gate, and Peninsula. We had several cases of Covid-19 reported. A few crews switched from Davey Tree Surgery to Mowbray's so they can return to work in Contra Costa County. We had a few members with progression issues in Contra Costa and the Peninsula; most of these issues have been resolved at this time.

We are sad to report the passing of long-time IBEW 1245 member Alfredo Gonzalez due to Covid-19 complications. Brother Gonzalez had battled Covid for over a month and unfortunately succumbed to this deadly virus on February 22, 2021. He was the member everyone liked, as he was always nice and respectful. The company honored Gonzalez on Tuesday, February 23 and held a stand down. The funeral service on March 11 was well attended. A GoFundMe account was set up to assist the family in those funeral costs.

We had a few grievances with the company and met on January 29, 2021. We expect a final Grievance Review meeting with the company in the next quarter. We're getting interest in having unit meetings again.

Mountain Enterprise — Liberty Energy & PG&E: The company has a few crews in South Lake Tahoe, as well as El Dorado, Placer, Sacramento County, and the Golden Gate Division of PG&E. The company continues to use several sub-contractors to cover some of their areas on PG&E property. We had one termination case in El Dorado that went to arbitration on February 9, 2021 and we expect to have a decision from the arbitrator in the next quarter. The company has agreed to adhere to a standard progressive discipline policy which should help us streamline grievances for future matters. We had a few progression issues that have been resolved by the company. We're having interest in having unit meetings again.

Davey Tree Surgery & Pole Test and Treat — De Anza Division: We still have one major issue regarding paid vacation time for 2019 which we believe will be resolved in the very near future. We have had a few pay issues, back pay issues, and per diem which we continue to work through. Due to the shortage of work like many other contractors, Davey had to issue a few layoffs in the Bay Area. The work on PG&E property has been very slow to get to the crews, and everyone expected more work from the utility. We're getting interest in having unit meetings again.

Rapid Response — South Bay including San Jose and Morgan Hill:

continued on page 28

Informe de los podadores de árboles: Primavera de 2021

Definitivamente no hay escasez de trabajo en el grupo de manejo de la vegetación aquí en la jurisdicción del 1245, donde solo en las instalaciones de PG&E hay aproximadamente 3500 trabajadores realizando este trabajo. Recientemente, varios contratistas se enfrentaban a la posibilidad de tener que realizar despidos y licencias, pero creemos que los despidos posteriores se han pospuesto a medida que la necesidad de la continuidad de las cuadrillas y de mantener recursos en las instalaciones superaron a la alternativa.

Durante el último año y medio, hemos estado trabajando diligentemente para poner en marcha un programa de capacitación estandarizado para los podadores de árboles para el despeje de líneas. Lograr que todos estén de acuerdo, desde los contratistas de poda de árboles hasta los miembros del Consejo Directivo del Comité del Programa Conjunto California-Nevada de Capacitación para Aprendices (CalNev JATC, la misma entidad que ofrece capacitación para aprendices de linieros) no ha sido una tarea fácil, pero me complace informar que, a partir de este momento, finalmente logramos un acuerdo entre todas las partes para avanzar con los próximos pasos para la creación de un Programa de Certificación para la poda de árboles para el despeje de líneas.

Como se informó anteriormente, hemos estado trabajando en conjunto con la Junta de Desarrollo de la Fuerza Laboral de California y recientemente recibimos subvenciones por un monto de \$4.2 millones como parte de su Proyecto "High Roads" para ayudar a impulsar este programa. Con las recientes mejoras logradas por la aprobación de la SB 247, que mejoró los ingresos de estos empleos de despeje de líneas, permitiendo a los trabajadores desarrollar una trayectoria profesional en este trabajo y jubilarse cómodamente cuando estén listos para ello, nuestro programa de podadores de árboles es ideal para el proyecto High Roads.

Esta es una subvención a corto plazo de la CWDB para la creación de nuestro programa de certificación, y se utilizó como modelo para demostrar cómo debería funcionar este programa. Ahora nos toca a nosotros desarrollarlo y aplicarlo. Próximamente estaremos buscando un coordinador de capacitación que reúna todas las piezas necesarias para desarrollar y aplicar el programa, bajo la dirección de CalNev JATC, y un



Arbor Works climber Severo Lepe

Utility Reporter

subcomité de 10 miembros compuesto por cinco representantes sindicales y cinco representantes de los contratistas. Hemos esperado mucho tiempo para que llegara este momento, actualizaremos la información a medida que esté disponible.

Los accidentes de los trabajadores de árboles en nuestra jurisdicción han sido algo desalentadores. Ha habido al menos tres caídas desde árboles en los últimos ocho meses, dos de las cuales ocurrieron en apenas las últimas ocho semanas. Nuestros representantes de negocios del 1245 han participado en múltiples investigaciones de Fatalidades e Incidentes Graves (SIF), y somos muy afortunados de que ninguno haya resultado en muertes. Como trabajadores de esta industria, tenemos que cuidarnos los unos a los otros y tomar medidas positivas para reducir algunos de estos accidentes. No debería haber ninguna razón por la que no podemos dejar de apurarnos tanto, discutir los asuntos, y hacer todo lo posible para salir del trabajo cada día en la misma condición que entramos por la mañana. La seguridad debe ser lo primero ante todo; no hay otra opción.

Si el estado se reabre el 15 de junio, como está previsto según el plan del Gobernador, también deberían reanudarse las reuniones de la unidad. Todos los Representantes de negocio verificarán que los lugares donde se celebraron las reuniones de la unidad antes de la pandemia todavía estén disponibles y abiertos. Si no lo están, buscarán ubicaciones alternativas. Permanezcan atentos y consulten nuestro sitio web del 1245 y las comunicaciones de sus representantes sobre el estado de estas reuniones.

— *Ralph Armstrong, IBEW 1245 Gerente Asistente de Negocios Senior*

Zona Norte

El primer trimestre de este año estuvo ocupado como de costumbre. Con las restricciones COVID-19 aún en vigor, hemos estado haciendo mucho trabajo por teléfono en lugar de reuniones de la unidad. Esto puede ser muy frustrante a veces porque es mucho más fácil explicar las cosas en persona que por teléfono. Hemos estado haciendo la mayor cantidad de visitas de campo y patios posibles para ayudar a responder preguntas y divulgar información a los miembros.

El trabajo en esta zona ha disminuido desde el número máximo de trabajadores que tuvimos a principios de 2020. Las compañías patrulleras han estado distribuyendo muy poco trabajo de proyectos últimamente. Esto ha ocasionado que algunas compañías hayan despedido empleados. Han transferido a todos los empleados que han podido para hacer trabajos rutinarios, pero simplemente no hay suficiente trabajo para todos. El trabajo de líneas de transmisión está atravesando los mismos problemas. Han tenido que despedir trabajadores y los que quedan han sido enviados fuera de la ciudad. Esperamos

que, una vez que empiecen a llegar nuevos trabajos, todas las compañías comiencen a aumentar su actividad nuevamente.

En lo que respecta a la seguridad, todavía están sucediendo algunos accidentes graves. Un miembro en North Valley cayó de aproximadamente 25 pies de altura cuando se estaba transfiriendo de un árbol a otro, y su punto de amarre falló. Tuvo que ser transportado por aire al hospital donde lo examinaron. El miembro lesionado está de vuelta al trabajo, sin embargo, ha sido puesto en servicio ligero hasta que se recupere completamente. Esto podría haber sido mucho peor. Durante la investigación de Incidentes graves o de fatalidad (SIF), se determinó que el punto de amarre había sido colocado en un sitio demasiado pequeño y que en el centro de la rama había una zona podrida que no se podía ver. Debido a esto, la compañía ha emitido ahora una norma de que ningún punto de amarre en un roble azul tendrá menos de seis pulgadas de diámetro. También hay otras opciones para el punto de amarre que se están discutiendo en este momento para asegurarse de que este tipo de incidente no vuelva a ocurrir en el futuro.

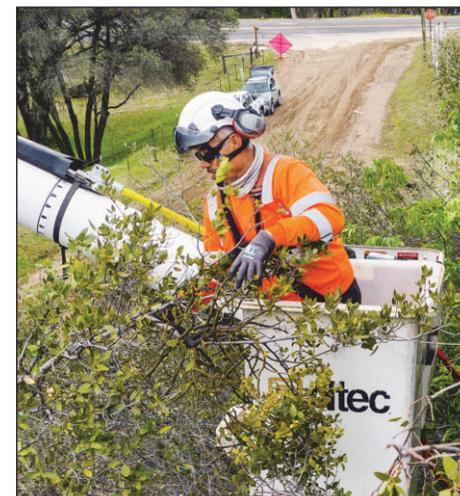
Las quejas han sido pocas. La mayoría de las veces, los asuntos se pueden solucionar con una llamada telefónica o una reunión. Tenemos una queja activa actualmente en North Valley sobre un despido injustificado que esperamos resolver muy pronto. Todas las demás quejas en la zona norte han sido resueltas o cerradas.

Nuestro programa de certificación debería estar en funcionamiento muy pronto. Estamos en proceso de definir el plan de estudios y conseguir personal para impartirlo. Cuando esto comience a funcionar, será de gran ayuda para los miembros. Todos serán capacitados, probados y certificados. Esto será un cambio radical en nuestra industria. Una vez que tengamos toda la información sobre el programa, la compartiremos con los miembros.

— *Ray Banfill, Representante de Negocios del IBEW 1245*

Zona Central

Asplundh Tree Experts — (Nevada Energy): Continúan los trabajos en el norte de Nevada y Lake Tahoe. La compañía ha continuado empleando cuadrillas externas de Texas, Indiana y Kentucky. El trabajo se ha centrado principalmente en Reno, Carson City y Yerington. Esperamos que esto continúe durante un tiempo. Asplundh Tree Expert siguió contratando personal durante el primer trimestre del año. Tuvimos algunos problemas sobre los pagos que fueron resueltos. Covid-19 no ha afectado a la operación. Sabemos que el contrato de Despeje de Líneas de NV Energy está en licitación. Esperamos saber pronto a quién se le adjudicó el contrato. El acuerdo actual requiere abrir la discusión de los salarios el próximo mes y, dependiendo de quién gane la licitación, trabajaremos para discutir



Arbor Works Climber Miguel Tena

esos aumentos. El año pasado, con la aprobación de la SB 247 en California, la compañía ofreció al sindicato un aumento salarial del 20% en un esfuerzo por reclutar y retener trabajadores que podrían irse a trabajar a otro estado y ganar mucho más. No hay accidentes que reportar.

Mario's Tree Service — Sacramento Valley: Para cerrar el pago pendiente de las vacaciones de 2019, el Local consultó con todas las compañías de árboles impactadas. La compañía respondió a nuestra preocupación y nos informó de que el departamento de nómina había estado trabajando para completar los pagos. Durante estas investigaciones descubrimos que el grupo de Control de Vegetación en Placerville no había recibido su pago final de vacaciones. La compañía abordó esos problemas cuando los señalamos, y pudimos finalizar todos los problemas pendientes con Mario's sobre ese tema. Tuvimos una reunión del Comité de Resolución de Quejas el 8 de marzo de 2021, donde discutimos todas las quejas pendientes, y asuntos de Administración Laboral. Los casos de Covid-19 han sido mínimos, y he estado discutiendo con los miembros el proceso para establecer citas para la vacuna Covid-19 si están interesados. La compañía aplicó una ronda de despidos en abril, pero cree que cualquier despido en el futuro cercano está suspendido por ahora. La abundancia de cuadrillas del sur de California que trabajan en la jurisdicción se ha sumado a las complicaciones y preocupaciones de nuestros miembros siempre que se mencionan los despidos. La compañía nos notificó que había comenzado a aplicar su política de CDL. Esta política es estándar en el Acuerdo del Sindicato y es una condición para el empleo. ¡No hay lesiones que reportar!

Mowbray's Tree Service — PG&E y SMUD: Las cuadrillas están trabajando en las instalaciones de PG&E en East Bay, Contra Costa, Mission, Golden Gate y Peninsula. Se han notificado varios casos de Covid-19. Algunas cuadrillas se cambiaron de Davey Tree Surgery a Mowbray's para que pudieran volver a trabajar en el Condado de Contra Costa. Teníamos a algunos miembros con problemas de ascensos de clasificación en Contra Costa y Peninsula; la mayoría de estos asuntos ya han

continúa en la página 28

Árboles, from page 27

sido resueltos.

Lamentamos informar del fallecimiento de Alfredo González, miembro de IBEW 1245, debido a complicaciones de Covid-19. El hermano González había estado luchando contra el Covid durante más de un mes y desafortunadamente sucumbió a este virus mortal el 22 de febrero de 2021. Él era el miembro con el que todos se llevaban bien, ya que siempre era amable y respetuoso. La compañía pausó las labores por unos momentos en honor de González el martes 23 de febrero. Asistieron muchas personas al funeral el 11 de marzo. Se creó una cuenta de GoFundMe para ayudar a la familia con esos gastos funerarios.

Tuvimos algunas quejas con la compañía y nos reunimos el 29 de enero de 2021. Esperamos una reunión final del Comité de Resolución de Quejas con la compañía el próximo trimestre. Hay interés en tener reuniones de la unidad de nuevo.

Mountain Enterprise — Liberty Energy y PG&E: La compañía tiene algunas cuadrillas en South Lake Tahoe, así como El Dorado, Placer, el condado de Sacramento, y la división Golden Gate de PG&E. La compañía continúa

utilizando varios subcontratistas para cubrir algunas de sus áreas en instalaciones de PG&E. Tuvimos un caso de despido en El Dorado que fue a arbitraje el 9 de febrero de 2021 y esperamos tener una decisión del árbitro el próximo trimestre. La compañía ha acordado atenerse a una política de disciplina progresiva estándar que debería ayudarnos a agilizar las quejas en el futuro. Tuvimos algunos problemas de ascensos de clasificación que han sido resueltos por la compañía. Hay interés en tener reuniones de la unidad de nuevo.

Davey Tree Surgery y Pole Test and Treat — División De Anza: Todavía tenemos un problema importante en cuanto a las vacaciones pagadas de 2019 que creemos que se resolverá en un futuro muy cercano. Hemos tenido algunos problemas sobre pagos, pagos retrasados, y viáticos diarios en los cuales continuamos trabajando. Debido a la escasez de trabajo, al igual que muchos otros contratistas, Davey tuvo que hacer algunos despidos en el Bay Area. El trabajo en las instalaciones de PG&E ha llegado muy lentamente a las cuadrillas, y todos esperaban que la compañía asignara más trabajos. Hay interés en tener reuniones de la unidad de nuevo.

pen because of the lump sum bid. I encouraged them to work safe and to stay busy; the companies do not want to lay them off, but it will depend on how much work they have in hand.

There are companies like Community Tree, Rapid Response and Utility Tree looking for qualified tree trimmers for work in the Central Coast and in the San Jose Divisions.

Mario's Tree is laying off employees that do not have a valid driver's license and are giving all remaining employees 60 days to get their Class B with airbrakes. They had an accident on Shaver Spring Rd. with four employees that involved one of their work trucks and another big truck. Three employees were taken to the hospital, two employees were released, and one was kept overnight. None of the four had a commercial driver's license.

Class B and Class A licenses are very important. When our Certification Program starts, I hope we can help our members obtain their Class B with airbrake. Our members are excited about this certification program and are eagerly waiting for it to start up. They are constantly asking many questions that I cannot answer, as I do not want to give them wrong information as it is in the very early stages. I am telling them to have patience.

Companies are still having accidents. Wright Tree had an employee fall 25 feet; Atlas had an employee that was struck by a rope under the jaw; and Mario's Tree with the vehicle accident mentioned above. We cannot forget that Davey Resource had a fatality when one of their inspectors was struck by a vehicle. She was only 25 years old. They were subbing to Davey Tree.

— Abel Sanchez, IBEW 1245
Business Representative

Rapid Response: South Bay, incluidos San José y Morgan Hill: La compañía ha seguido aumentando las cuadrillas. Si hay algún interesado, comuníquese con la compañía en su oficina en Morgan Hill, CA.

Rolling Green — Condado Placer: Tuvimos algunos problemas de pagos que resolver con la compañía. También tenemos algunos miembros con problemas con su cobertura médica, y trabajamos con estos miembros para que Lineco — Blue Cross los solucione.

TSU — El Dorado y Condado Placer: Tuvimos algunos problemas con la compañía con respecto a las infracciones disciplinarias; la mayoría de estos problemas se resolvieron durante nuestras discusiones sobre la administración laboral. La compañía ha continuado manteniendo a todos ocupados durante este período lento después del inicio del año.

Wright Tree — SMUD y PG&E: El trabajo ha sido disperso en South Bay e East Bay debido a que no ha habido trabajo en muchas áreas y la compañía ha estado ofreciendo trabajo en otras áreas para evitar despidos. Tuvimos una reunión del Comité de Resolución de Quejas el 23 de marzo de 2021 y todavía estamos trabajando en el caso pendiente de despido. Los miembros están mostrando interés en tener reuniones de la unidad de nuevo.

— Junior Ornelas, Representante de Negocios del IBEW 1245

Zona Sur

El primer trimestre de 2021 pasó muy rápido. Me mantuve muy ocupado haciendo visitas al campo y a los patios, asegurándome de que nuestros miembros estén seguros y de que todavía se estén protegiendo usando sus máscaras y con distanciamiento social. He recibido muchas preguntas sobre los despidos. Le he dicho a la mayoría de nuestros miembros que es muy probable que esto suceda debido a las licitaciones de contratos de suma global. Los

animé a trabajar con seguridad y a permanecer ocupados; las compañías no quieren despedirlos, pero dependerá de cuánto trabajo tengan.

Hay compañías como Community Tree, Rapid Response y Utility Tree que buscan podadores de árboles calificados para trabajar en las Divisiones de Central Coast y San Jose.

Mario's Tree está despidiendo a los empleados que no tienen una licencia de conducir vigente y les está dando a todos los empleados restantes 60 días para obtener su licencia clase B con frenos de aire. Tuvieron un accidente en Shaver Spring Rd. con cuatro empleados donde estuvo involucrado uno de sus camiones de trabajo y otro camión grande. Tres empleados fueron llevados al hospital, dos empleados fueron dados de alta y uno se quedó hospitalizado por una noche. Ninguno de los cuatro tenía licencia de conducir comercial.

Las licencias Clase B y Clase A son muy importantes. Cuando comience nuestro Programa de Certificación, espero que podamos ayudar a nuestros miembros a obtener su licencia Clase B con frenos de aire. Nuestros miembros están entusiasmados con este programa de certificación y esperan ansiosamente que arranque. Constantemente hacen muchas preguntas que no puedo responder, ya que no quiero darles información equivocada, pues el programa se encuentra en las etapas iniciales. Les digo que tengan paciencia.

Las compañías siguen teniendo accidentes. Un empleado de Wright Tree cayó de 25 pies de altura; un empleado de Atlas fue golpeado por una cuerda debajo de la mandíbula; y Mario's Tree tuvo el accidente de vehículos mencionado anteriormente. No podemos olvidar que Davey Resource tuvo una muerte cuando uno de sus inspectores fue golpeado por un vehículo. Ella tenía sólo 25 años de edad. Eran subcontratistas de Davey Tree.

— Abel Sanchez, Representante de Negocios del IBEW 1245

Statement from IBEW 1245 Business Manager Bob Dean in Response to

Escalating Anti-Asian Attacks

"IBEW Local 1245 stands firmly in solidarity with the AAPI community, and we unequivocally condemn the rise of anti-Asian racism that has been escalating across the country. When our AAPI union brothers and sisters suffer, we all suffer.

"Our union remains staunchly opposed to hate in any form. Derogatory statements, verbal assaults, and physical attacks have absolutely no place in the House of Labor. Our diversity and unity remain our biggest strengths, and only by standing together and standing up for one another can we build a union that's stronger tomorrow than it was yesterday.

"Equitable treatment, regardless of race, is one of the key tenets of the Labor movement – and it's on each and every one of us to speak out against any type of harassment or mistreatment aimed at communities of color. As it states 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."

Southern Area

The first quarter of 2021 went by so fast. I kept very busy doing field and yard visits, making sure our members are being safe and that they are still protecting themselves by wearing their masks and social distancing. There were many questions being thrown my way about layoffs. I am telling most of our members that this most likely will hap-

1245 Organizing Stewards Attend Virtual Training with UNITE HERE's D. Taylor

Back in 2009, when IBEW 1245 was in a big fight with NV Energy over the company's attempt to gut retiree medical benefits, powerhouse labor organizer and union leader D. Taylor helped turn out members of his union, Culinary Workers Local 226, to support Local 1245 retirees at numerous public demonstrations. Taylor, who is now the International President of UNITE HERE, has remained a good friend and ally of 1245 for over a decade.

On Saturday, March 6, nearly 100 Local 1245 current and prospective organizing stewards joined President Taylor on Zoom for an insightful organizing training, followed by a Q&A and breakout sessions. The training opened with a video from Stacey Abrams of Fair Fight, voicing her support for the Amazon workers seeking to organize a union in the staunchly "right-to-work" state of Alabama.

"Collective bargaining is democracy in action in the workplace," Abrams said in the video.

Taylor, who spent much of his career organizing workers in a "right-to-work" state himself, echoed those sentiments as he connected the dots between the Amazon workers in Alabama and the hospitality workers he's helped to

organize in Nevada. Under Taylor's tutelage, the Culinary Workers' Union has emerged as one of the most dynamic organizing unions in the past two decades — and the key, according to Taylor, has been member-driven organizing and raw persistence.

Taylor pointed out that decades ago, when unions represented 36% of the labor force, there was no debate about the importance of fair wages, healthcare, retirement security and a safety net. Only when union density declined did we see drastic rise in income inequality — and by organizing to increase union density, especially at big employers like Amazon, we can turn the tide and level the playing field once again.

"We need 50 Alabamas!" he said emphatically, referring to the potential for more organizing drives like the one at the Amazon warehouse in Bessemer, AL.

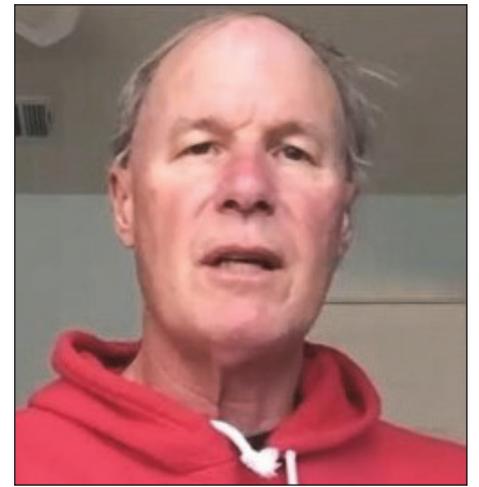
Taylor's presentation touched on a number of other topics as well, including political action and holding politicians accountable; the labor strike as a valuable tool in a union's arsenal; the ongoing effort to increase the minimum wage to \$15/hr; bridging ideological divides within the union member-

ship; and the assistance program that UNITE HERE has set up to support the union members who have been displaced from work due to COVID.

The pandemic hit the hospitality industry particularly hard, with more than 90% of UNITE HERE members losing their jobs at the height of the crisis, as of this writing 70% are still out of work. Taylor explained how his union's Hardship Fund has worked to help members navigate the unemployment system, set up and access food banks, fight evictions, and advocate for extended healthcare benefits. During the recent congressional debate over the new COVID Relief bill, UNITE HERE mobilized to secure 100% COBRA payments for six months — a huge victory with a direct impact on their members, and a clear demonstration of the power and value that comes from a collective voice at work.

The training clearly resonated with both the seasoned organizing stewards as well as the many newcomers who joined the video conference.

"The information about Amazon and a union was very helpful information! My son has been with Amazon for two years, and I think the union would be great for the workers," remarked



D. Taylor spent the morning with IBEW 1245 members on Zoom, sharing his insights on organizing.

Jocelyn Jordan-Alexander, a newcomer to IBEW 1245's organizing program. "I especially loved D. Taylor's statement of holding politicians accountable — I believe we need to do that more often. I truly never knew how much the union fights for us workers until now, and I am so grateful that I can be a part of our union team."

"D. Taylor was incredible. Very well spoken, inspiring and mostly fearless. I was really moved by his true-to-self words. I can tell he believes and means what he says, and he had hard-core facts and many years of experience to back it up," said Organizing Steward Cynthia Lopez. "I appreciated his simple statement that talking *with* someone and not *at* someone really makes the difference. I liked his candidness on mutual respect for one another, no matter what political side we are on... I'm inspired and challenged!"

"I was really shocked at and happily surprised to hear that Amazon had begun the process of forming a union. I would have never known that was the case if I wasn't a part of our fantastic union," said new Organizing Steward Kris Wright, who works for PG&E in Sacramento. "The fact that the employees are standing up for themselves makes me happy ... what [unions] do is not going unnoticed. I loved the call and can't wait for the next!"

"This was also my first union meeting and I'm excited to see what we can do together to help out in the world," said Janese Quinn, another organizing program newcomer from PG&E in Sacramento. "I'm ready to stay strong together!"

"My biggest takeaway from this training is what we are all in this together and can always count on our union!" said Veronica Rivera-Aviles, a longtime organizing steward who works for NV Energy. "We are one big family and will always support one another!"

Eileen Purcell and Rene Cruz Martinez contributed to this report.

Local 1245 Organizing Stewards Raise \$2,000 in 24 Hours for IBEW Members Impacted By Texas Storms

In the wake of the massive storm and subsequent power crisis that walloped Texas in early February, two IBEW 1245 organizing stewards reached out to the 1245 Organizing team, expressing a desire to help the impacted union members in Texas.

"I don't think anyone knows, but I was born in Texas. As a manager at my previous job, I had even contemplated moving back there," said Lead Organizing Steward Donyale "Donny" Davis. "As the weather conditions in Texas worsened ... I began noticing a lot of posts and pics on social media of the horrific damage that was caused. At that moment, I started thinking of ways I could assist."

Davis expressed his desire to help our union brothers and sisters in Texas during a 1245 virtual organizing meeting, and later that same day, Organizing Steward Karla Scott sent an email asking how we could raise money for union families.

The IBEW 1245 organizing team, along with IBEW 1245 Business Manager Bob Dean, took up the task of finding active labor fundraising efforts that we could support. We connected with IBEW Local 520 Business Manager Ben Brenneman in Austin, who told us that his local had set up a GoFundMe to help their members

with grocery store gift cards. He mentioned that many of their members had missed paychecks due to the extended power outages, and with many pipes still frozen or out of service, bottled water was a critical need as well.

Our team issued a call to action to all of our organizing stewards, and in just 24 hours, we raised over \$2,000, with contributions from 21 organizing stewards and six IBEW 1245 staffers. Thanks to this boost of support, IBEW local 520 quadrupled their fundraising goal, raising a total of \$4,000. They distributed grocery store gift cards to 160 of their members on Saturday, February 27, 2021.

In a video announcement posted at the close of the fundraiser, Brother Brenneman gave a special shout-out to the staff and member of IBEW 1245, stating, "Your generosity made this possible, thank you very much! You've really showed what the meaning of brotherhood and solidarity is." Watch the full video announcement at <https://youtu.be/iL1n3koxMyI>

"This is a great example of the culture of solidarity we've built among our IBEW brothers and sisters," echoed Staff Organizer Rene Cruz Martinez. "Our organizing steward program has instilled this sense of family when our brothers and sisters are in need."



Get the latest news at

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– 2021 –
Storm
Photo Gallery

Submitted by and featuring IBEW
1245 members at work



Photo credit: Nilda Garcia

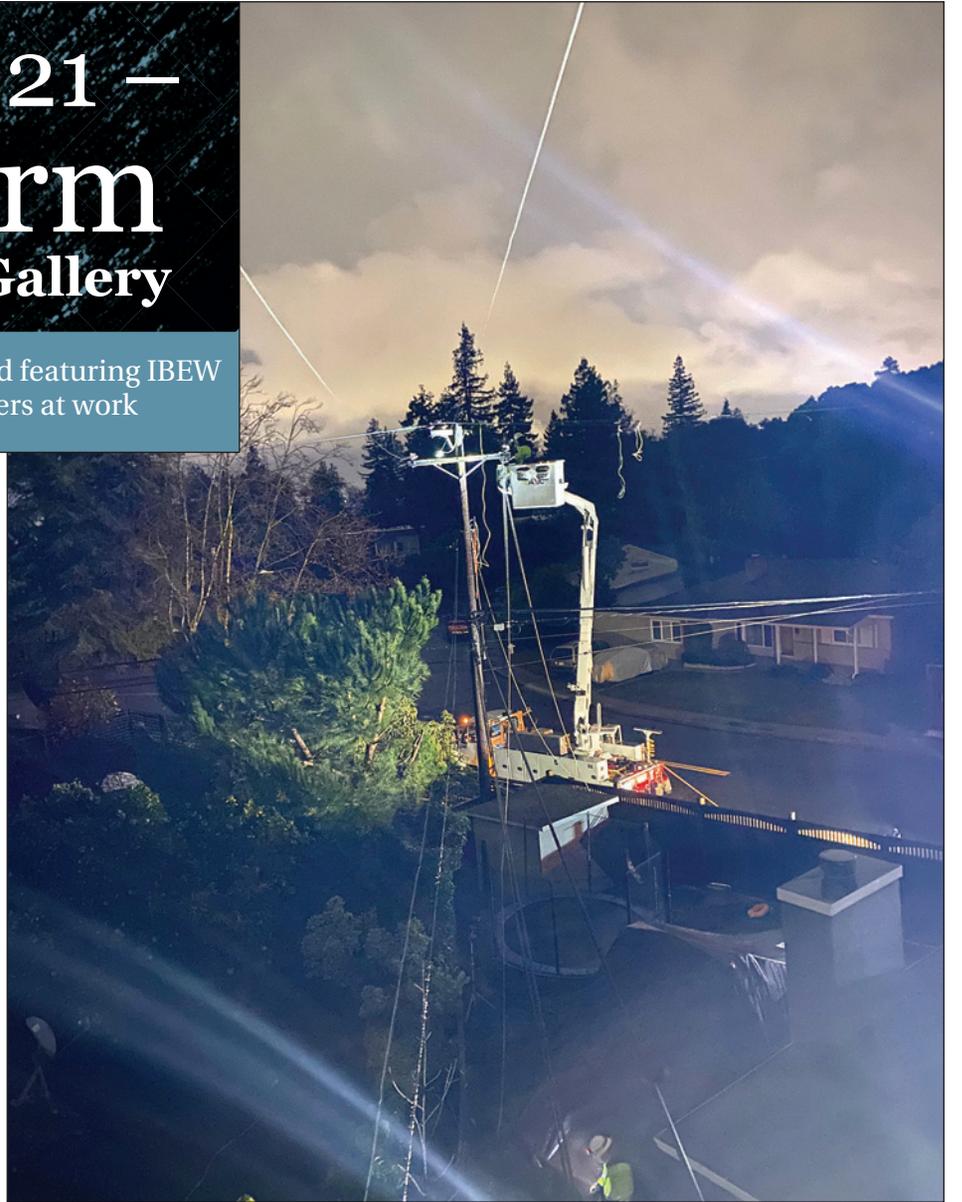


Photo credit: Tommy McCullough



Photo credit: Joseph Moreno



Photo credit: Dustin Bushman

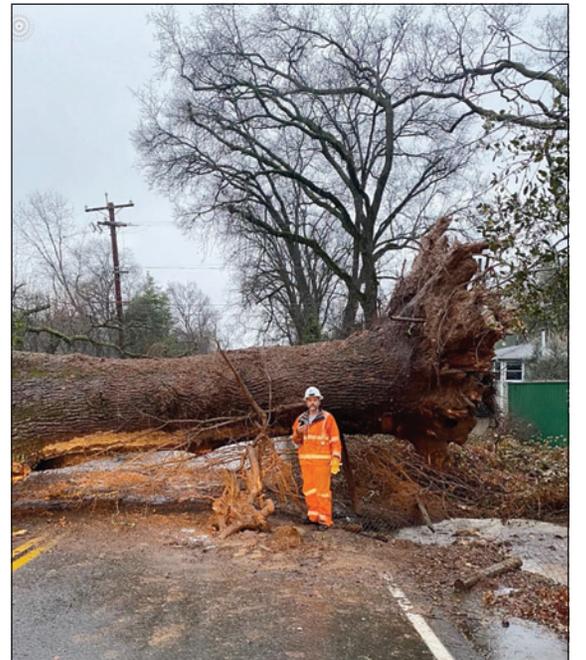


Photo credit: Bob Gerstle



Photo credit: Ryan Mahler



Photo credit: Mark Stacey



Photo credit: Bob Gerstle



Photo credit: Ryan Mahler



Photo credit: Robert Coon



Photo credit: Justin Thomas



Photo credit: Joseph Moreno



Photo credit: Mike Franks



Photo credit: Tanner Barnes

“The Power of IBEW 1245 is Enhanced by the Participation of its Retirees”

I have stayed a member of the retirees club because I truly enjoy the camaraderie of my union brothers and sisters who I worked alongside of for so many years. I know that they share the



Thomas “T” Bird

same values of hard work, dedication, and safety that we proudly displayed in the workforce and in our current lives.

The most vivid and long-lasting memory I have on the importance of retiree activism is when our post-retirement benefits were under attack by the company. We turned our shock into activism and we collectively worked to let the company know that we were not taking their assault lying down. We joined together in letter-writing campaigns, rallies, and, with the help of the IBEW Local 1245, we crashed stockholder meetings and award ceremonies. If we hadn't taken that collective action, we would have lost the health benefits promised to us during the time in our lives when we need them the most.

The most surprising thing I learned when I retired is that not only can the company try and renege on our benefits, but there are people in Congress who want to mess with our Social Security. This is our earned benefit, and no one should take it away from us. We need to continue our work to strengthen these benefits for current and future retirees so that all working people can feel secure in their retirement.

Thomas “T” Bird retired from NV Energy in 2005 after 32 years of service. He is the president of the Nevada Alliance for Retired Americans and chairs IBEW 1245's Yerington Retirees Club.

Staying active with 1245 after I retired wasn't really a choice, as I never considered ending my union activism just because I jettisoned my day job. It's not just that the work is so



Kevin Krummes

important, it's that I can't imagine life without volunteering, working, or just hanging out with my union brothers and sisters. I've made some great friends along the way and would miss the camaraderie and sense of purpose that we share too much to just walk away.

Just because we're retired doesn't mean that we are exempt from worker's issues. In order to keep what we have

earned during our careers, we need a strong union presence to fight the inevitable attacks on pensions and health care. I feel fortunate that the union has given me a lot in life, decent wages and great benefits that helped me raise my kids without fear of going hungry or not being able to afford to see a doctor. I want to see the same for my younger brothers and sisters; they deserve the same quality of life that I've had.

Kevin Krummes retired from PG&E in 2020 after 33 years of service. He was one of Local 1245's first organizing stewards.

During my time as member of Local 97 I was very active in supporting the union. Once my wife and I were settled in here, I wanted to learn more about the labor movement and the IBEW in California.



Dan Dougherty

I was put in touch with Local 1245's retiree group, and I have participated in the last few Zoom meetings. In my brief time with the group, I can say I'm definitely impressed with the level of support that Local 1245 and the retirees show for each other. They have worked together in these challenging times of COVID to maintain and grow the retiree group.

Dan Dougherty retired at the end of 2018 as a member of Local 97 in upstate New York. Dougherty and his wife moved to Lodi, California, which is his wife's hometown, in 2019.

One of the great things about being retired is having more freedom to participate in our union and making sure we can all do our part in securing what we have won over the years and pushing to make it even better, for both retirees and active members.



Greg Kestel

Since retiring from PG&E, I've gone to the local retirees meetings and joined the Organizing Stewards of 1245. Without the participation of both active and retirees going to Sacramento and making our voices heard, we'd be getting the short end of the stick handed to us — or handed no stick at all.

So far, I've gone a couple of times to the Capitol in Sacramento to meet with legislators to let them know our position, from the wildfire legislation to

knowing our support of our labor allies. We meet as a group and then split up in pairs to knock on the doors of State Senators or Assembly members. If we can't talk directly to a legislator, we let their staff know our position. It's a good feeling to actually make that personal contact with our representatives — and let them know they are supposed to work for us. They know with each one of our individual voices, they can count on more votes from our members.

Greg Kestel retired from PG&E in 2018 after 18 years of service.

The power of IBEW 1245 is enhanced by the participation of its retirees. As recipients of union-gained benefits, retirees understand the power of unity in achieving economic security and the peace of mind it creates.



Bill Wallace

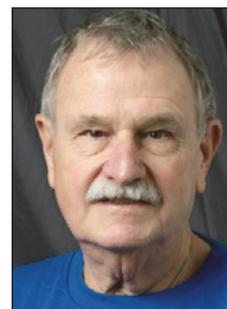
Security, in retirement, allows us the luxury of electing people that reflect our values. Our continued involvement allows us to control not only our own economic security, but our children's and grandchildren's as well.

Bill Wallace retired from City of Santa Clara in 2005 after 28 years of service. He is chair of the IBEW 1245 North Bay Retirees Club.

As a retiree of NV Energy, I believe it is interesting to keep abreast of happenings in NV Energy. We learn of this information at our monthly chapter meetings and our retiree Chapter President, Tom Bird, is very good at forwarding information about NV Energy that is of interest to retirees. I am also interested in keeping up with all of the current Local 1245 activities and status updates I receive at our monthly meetings. I appreciate the information we learn regarding NV Energy, progress, growth, legislative action, employee updates, and other IBEW activity.

Alyce Reese retired from NV Energy in 1998 after 29 years of service. She was one of the founding members of IBEW 1245's Yerington Retirees Club.

I feel it is extremely important for the retirees to be involved with the union. It is beneficial to active members and retirees both. In my working years, many issues were



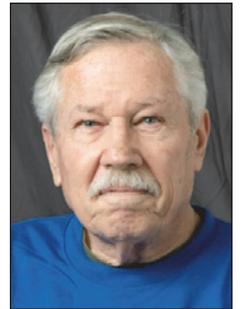
Paul Gallon

important, such as job security, benefits, safety, and education on the national concerns that involved the labor movement. Now that I'm retired, those issues are still important, and I think it is even more necessary to be involved through the union.

My wife and I were able to go to the Capitol in Sacramento to advocate for PG&E and SMUD workers on different occasions. That sense of camaraderie that was shared by the retirees' group and active workers there was one of great joy and accomplishment. We are truly Brothers and Sisters in Local 1245.

Paul V. Gallon retired from PG&E in 2007 after 37 years of service.

I became a shop steward in the mid-60s and have remained active even after my retirement. I became an Organizing Steward for 1245, and enjoy still helping out our Local 1245 when I can by showing up at the State capitol and other events to show our strength in numbers.



Ken Rawles

There is a myth that, when we retire, we cannot still be active in attending 1245 meetings and help with supporting our local. We can still attend regular unit meetings, as well 1245 retiree club meetings!

The times and locations can be viewed on the IBEW 1245 website (meetings are temporarily suspended due to COVID, but hope to resume soon). You can even help start a retiree club in your area by contacting Tonya Alston at Vacaville union headquarters. And we encourage you to join the IBEW Retirees, which entitles you to extra benefits, for just \$36.00 per year. You can also stay informed on IBEW activities by going into the IBEW 1245 website.

Ken Rawles retired from PG&E in 2001 after 35 years of service. He is also the chair of 1245's Santa Rosa Retirees Club.

After spending time going from teller to branch manager, working for various banks, from New York to Germany to California, having to speak Dutch and working with foreign currencies, I landed a cashier's position at the front desk of PG&E, making more money than I was as a branch manager. Thank you IBEW Local 1245 for the contract back in 1982.



Ruth Bailey

I started as a Utility Clerk and ascended to Service Representative 1. I worked at various offices, Vacaville, Fairfield, Napa, and Rio Vista. During this time, I became a Shop Steward at Local 1245. (I also met Mr. Bailey at the front counter, we were married 25 years before he passed.)

My last 17 years were at the Sacramento contact center, and as a Shop Steward I experienced a lot of good times and bad times at PG&E. I was also the recording secretary for our local Unit meeting. I worked very closely with a two wonderful business reps, Dwayne Greer and Arlene Edwards. They taught me a lot about the Union and sent me out to represent Local 1245 at wonderful conferences.

In the past few years, I joined the Organizing Steward program at the request of Fred Ross and have experienced activities that have given me great joy. I worked on door-to-door campaigns in Sacramento, stomped through the State Capitol with the Retirees and Organizing Stewards to push for key legislation. I am happy to be part of IBEW local 1245 Organizing Stewards and am looking forward to our next challenge.

Ruth Bailey retired from PG&E in 2012 after 29 years of service.

When I retired, I thought, "Now it's time to relax." I had gone to school for the first 20 years of my life, been married, taken care of my family, and worked for the next 40 years — and when I retired, I thought it would be time for some "ME" time. Then I joined the IBEW 1245 Retirees' Club, and found there is another part of retirement that makes it even better. There are so many positives of being a member of the Retirees Club and engaged in something bigger than myself, it is hard to narrow it into a few words.



Rita Weisshaar

The Retirees' Club helps to keep me connected with my former work friends, and I have also made many new ones. It keeps me up to date on what is happening in the Union and our state that might affect us as retirees — and it gives us retirees the opportunity to work together through our Union to make a real impact on our legislators and communities. When I dreamt about my retirement, I never imagined myself joining with other Union members for rallies at our state legislature, or walking a picket line for casino workers or nurses, but the feeling I get from standing with others is amazing. I have some great memories working on the Shame on NV Energy campaign, election campaigns and others. Being a part of union activism will always bring joy to my heart and make me smile.

Retirees have two things our working brothers and sisters do not: time and experience that we can use to make our world better for everyone through our

activism.

Rita Weisshaar retired from NV Energy in 2010 after 26 years of service. She is also a Local 1245 organizing steward.

In the early 80s, I was a young (20) apprentice lineman and newly minted shop steward, the start of my long run of union activism.

After 35 years, I retired. Now for most unions, that would be the end... "Have a great life and thanks..." But not at Local 1245, which has valued its retirees and encouraged them to step up and stay active.

Since I've retired, I have been a member of the Retirees Club, I've campaigned for labor-friendly candidates, and I've worked on two LU Election Boards. I appreciate seeing other retirees stepping up as well, especially through the Organizing Stewards program. Many thanks to Local 1245 for providing these opportunities!

Mike Grimm retired from NV Energy in 2014 after 36 years of service.

I grew up in northeastern Washington state, in a town of 30 people. The word 'union' did not exist in that area.

Eventually, I got a chance to go to work for an IBEW contractor. I joined IBEW Local 77 and got a chance to complete the lineman apprenticeship. I began to see the importance of a union, the 'old boomer' linemen saw to that, telling me, "Be at the union meeting or else!" That was 50+ years ago.

I was very active in my state and Local 125, in Portland Oregon, but I was pretty quiet here at 1245 until 2009. I had been retired three years, and that's when all hell broke loose! NV Energy CEO Michael



Ron Borst

Yakira arbitrarily kept our retiree medical benefits that we had bought and paid for in negotiations. It was time to fight! That we did, with the help from Tom Dalzell, Fred Ross Jr, Eileen Purcell, and the 1245 Executive Board. Vickie and I worked at signing up 1245 retirees to join the Retirees Club in our "Right to Work" state. We won that battle with the support of the retirees. We also took on the billionaires in Nevada and defeated Question 3, which would have deregulated the utilities in Nevada.

The IBEW has influenced many communities in a positive way, and being involved keeps us strong. It gives me great pleasure to see 140+ organizing stewards stepping up; I know the torch will be carried way into the future by these able-bodied people.

Ron Borst retired from NV Energy in 2006 after 40 years of service. He's the president of the Reno/Sparks Retirees Club.

The last six years of my 26 years working at Sierra Pacific/NV Energy I was very busy representing my union on several committees. I retired in December of 2006, but I stayed until about February 2007 for completion of the negotiation committee I was part of. I stayed, without pay, because I wanted to see the negotiation completed and ratified. This negotiation was extremely adverse. When the negotiations came to a close, my retirement was finally in process. Off to a new chapter in my life.



Vickie Borst

Nevada is a "Right to Work" state. I chose back in 1981 to be a member of IBEW Local 1245. I thought my time as a proud member was over when I retired, but then in 2009, when our retiree medical came under attack, my union showed that they were not leaving the

retirees behind to fend for themselves. Financial support, moral support, leadership, you name it. The fight went on for over two years. But eventually, we won!

Becoming an Organizing Steward has been one of my greatest honors. Being a part of this chapter of my life, I could never have imagined a better place to be, and I will continue to be in awe of all we have done together. Stay strong but most of all, stay United.

Vickie Borst retired in 2006 after 25 years of service. She is also a founding member of the Reno/Sparks Retirees Club.

During my career, working as a garageman, apprentice equipment mechanic, and equipment mechanic, I was proud to be in the union. But because of work, kids, and school, I was lucky to find time to go to a monthly meeting.

Now that I have been retired for almost three years and the kids are gone, I am able to find the time to re-involve myself in the union, and being on my own, I found that I have been able to re-connect with some of my friends that retired before me. Also I have had to help my aging parents a lot now, and I really appreciate the kind offers of help that I have been getting from Fred Ross and other retiree friends I have. So, time permitting, I really am happy I get a chance to give back to the union.



David Palmer

David Palmer retired in 2018 after 38 years of service.

Are you interested in becoming a retiree activist? Email us at organizers@ibew1245.com

Retiree Perspective

The Link Between Personal Freedom and Workers' Rights

Personal freedom is the underpinning of many the core values of our lives. But freedom does not exist in a vacuum or in isolation. Freedom is an offshoot of Democracy and it must be available to all. Without the freedom to determine their own destiny, workers would find it difficult to have a voice in the workplace.

In states where legislators do not value the attributes of democracy, freedom gradually dies and unions fade away. Workers' pay spirals downward, resulting in widespread poverty. History has shown that union strength is a barometer of the political health of a country, as well as the wealth and well-being of its workers.

The enemies of democracy who promote the egregious insult known

as 'Right To Work Laws' intend to chip away at union strength, and subsequently the economic security of union workers. Be assured, those opposed to liberty will eventually be coming for you. You may not be next, but you are on their list. To counter these insidious attacks, we must to reach down from our place of safety and pull up those with less.

Many of us grew up assuming that union protection extended to a greater number of workers. Learning the truth was an eye opener for me. Even in California, which has a stronger union presence than most other states, numerous industries are barely paying workers enough to survive. We cannot embody the American Dream while allowing others to

suffer. We have the power to correct these injustices. It is our moral responsibility to stand with and support those that do not have the same financial security as union members.

Think about your values and how they dovetail with freedom. Without the protection provided by unions, our retirement security could vanish, and so could our ability to organize, which is only preserved when we elect legislators that are reflective of our values.

You would not deny your sisters or brothers their right to vote, but in other areas of the country, this fundamental right is being compromised. As an active or retired IBEW 1245 member, you have created a level of

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REMEMBERING BOBO



Vicente Pinuela, also known as “Bobo,” passed away on January 27, 2021 in Salinas, California at the age of 73. Known around Local 1245 as the “greatest lineman that never was,” Bobo was made an honorary member of IBEW 1245 last spring. **Read his unique story at <http://bit.ly/meet-bobo>**

His obituary can be found at <https://grunnagle.com/tribute/details/940/Vincent-Pinuela-Jr/obituary.html>

Just weeks before his passing, Bobo joined a small group of IBEW 1245 staffers for a tour of the PG&E Museum in Vacaville. Photos from that occasion are found here.



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!

Agius, John 24 years Millbrae, CA	Bushnell, Gary 38 years Concord, CA	Garcia, Andres Jr. 39 years Bandera, TX	Humphrey, James 36 years Hot Springs, AR
Albrecht, Kenneth 30 years Caldwell, ID	Casey, Timothy 24 years El Cerrito, CA	Gee, Sandra 48 years San Francisco, CA	Hunt, Flora 36 years Sanger, CA
Anderson, Mark 42 years Yuba City, CA	Coates, Nicholas 36 years Burney, CA	Gollan, Gordon 37 years Santa Rosa, CA	Isidro, Josephine 46 years Campbell, CA
Andrews, Ted 37 years McKinleyville, CA	Cooley, Margaret 46 years Vallejo, CA	Greene, Joseph 31 years Cedar Park, TX	Jaber, Paul 41 years San Francisco, CA
Anthony, David 22 years Arroyo Grande, CA	Cox, James 35 years San Luis Obispo, CA	Gromo, Michael 38 years Windsor, CA	Johnson, Craig 31 years Clovis, CA
Arbues, Michael 42 years Burlingame, CA	Cuevas, Joseph 30 years Rocklin, CA	Grose, Stephen 34 years Pioneer, CA	Jones, Karen 40 years Sacramento, CA
Arreola, Michael 31 years Vacaville, CA	Davisson, Kyle 31 years Oroville, CA	Gurney, Greg 31 years Paso Robles, CA	King, Sandra 25 years Coarsegold, CA
Barrios, Fidela 31 years Paso Robles, CA	Dilldine, Jeff 36 years Fresno, CA	Haney, Barton 37 years Templeton, CA	Lavalle, Rodolfo 11 years Orland, CA
Berndt, Prescott 24 years Pacifica, CA	Ennis, Jeffrey 36 years Newman, CA	Harbick, Michael 12 years Fresno, CA	Lindquist, Phillip 31 years Paso Robles, CA
Bird, Maureen 37 years Santa Rosa, CA	Estebez, Nancy 36 years Hercules, CA	Harriger, Robin 40 years Marysville, CA	Mahler, Kevin 34 years Aromas, CA
Brand, Michael 31 years Oroville, CA	Fegley, Mark 30 years Santa Rosa, CA	Holland, Christopher 36 years San Francisco, CA	Martin, Robert 43 years Morgan Hill, CA
Brenner, Joan 18 years Santa Rosa, CA	Freeman, Daniel 46 years Tracy, CA	Hughes, Joseph 37 years Oroville, CA	Mayo, Stephen 41 years Angels Camp, CA

McKinney, Terence
33 years
Elk Grove, CA

Mendes, Arthur
44 years
Los Banos, CA

Meyers, Jeffrey
39 years
Pocatello, ID

Michael, Gayhart
42 years
Salinas, CA

Miller, Erik
10 years
Yorba Linda, CA

Miller, Bridget
44 years
Elk Grove, CA

Mock, David
36 years
Rohnert Park, CA

Moreno, Michael
43 years
Plymouth, CA

Morgan, Rory
33 years
Windsor, CA

Mullikin, Sandra
40 years
Rancho Cordova, CA

Mydland, David
43 years
Bakersfield, CA

Newman, Kathy
16 years
Miamisburg, OH

Olivarez, Armando
29 years
Salinas, CA

Ong, Darryl
30 years
San Carlos, CA

Pack, David
43 years
Clovis, CA

Padilla, Samuel
36 years
Lincoln, CA

Peters, Jay
32 years
Chico, CA

Pollock, Camae
31 years
Felton, CA

Power, Kenneth
30 years
Nampa, ID

Prine, Patrick
41 years
Ukiah, CA

Quiroz, Richard
35 years
Gilroy, CA

Ramirez, Kris
41 years
Santa Maria, CA

Romelli, Michael
37 years
Santa Rosa, CA

Sabiniano, Corazon
43 years
Hercules, CA

Santos, Daniel
40 years
Lakebay, WA

Schaefer, Gregg
44 years
Morgan Hill, CA

Scoggins, Daniel
25 years
Valley Springs, CA

Scott, David
42 years
Bakersfield, CA

Retirees' Corner



Shettko, Gregory
40 years
Lake Havasu City, AZ

Solipasso, Steve
17 years
Los Osos, CA

Sot, John
41 years
Antioch, CA

Southworth, Brian
42 years
McKinleyville, CA

Sperling, Dale
37 years
Shafter, CA

Trygg, Jack
36 years
Oceano, CA

Van Noy, Richard
46 years
Brentwood, CA

Vancil, Kane
34 years
Antioch, CA

Vander Waal, Jeff
36 years
Elk Grove, CA

Vasarhely, Joseph
40 years
Pinole, CA

Vasquez, Ernesto
40 years
Crescent City, CA

Wakefield, Kenneth
37 years
South Lake Tahoe, CA

Watson, Robert
37 years
Marysville, CA

Weeks, Matthew
41 years
San Luis Obispo, CA

Congratulations Retirees!
We want you to
STAY CONNECTED

to IBEW 1245.

Retiree Perspective

“Just Like a Dependable Friend”

Having grown up in a middle-class union household, in a middle-class union neighborhood, I just thought everyone that was employed was a union member. Back in the fifties, sixties and early seventies, that was, for the most part, true.

My parents raised their three children on one union income. We lived in a modest home in a nice neighborhood, always had a reliable car, and I never remember ever being hungry or deprived of essentials. My parents knew the value of being employed by a union company, and made it clear to me that's what I needed to set my sights on.

My first job, while attending college, was as a union represented restaurant worker. My wages and work conditions were much better than many of my friends going to school and working, or even those working full time after graduating from high school.

Shortly after my 21st birthday, I was hired by PG&E into a bargaining unit position. The HR representative told me all the advantages of being in the union, but it was not mandatory to join.

I discussed this with my father and he told me there was nothing to think about. He told me, “A union is like a dependable friend, always there if needed, to help make a good life for you and your future family.”

Because of the wages afforded me by a good company and strong union, I was able to buy my first home at age 22. Feeling financially stable at age 25, I married. By 29, we had three children, all covered by the benefits negotiated by my union. The wages and benefit package the union and company had agreed to allowed my wife to be a stay-at-home parent, raising our three chil-

dren. This was not that common in the 80s and 90s, and neither were the good union jobs that enabled this. Union jobs had become few and far between.

Entering into the 1990's, the “PG&E Family” was coming to an end. During this transition, the union became a bigger influence to stop some attempts at radical changes in the way the company managed its workforce.

The union became the face of reason, and, in many cases, prevented the company from going down the wrong path. It was around this time that many members were called upon by the union to help shape the future and ensure our safe working conditions, and preserve our wages, and benefits.

Labor agreement negotiations, 94-53 committees, energy crisis, bankruptcy, transformation, and a deteriorating retiree medical benefit were just some of the issues confronting our Union.

Perhaps the issue with the most potential to negatively impact our former and current brothers and sisters was Nevada Energy's, (formerly Sierra Pacific Power), attempt to terminate their retiree medical benefits. Our union provided resources, both human and financial, to join with Nevada Energy's retirees and stop that threat. Had Nevada Energy management been successful, the next stop would have been PG&E.

As it was, the retiree medical benefit had already been diminished greatly at PG&E. Contract negotiations in 1993 had allowed the company to cap the 100% company-paid retiree medical premiums at 2000 premium levels. This had placed a tremendous financial burden on PG&E retirees as years beyond 2001 had passed by. Outcry from existing retirees made the Retiree Medical Benefit a top priority at the future sets of Bargaining.

I firmly believe that, had the retirees of both Nevada Energy and PG&E not been united after retirement, both would have lost their medical benefits.

So why should you continue to be involved in your union after you retired?

Why wouldn't you just sit back and enjoy all the benefits?

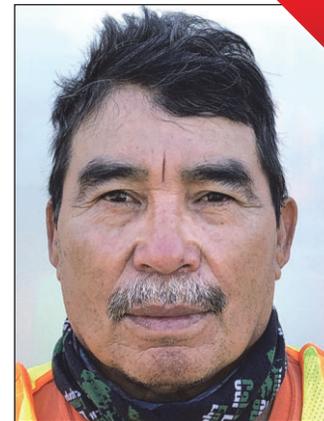
It's simple... United, we stand and fight for what we have; Divided, we... well, you know.

Mike Scafani retired from PG&E in 2017 after 40 years of service. He served on numerous committees, mostly on the Gas side, during his lengthy career. He also served as a member of the IBEW 1245 Executive Board from 2013-2014, and as a retiree organizing steward.



Mike Scafani

IBEW 1245 Member Alfredo Gonzalez-Nieto Loses Life to COVID-19



It is with an extremely heavy heart that we announce the passing of 19-year IBEW 1245 member Alfredo Gonzalez-Nieto, who lost his life to COVID-19 in early March.

Brother Gonzalez-Nieto worked as a line clearance tree trimmer for Mowbray's on SMUD property. He was extremely well-respected by his co-workers, who raised the buckets on their trucks as a sign of respect at a somber stand-down that was held in his honor.

Gonzalez-Nieto had been in the hospital in Sacramento for over a month battling COVID-19 at the time of his passing. He was 67 years old, from El Salvador, and leaves behind his wife and family who are understandably devastated by the loss. A memorial and funeral service were held in March in Citrus Heights.

A fundraiser has been set up for the family, please donate what you can at <http://bit.ly/Gonzalez-Nieto>

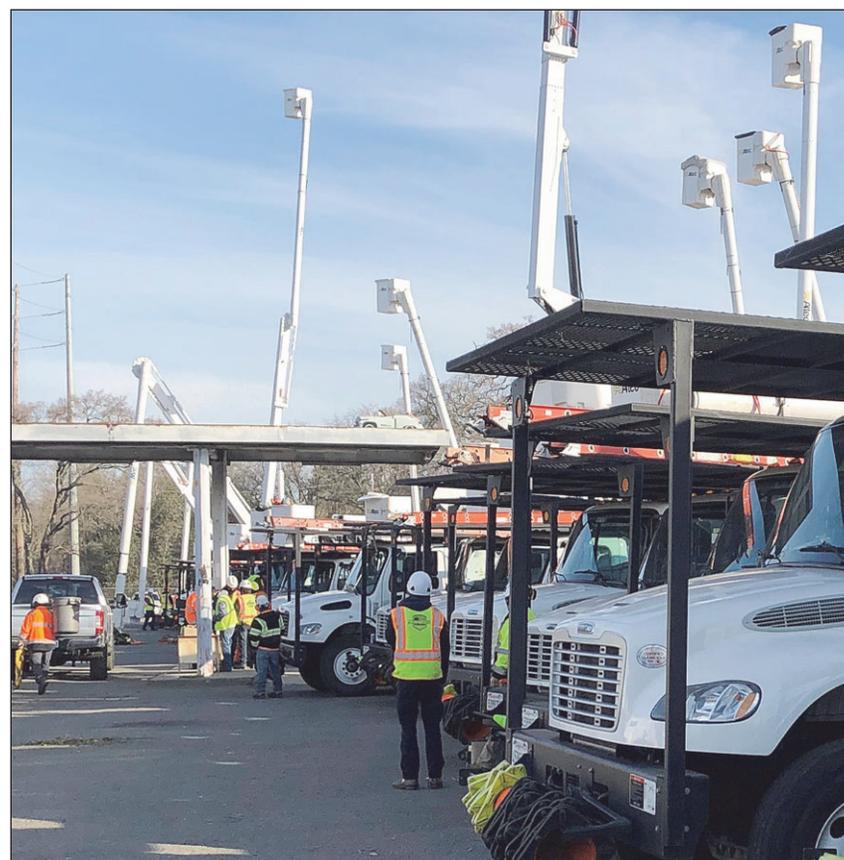


El miembro de IBEW 1245 Alfredo González-Nieto pierde la vida a consecuencia de COVID-19

Con mucho pesar informamos sobre el fallecimiento de Alfredo González-Nieto, miembro del IBEW 1245 por 19 años, quien perdió la vida esta semana a consecuencia de COVID-19.

El hermano González-Nieto trabajaba para Mowbray como podador de árboles para el despeje de líneas en las instalaciones de SMUD. Era una persona muy apreciada por sus compañeros de trabajo, quienes elevaron las cestas de sus grúas como señal de respeto y pausaron sus labores durante una sombría ceremonia en su honor.

Al momento de fallecer, González-Nieto había estado hospitalizado en Sacramento durante más de un mes luchando contra COVID-19. Tenía 67 años de edad, era originario de El Salvador, y le sobreviven su esposa y su familia que están comprensiblemente desolados por su pérdida.



Brother Gonzalez-Nieto's co-workers at a stand-down in his honor on March 3, 2021

Retiree Perspective: Wallace, from page 33

respect that can have a real impact where you live or across the country. You can make a difference.

Without leaving the comfort of your home, there are options available if you would like to help protect these rights. Retirees and active members produce amazing results, so please become a part of this important work.

Remember, a former union brother or sister paved the way for our economic security. Thank them by GETTING INVOLVED! Your participation, at any level, is the key to future successes and to the continued strength of our Democracy and IBEW 1245. I know I will never be able to fully repay the debt I owe, but I am doing all that I can, and I hope you'll join me in the effort. Email organizers@ibew1245.com to find out how you can get involved.

— Bill Wallace, IBEW 1245 retiree and organizing steward



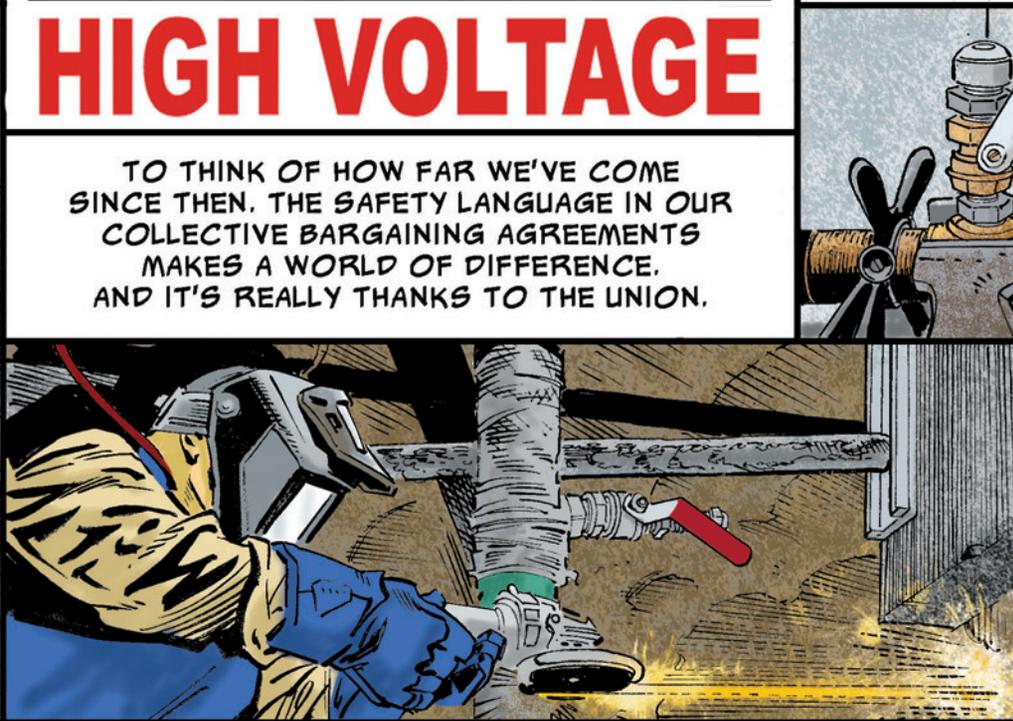
DID YOU KNOW THAT BACK BEFORE THE FOUNDING OF THE IBEW, HALF OF ALL LINEMEN WERE DYING ON THE JOB?

DANGER

THAT'S ACTUALLY THE MAIN REASON WHY THE IBEW STARTED BACK IN THE 1890S. OUR UNION'S FOUNDERS DIDN'T CARE ABOUT WAGES OR BENEFITS -- THEY JUST WANTED TO MAKE OUR WORK SAFER.

HIGH VOLTAGE

TO THINK OF HOW FAR WE'VE COME SINCE THEN, THE SAFETY LANGUAGE IN OUR COLLECTIVE BARGAINING AGREEMENTS MAKES A WORLD OF DIFFERENCE. AND IT'S REALLY THANKS TO THE UNION.



AND WE HAVE SO MANY DIFFERENT SAFETY PROGRAMS AT IBEW 1245. LIKE THE HEALTH & SAFETY COMMITTEE, MADE UP OF UNION MEMBERS FROM MANY DIFFERENT WORK GROUPS, AND SUPPORTED BY THE UNION STAFFERS DEDICATED TO LOOKING OUT FOR OUR SAFETY.

DON'T FORGET ABOUT OUR SAFETY STEWARDS AND THE PEER-TO-PEER SAFETY PROGRAM. THEY HELP US FOSTER A SAFER WORK ENVIRONMENT - WITHOUT GETTING THE BOSSES INVOLVED.



I'M A UNION SAFETY STEWARD AND I'M ALSO INVOLVED IN THE "CONTROL THE PRESSURE" PEER PROGRAM FOR MEMBERS WORKING ON THE GAS SIDE, SO I'M ALWAYS LOOKING OUT FOR SAFETY ON THE JOB. 1245 ALSO HAS A "HOLD THE PULL" SAFETY COMMITTEE FOR ELECTRIC MEMBERS, AND "KEEP THE CLEARANCE" FOR TREE TRIMMERS.

MY COUSIN'S A 1245 TREE TRIMMER. ONE TIME HE SLIPPED AND ALMOST CUT OFF HIS LEG WITH A CHAINSAW. HE TOLD HIS SAFETY STEWARD, AND NOW HIS STORY IS ON 1245'S "CLOSE CALL" WEBPAGE, SO OTHERS CAN LEARN FROM HIS EXPERIENCE.

IN THIS JOB, ONE WRONG MOVE CAN COST YOU A LIMB -- OR EVEN YOUR LIFE. IT'S UP TO US TO LOOK OUT FOR ONE ANOTHER. WE'VE GOT TO BE OUR BROTHERS' KEEPERS.

