

Inside:



Utility Reporter



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UNITY IS STRENGTH

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

IBEW 1245 member and Advanced Power Plant Technician Sean Marsh at PG&E's Humboldt Bay Generating Station in Eureka, Calif. Story on page 4. Photo by John Storey

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Bob Dean
Business Manager

One hundred and thirty years ago, before our union was founded, it was common for outside linemen to work 12-hour days, in summer heat and winter storms, seven days a week. Employers insisted the work was low-skill and therefore low paid – linemen earned 15 to 20 cents an hour, while plumbers made nearly twice as much. Linemen received no training, and no apprenticeships were offered. There were no safety standards with which employers were required to comply.

At that time, the death rate for electrical workers was double the average for other industries nationally. In some parts of the country, half of all linemen who were hired could expect to die on the job. In fact, the founder of our union – Henry Miller himself – was killed while working on a line, just a few years after holding the first convention of the National Brotherhood of Electrical Workers in a small room above Stolley's Dance Hall in a poor part of St. Louis.

Since then, we have made enormous progress. We have completely redefined the nature of the relationship between electrical employees and employers, established legally mandated training programs and equipment, pioneered apprenticeship programs that are now that industry norm, and pushed compensation and benefits way up (although many of us still do not earn what we deserve for the contributions we make).

But because of the nature of our work, we still score as one of the top ten most dangerous professions in America. Numbers from the Bureau of Labor Statistics show that electrical workers have

a 19.2 fatality rate out of 100,000 workers. And that is no surprise: we work on dangerous commodities in unforgiving environments. That has always been and continues to be true.

But this year so far, we have experienced fatalities, near misses and accidents at a pace that is above our already-high rates. And as we face down fire season and the coming winter, it is time for all of us to re-focus on our own safety, as well as those who work for and with us.

Because the truth is that there is no calvary coming, no company program that will save the day. There is only us having each other's backs and doing what is right, day in and day out.

The good news is that there are resources to help us work safer. On the individual level, every member, Shop Steward, Organizing Steward, Business Representative and Business Manager should be a Steward of Safety. We hold ourselves to a higher standard and strive to exceed it.

As the son of a lineman and former systems operator, I know that there can sometimes be a block to doing every safety check, every time. It's time to be aware of that tendency and rethink it – to have the hard conversation, or stop a job. To focus not just on getting it done, but getting it done right.

On the organizational level, 1245 is expanding our Hold the Pull, Control the Pressure and Keep the Clearance peer-to-peer safety programs, and I encourage you to volunteer. We are working towards starting a peer-to-peer program for our brothers in outside line and for other groups as well. Our brothers and sisters in grass roots are doing great work. But more needs to be done.

We need you. We need your voice and ideas on how we can keep improving the way we work. It should not cost you your life to work, you should not have to suffer a disabling injury to make a living. The terrible and long-lasting effects to the families of our fallen brothers cannot not be overstated. We owe it to each other to act.

For over one hundred years, IBEW members have prided themselves on being our brother's and sister's keeper. The heart of that is you, the 1245 member. We need each other more than ever. Let's all enjoy the fruits of our labor and work to never have another brother fall.

William Garris Appointed as Local 1245 Vice President

The IBEW 1245 Executive Board has appointed 22-year IBEW 1245 member William Garris as the

union's new Vice President. Brother Garris, who works for PG&E as an electrician out of Pismo Beach, is filling the seat that was formerly held by the late Jim "Hammer" Hayes, who tragically passed away last month.



Willy Garris

Garris previously held the Southern Area Executive Board seat, which has been filled by Robert Mohler.

UNION STRONG

2021

Learn what's happening.

Speak your mind.

Build our unity.

IBEW Local 1245

IBEW 1245 Unit Meetings are BACK!

Please note that some meeting locations, dates and times may have changed.

To find the most up-to-date meeting information, scan the code below, or visit

www.ibew1245.com/unit-meetings

See you there!



The City of Santa Clara Unit Meeting resumed with a great turnout in July. Unit Chairman Ben Brown swears in three IBEW 1245 members, from left, Deion Willcox, George Rodriguez, and Scott Anderson. — Charley Souders, IBEW 1245 Business Rep



- Business Manager/ Financial Secretary**
Bob Dean
- Communications Director/Managing Editor**
Rebecca Band
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- Vice President** William Garris
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- Executive Board**
- Northern Area Steve Segale
 - Northeastern Area Ryan Morris
 - Central Area Gary Maschio
 - Southern Area Robert Mohler
 - Line Clearance Tree Trimmers and Outside Construction Scott Hudelson
 - At-Large PG&E General Construction Steve Lange

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IBEW 1245 Announces 2021 Scholarship Winners

The IBEW 1245 Executive Board is pleased to congratulate the winners of the union's 2021 scholarship contest:

Kyle Rossi, son of PG&E Gas Compliance Rep Ronald Rossi, has won the **Sandoval Scholarship**. Rossi recently graduated from Central Valley High School in Ceres and anticipates attending University of the Pacific in Stockton.

Ysabel Moreno, whose father, Larry Moreno, was as a PG&E Service Representative in Sacramento, has won the **Survivor's Scholarship**. She recently graduated from Christian Brothers High

School and anticipates attending CSU Fullerton.

Hayllie Beverlin, daughter of Shawn Beverlin, who works for NCPA, has won the **Weakley Line School Scholarship**. She graduated from Kelseyville High School and anticipates attending either Northwest Lineman College in Oroville or VOLTA Line School in Oregon.

The union sends a heartfelt congrats to the winners. Scholarship applications for 2022 will be available later this year. Learn more at www.ibew1245.com/scholarships

Robert Mohler Appointed to Local 1245 Executive Board

The IBEW 1245 Executive Board has appointed Robert Mohler to fill the vacant Southern Area seat on the Local 1245 Executive Board. Brother Mohler currently works as Gas Service Rep for PG&E in Fresno. He has served the union as a long-time shop steward and member of the 1245 Review Committee.



Robert Mohler

tee for several years, I applied for this position because I want to learn more. The guys in the union that I respect — those who have come and gone — have often worked in this capacity, so it's a great opportunity. I'm excited."

"If knowledge is power, and the pen is mightier than the sword, then I'm here to buy some ink," he added.

Congratulations to Brother Mohler, and thank you to all the members who applied for this position.

— Bob Dean,

IBEW 1245 Business Manager

"I have 21 years working in the union, and several as a shop steward, and I've seen a lot in that time," said Mohler. "After working on the Review Commit-

Ayeta Line School Scholarship Winners Announced

Congrats to the newest winners of IBEW 1245's Jairus Ayeta Line School Scholarship, Frank Stearns and Francisco Gonzalez.

Frank Stearns hails from Nevada and currently works in the construction field. In his scholarship essay, Stearns explained what drew him to the field of linework.

The electric utility industry has been a primary driver of progress in our world. It is responsible for the increased productivity of labor and capital, and for the continuous growth in prosperity, health, and quality of life. I want to be a part of that progress and join an industry that provides so much to our daily lives. For me, this career offers job opportunities wherever I decide to live, financial freedom to enjoy my life as well as provide for myself and family and will give me a sense of pride in the work I do; knowing many will benefit from my skills and labors. I know I will eventually become the first lineman in my family, but this generous scholarship will allow me to reach that goal much sooner.

"I've been excited ever since I received the phone call awarding me the scholarship. I am grateful for this opportunity to finally begin a career I've been interested in for so long," said Stearns. "I hope to gain the knowledge and skills required of the trade and leave with the confidence to secure an apprenticeship. I want to make the 1245 proud and make the most of this experience."

Francisco Gonzalez is a lifelong resident of Stockton, and is working for a construction company there. His schol-

arship essay focused on the hard fights that utility workers have undertaken over several generations to improve their lives and livelihoods.

Many line workers made sacrifices ... property was damaged, people got injured and died. Taking these drastic actions got electric companies to the bargaining table with unions that represented the line workers. Because of these men and women that fought back against companies, workers today enjoy good benefits, wages, and safe working environments. Having the courage to stand up and form a union showed the nation that people in numbers can make a change to better the workplace.

"This scholarship is not just a career change, it's a whole-lifetime changing event for me," Gonzalez said after finding out he had won the scholarship. "Becoming a lineman is a dream that I thought was out of my reach because of the cost of the school. I am excited and will be honored to represent Local 1245 at Volta."

Stearns and Gonzalez will begin Volta Line School in Oregon on Sept. 27, with all expenses paid for by IBEW 1245, and will complete the program in early December. The union's goal is to have them working for 1245-represented employers shortly thereafter.

Established in 2020, the Jairus Ayeta scholarship is named in honor of an IBEW 1245 apprentice who was the victim of a fatal workplace tragedy on August 4, 2018 while restoring power at the Carr Fire outside Redding, California.

COVID-19 Updates

For the latest COVID-19 news and updates, please visit www.ibew1245.com/covid19



From left: Frank Stearns and Francisco Gonzalez

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IBEW 1245 at PG&E's Humboldt Bay Generating Station

Nestled behind the redwood curtain on a scenic coastal overlook just south of Eureka, CA, PG&E's Humboldt Bay Generating Station (HBGS) is the main source of power for residents and businesses across the North Coast. In this quaint, remote community, a small but hard-working crew of IBEW 1245 power plant technicians wear many different hats in order to keep the 163-megawatt power plant running smoothly.

"Some days I'm the control operator at the plant, other days I'm the roving operator at the plant. It varies day to day," said Advanced Power Plant Technician Sean Marsh, a 13-year IBEW 1245 member. "We do everything from controlling our units and their output by the computer screens, to walking around in the plant, looking for leaks and just checking to make sure all the equipment is running normally."

"I'm an electrician most of the time. And then some days, I'm a diesel mechanic," added Advanced Power Plant Technician and six-year IBEW 1245 member Travis Land. "It's a wide variety of facets to cover around here. Every couple hours, we're switching hats."

Work never stops at the plant, and that was especially true during the COVID-19 pandemic. Over the 2020 holiday season, the tight-knit HBGS crew got even tighter as they lived, ate and slept at the plant for more than three months to protect against the risk of an outbreak shutting down the entire plant.

"We sequestered for three 32-day rounds. Each sequester had six IBEW 1245 employees that consisted of three control room operators, two mechanics, and one lead," Advanced Lead Power Plant Technician Alex Migliorini explained. "We lived onsite for those 32 days, in these trailers, and did everything we needed to in order to keep this facility going and stay 100% virus free."

"We were able to swap groups of people in and out, and I don't think that would have been possible without the union necessarily; we probably wouldn't have had the buy-in that we had from everybody," said Marsh. "All the operators and all the maintenance guys, everybody had a plan, and we were all ready to come in and do our part of it. I think there's a sense of unity that grows from all of us here, and it's a really good thing."

Also in 2020, the HBGS plant techs — along with ample support from about 70 other PG&E employees — took a huge step forward in reducing the impact of public safety power shut-off (PSPS) events in Humboldt County.

"Even though our area is not in a high-fire-threat zone, PSPS events still affect us because all of the high-voltage transmission lines that tie us to the rest of the electric system get de-energized due to being in high-fire threat zones," said Migliorini. "So last year, we set up our facility to support 'islanding' for our

area only, which means we can be separated from the larger electric grid and continue providing power to more than 60,000 customers here in Humboldt during PSPS events. The amazing part about that was the major teamwork that went in to get all different PG&E entities to work together to create a safe and efficient island."



The plant at Humboldt Bay was first commissioned by PG&E in the mid-50s with two fossil units, and a natural-circulation boiling-water nuclear reactor was added as the third unit in 1963. All of these original steam units were decommissioned and replaced by a new plant utilizing Wärtsilä technology, making it 33% more efficient with 85% fewer ozone-forming compounds, and a 34% reduction of greenhouse gas emissions production. In its current iteration, the plant has 10 reciprocating engines that run on natural gas to generate electricity, with diesel fuel as a backup.

For the crew at the plant, work is a lot of things, but boring isn't one of them.

"The most challenging aspect is just that it's constant," said Migliorini. "There's always something happening, whether it's operational or maintenance-driven."

"I love troubleshooting stuff, and there's always something that needs to be figured out," added Marsh.

"I think the best part about working here is that you never know what you're getting yourself into from day to day," said Land with a smile.

In such an unpredictable work environment, there's one thing the power plant techs can always count on — and that's IBEW 1245.

"I'm an older worker and I've worked a lot of different jobs; I didn't get here until I was in my forties. I've seen a lot of what else is out there, so coming into a job like this, with union support, I can tell you that just about everything —

from the focus on safety to our overall package of benefits — is better," said Marsh. "As a shop steward, I've been involved in the past negotiations, and I think with collective bargaining, a lot of people don't see it happening, but they definitely feel the benefits of it."

The union's always got you, whether it's right, wrong, or indifferent, they've always got your back with this company. I like it!" said Land. "Our union rep, Mark McCrea, he's always at the other end of the phone if you need something. And if he doesn't have an answer, he'll get you one."

— Rebecca Band, IBEW 1245 Communications Director



Sean Marsh



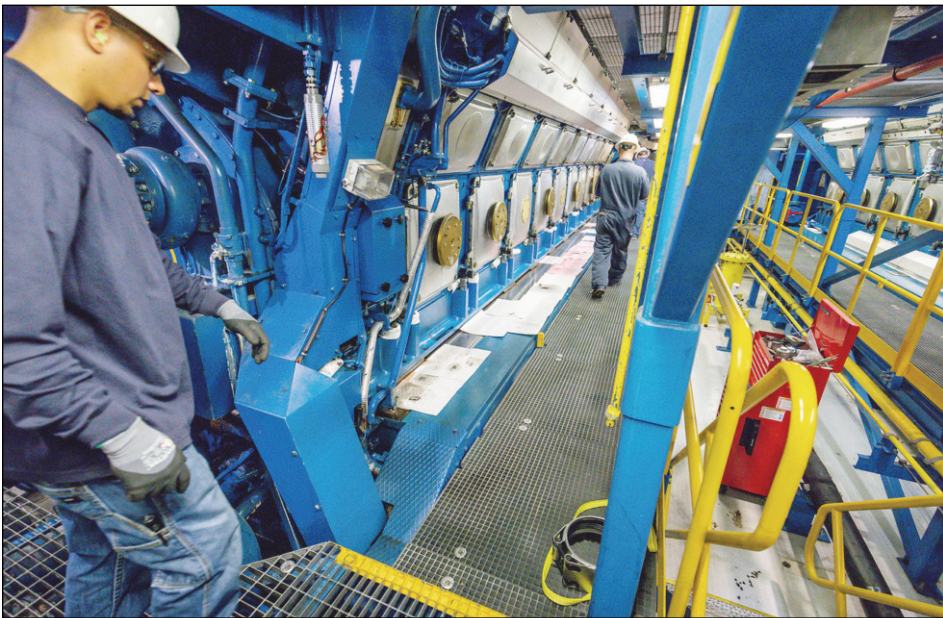
IBEW 1245 members at the Humboldt Bay Generating Station, front row, from left: Jesse Sturdevant, Brian Burkley, Travis Land and Alex Migliorini. On stairs, from left — Dave Nichols, Tim Shinn and Sean Marsh



Travis Land



Dave Nichols



In the engine room



Working together



Brian Burkley



Tim Shinn

Photos by John Storey



The HBGS crew slept in these on-site trailers during their three-month sequester.

Shattering the Glass Ceiling

Meet the first female foreman in PG&E's I&C department

IBEW 1245 member Pam Pendleton is a natural born leader. From her years of service in the United States Navy, to the pivotal role she played in helping to organize her co-workers at Sunoptics to join IBEW 1245, Pendleton has a long track record of stepping up and getting things done.

When she decided to move on from Sunoptics to pursue a career at PG&E, Pendleton landed in the Gas department, but within a couple of years, she found a better fit in the Insulation and Coating, or I&C, department (also known as GC paint). A hard worker and a quick learner, Pendleton quickly earned the respect of her co-workers and supervisor, and after five years in the department, she was recently promoted to Foreman — making her the first woman in the history of the department to hold this position.

“Although I’m strong and I’ve done a lot of the work, I wouldn’t be where I am without the doors that IBEW Local 1245 opened for me,” Pendleton emphasized. “When [the promotion] was finally officially announced, I felt really proud. I never thought I’d ever make foreman here ... But here I am!”

“Before the pandemic, I attended a conference called ‘Groundbreaking Women in Construction,’ and today, I do consider myself a groundbreaking woman in construction, because I have broken the ceiling here in this department!” she added.

As a woman in a male-dominated workgroup, Pendleton has encountered her fair share of challenges, but she’s faced each obstacle head-on, embracing the opportunity to demonstrate her resilience.

“I won’t sugar-coat anything by saying that I haven’t



Working Foreman B Pam Pendleton

Photos by John Storey



Pendleton (left) directs her crew in the vault.



Pamela Pendleton

had some bumps in the road... at times, it’s been a struggle to make my way. It’s not always been easy, but here I find myself now,” she said. “I have a great crew, they’ve been really supportive. And I appreciate everything that my supervisor did. He was really pushing this. Those that have been supporting me, they know how hard I’ve worked. I have many people that are so happy for me, saying how deserving I am to be here.”

For any women on the physical side who wish to follow in her footsteps, Pendleton has some sage words of advice.

“I would tell any woman coming up, ‘Listen, it’s not going to be easy. A lot is expected of us out here in the field. We have to put out twice as much. We have to be twice as smart. But if you have the drive, and this is what you want, then keep charging forward. You can accomplish it!’” she said.

Pendleton is excited to take on this new responsi-

bility and demonstrate her leadership capability.

“I’m looking forward to learning so much in this role, because it’s not a simple role,” she said. “I’m here to do a job, and I am going to do it to the best of my ability. I want to stay safe. I want to keep my crew safe so that we all go home. I have to stand up, and I have to take this on. And I will.”

— Rebecca Band, IBEW 1245 Communications Director



Foreman Pam Pendleton, left, with her crew, Michael Mi and Hector Olazaba, preparing to paint a gas vault in Richmond, CA.

Letter Agreement 21-28 Improves Wages and Training for Vegetation Management Inspectors

Vegetation Management (VM) Inspectors play a critical role when it comes to keeping utility lines safe and operational. Their responsibilities include vegetation patrols, customer interaction, work verification and logistical coordination amongst multiple agencies — all work that is typically done by members of IBEW 1245. However, as of May, 2021, there were 1,500 non-signatory contractors working as VM Inspectors on PG&E property. These non-union inspectors have been earning well below the IBEW standard wage rate, and most lack the type of consistent training that’s needed in this safety-centric position.

IBEW 1245 Business Manager Bob Dean decided it’s high time to fix this

issue and give these workers the wages, training and union benefits that they deserve. He reached out to PG&E’s vegetation management team, and together, the union and the company quickly came to an agreement that would turn the tide for these workers, most of whom have been earning less than \$20/hr.

Under this new PG&E letter agreement, all non-signatory contractors performing vegetation management work for PG&E must become signatory to IBEW 1245 in order to continue getting this work. The VM Inspectors will see a significant and immediate pay raise, anywhere from 50 – 100% over their current wage. The agreement also comes with training and enhanced oversight, providing for increased pub-

PG&E Members: Review and update your pre-retirement beneficiaries

PG&E’s Pension Team is asking you to review and update your pre-retirement beneficiaries for the PG&E Retirement Plan—your PG&E pension.

Effective January 1, 2021, you may allocate different percentages of your pension benefit to multiple contingent (or ‘back-up’) pre-retirement beneficiaries. If you are not legally married and do not have a beneficiary on file, your pension benefit will be forfeited upon your death. (Note, a domestic partner is not considered the same as a legally married spouse and therefore does not automatically receive your benefit unless designated as a beneficiary.) Reviewing your benefits and beneficiaries helps to ensure that PG&E’s records are up to date, giving you peace of mind knowing your hard-earned pension benefits go to the right person if the unexpected occurs.

Update your pre-retirement beneficiaries:

- **Using a PG&E computer within the network.** Access PensionConnect via *PG&E@Work For Me > About Me > My Retirement > PG&E PensionConnect* to be automatically logged in to your account.

- **Or from a personal device,** log in to your account at **myPensionConnect.com**. If logging in from a personal device for the first time, you will need to create a username and password.

After logging in to PensionConnect, click on the homepage tile *Your Beneficiaries* or on your name in the top right of the screen and select *My Beneficiaries*. Once on the designation page, name your primary and contingent beneficiaries and save your elections.

If you are married and elect a primary beneficiary other than your spouse, a Spousal Consent Form will be mailed to you. The form must be signed, notarized and returned for your elections to be valid — even if you previously submitted a form.

If you have any questions or need help, Call PG&E’s Pension Service Center at 1-800-700-0057 fr–m 7:30 a.m. to 5 p.m. PT, Monday – Friday. **REMINDER!** Your beneficiary elections for pre-retirement pension, pension commencement, 401(k) and Life and Accident Insurance are all separate elections. Your beneficiary elections for one benefit won’t carry over to another benefit. Visit **mypgbenefits.com** for details.

lic and member safety in the field.

The VM Inspectors that are currently employed directly with PG&E will now become Senior VM Inspectors, with a starting wage of \$41.38/hr, and new VM Inspectors will start at \$35.17. Under the agreement, the company must directly hire an additional 150 employees into these VM classifications. PG&E Vice President of Vegetation Management Peter Kenney has agreed to staff partially from two new PowerPathway classes, which supports our ongoing effort to

bring more diversity into the workforce.

“Peter Kenney at PG&E worked with me on the idea, Senior Assistant Business Manager Ralph Armstrong helped drive it to completion, and Senior Assistant Business Manager Bob Gerstle negotiated it in record time,” said Local 1245 Business Manager Bob Dean. “This is a great example of what can be done when we work together.”

View the full letter agreement at: www.ibew1245.com/files/PGE-docs/LA-R1-21-28-PGE.pdf.

IBEW 1245/PG&E PEER VOLUNTEER PROGRAM

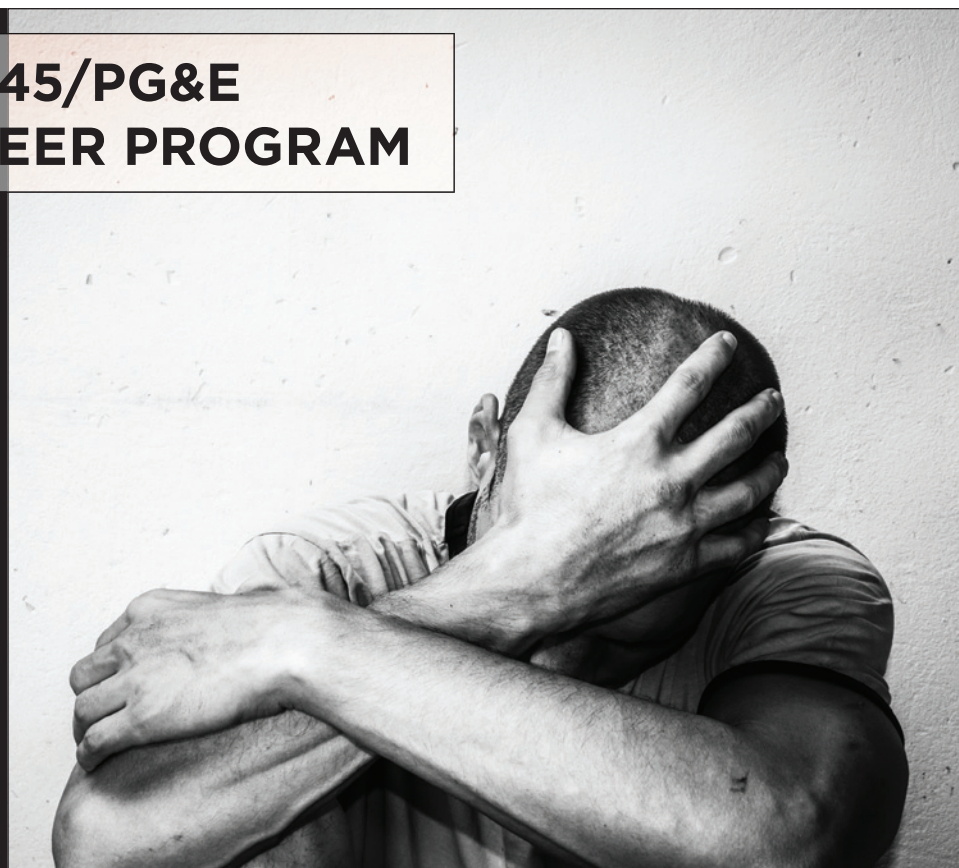
Are you struggling with substance abuse?

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

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

The program is free, anonymous, and confidential.

Learn more at peervolunteers.org



“State of the Art”

A visit to Cal-Nev JATC’s new northern California training facility

An IBEW apprenticeship is, without question, one of the best ways to learn a valuable and essential trade and begin a quality, fulfilling career. As the demand for skilled and trained linemen has continued to increase, IBEW 1245, our sister Locals 47 in southern California and 396 in Nevada, and our employer-partners in the Joint Apprenticeship Training Committee (JATC) have been working together to ensure that we have enough apprentices today to fill the journey-level jobs of tomorrow.

The Cal-Nev JATC facility in Riverside, CA has been home to our union’s apprenticeship program for several decades, but as apprenticeship enrollment has grown, the facility has simply become too small to accommodate all the new apprentices. Several years ago, the JATC began the lengthy process of establishing a second campus in northern California. In late 2019, the JATC purchased a 13-acre property in Woodland, CA, and promptly went to work constructing a new 12,000-square-foot facility for the next generation of linemen to hone their skills.

After many months of planning, coordinating, excavating, and building, the new IBEW Joint Apprenticeship Training Facility in Woodland, CA hosted its first classes in late spring of 2021. A grand opening celebration is planned for later this year.

“It has been a long time coming, and it is a remarkable facility,” IBEW 1245 Senior Assistant Business Manager Ralph Armstrong reported. “During the spring, the JATC 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, which will train future linemen for years to come.”

The *Utility Reporter* caught up with JATC Instructor and Journeyman Lineman Kevin Kessler at the Woodland facility in late May, as he was leading one of the facility’s very hot stick classes.

“Compared to Riverside, this facility obviously is more state-of-the-art, it’s more updated and upgraded. It’s got a lot more room,” said Kessler. “But we’re trying to mirror pretty much the same instruction up North here that they have down South, so that no matter where the apprentice goes, he’s going to get the same education.”

Fifth Step Apprentice Erik Aguilar was excited to have the opportunity to do some hot stick training at the new facility.

“It’s definitely bigger [than Riverside], which gives us more options to do certain things when it comes to training. So it’ll be pretty nice to be able to see all of that and get to be a part of it, before I top out,” he said. “It’s definitely a nice facility, that’s for sure. And the instructors are good with communication, telling us what we need to do, giving us some pointers on how to do certain things. They’re really good.”

Aguilar started off as a groundman, but he always had aspirations to become a journeyman lineman. Now, two-and-a-half years into the apprenticeship program, Aguilar has no regrets about his decision to pursue this opportunity.

“It took me a minute to get into the apprenticeship, but I did, and it’s been

worth it so far. Hasn’t really let me down,” he said. “The best thing is definitely the job security. I’ve never had a problem with not having work, even as an apprentice. The company I was with, luckily they worked through all of COVID. I was not off at all.”

As an apprenticeship instructor, Kessler takes his role extremely seriously, as he understands that the training these apprentices get in his classes can, quite literally, save their lives.

“We can have a good time with the guys, but at the same time, I’m going to make sure they’re doing stuff the right way. That’s something I harp on all the time, ‘This isn’t the only way, but it is a right way,’” he emphasized. “And if someone else out there shows you something that works better for you,

that’s fine — as long as it’s safe and it’s done correctly. You don’t cut corners in this trade, or you end up dead.”

“Even in this case here [during this apprenticeship class] where this wire isn’t energized, we treat it as though it is,” he added. “And if they violate that, I’m going to come apart on them — because in real life, it could be a death or serious injury.”

A former military Drill Sergeant, Kessler noted the parallels between his past experience running boot camps, and his current role as an apprenticeship instructor.

“Obviously it’s not the military, but there are a lot of similarities — dependability, reliability, teamwork, realizing that we all rely on each other for our lives every day,” he said. “Though sometimes, I have to keep myself from going to Drill Sergeant mode on them.”

— Rebecca Band, IBEW 1245
Communications Director



Journeyman Lineman and Instructor Kevin Kessler talks with apprentices.



Apprentices get hot stick training at the JATC in Woodland

Photos by John Storey

July – September 2021



Journeyman Lineman and Instructor Eric Ledford helps apprentices at the hot stick training.

At right: The new JATC training center in JATC in Woodland, CA



Front row, from left: Apprentice Jose Gonzalez, Apprentice Sal Rivas, Apprentice Chris Camacho, Apprentice Nick Makias and Apprentice Alec Rice. Back row, from left: Journeyman Lineman and Instructor Erik Ledford, Apprentice Dan Juarez, Apprentice Ryan Wysocki, Apprentice Bradley Raines, Apprentice Elliott Browne, Apprentice Erik Aguliar, Apprentice Andrew Deyager, Apprentice Tony Gutierrez and Journeyman Lineman and Instructor Kevin Kessler.



Members of IBEW 1245's peer-to-peer safety committees

“It Will Take All of Us”

IBEW 1245 Peer-To-Peer Safety Committees Re-Commit to Building a Stronger Safety Culture

In the first in-person meeting at the IBEW 1245 union hall since the onset of the pandemic 15 months ago, IBEW 1245's peer-to-peer safety committees met with senior union leadership to renew the union's commitment to build a stronger safety culture across our work sites.

On Wednesday, June 30, 2021, Business Representative Fred Aboud welcomed the three committees before introducing IBEW 1245 Business Manager Bob Dean, who thanked committee members for their dedication and commitment. Dean then proceeded to sound the alarm about the number of serious incidents and fatalities occurring in 1245's jurisdiction over the last several years, and underscored the urgency of strengthening and expanding our safety work. In just the first half of this year alone, 1245 has suffered two on-the-job fatalities, several serious injuries, and even more near-misses.

“The cavalry is not coming. We are our Brothers' and Sisters' keepers. We have to change the ‘walk by’ culture; we have to speak up and speak out whenever we witness unsafe practices,” Dean said. “We must have the courage to hold those uncomfortable conversations, so that we all can return home at the end of

the day.”

Nearly a decade ago, IBEW 1245 launched the peer-to-peer safety program in response to a series of deaths among journeymen linemen. IBEW 1245 Senior Assistant Business Manager and Safety Officer Ralph Armstrong played a seminal role in developing the **Hold the Pull** committee of linemen from a cross-section of 1245 employers and Outside Line. Later, two more committees were established, including **Control the Pressure** for our members working in gas and **Keep the Clearance** for line clearance tree trimmers. Each committee member works with IBEW 1245 Business Representatives to recruit Safety Stewards — members willing to promote safety at their work sites and to make safety presentations in yards, at new member orientations, and other special events.

But the work is far from over.

In the wake of the two separate incidents in May and June 2021 that took the lives of 24-year-old traveling Groundman Johnny Cabrera and 49-year-old traveling Journeyman Lineman John Ostroski, along with several serious injuries and near-misses, there remains much to be done.

At the Hold the Pull Committee meeting, veteran Troubleman Dan Mayo shared, “Safety is a habit,” emphasizing the importance of developing that habit across the membership.

Journeyman Lineman Clay Backlund added, “I want to be part of the solution, part of changing the mentality.”

Gas Service Worker and Control the Pressure Committee member Mike Jacobs affirmed that one of the most effective ways of engaging members is, “at the back of my truck in the field, at the job site.”

Javier Astorga, a line clearance tree trimmer on the Keep the Clearance Committee, shared, “We are doing this work because we want to get home at the end of the day, not because someone is telling you to work a certain way.”

The challenges include — combating the fear of reprisal for speaking up, fighting the ‘cowboy’ mentality, and reminding ourselves that we are paying it forward — modeling for the next generation in the trade.

Dean and Local 1245's senior leadership have committed to investing resources to strengthen and expand the union's peer safety program, and have asked Business Representatives to identify and recruit more safety stewards. IBEW 1245's organizing team has been assigned to work closely with the safety program to brainstorm additional ways to dynamize and expand our reach to the 28,000 1245 members.

The goal: To get our members home every night by building a safety culture and the Brotherhood and Sisterhood across our territory.

Or, as Armstrong said, “We need

everyone talking safety — and living it.”

“You are the tip of the spear. We need all of your ideas. 100 ideas, not just 2 or 3. It will take all of us,” added Dean.

For more information on how to become a Safety Steward, contact Business Representative Fred Aboud, 775-857-9750 or mfal@ibew1245.com.

— Eileen Purcell,
IBEW 1245 Staff Organizer



Traveling Lineman John Ostroski Dies in Vehicle Accident



Unfortunately, we must report another fatal accident that occurred in mid-June, taking the life of one of the many linemen who travel to our jurisdiction to work.

Journeyman Lineman John Ostroski from IBEW Local Union 222 in Florida was killed in a vehicle accident. Preliminary reports indicate that the transmission right-of-way road he was driving on collapsed out from under his pickup truck, causing it to roll into a ravine. Brother Ostroski, age 49 at the time of his death, was working for Source Power as an inspector, performing facility inspection work on PG&E property in the Morgan Hill area.

“Our entire IBEW family is devastated at the loss of yet another traveling lineman in our jurisdiction,” said IBEW 1245 Business Manager Bob Dean. “Please hold Brother Ostroski's wife and family, as well as his union siblings at Local 222, in your thoughts as they go through this difficult time.”

The investigation into this accident is underway, and we will share more when information becomes available.

A GoFundMe has been set up to support Brother Ostroski's family. Please give what you can at <https://www.gofundme.com/f/john-ostroski-memorial-fund>.



Hold the Pull Committee:

Pete Sandoval (chair), Dan Mayo, Rob Azevedo, Garrett Gross, Greg Bargas, Armand Rains, Mike Van Egmond, Jesse Murrill, Nick Rains, Clay Backlund

Control the Pressure Committee:

Ernie Pena (chair), Roy Cabral, Dean Brown, Marty Marshall, Steve Lange, Leo Lopez, Russ Hires, Mike Jacobs. Cortney Tuggle

Keep the Clearance Committee:

Pedro Paredes (chair), Ken Cook, Ramon Luquin, Steve Speak, Stephen Merchant, Javier Astorga, Russell Gordon

Traveling Groundman Jonathan Cabrera Dies in Mini Excavator Accident



It is with a heavy heart that we announce the passing of IBEW member Jonathan Cabrera, who died in a mini excavator accident near Eureka, CA while working for Rokstad Power on May 28th. Brother Cabrera was a traveling groundman out of IBEW 47, and he was just 24 years old at the time of his passing.

"Our deepest condolences go out to the family and friends of Brother Cabrera, including his union family at Local 47," said Business Manager Bob Dean. "He was a young man with his whole life and career ahead of him, and he left this world far too soon. As we mourn this heart-breaking loss, we must also commit, in Jonathan's memory, to renew our dedica-

tion to workplace safety. Please, look out for yourselves, and one another."

A GoFundMe has been established to support the family during this heart-breaking time. Please share your condolences and give what you can at <https://www.gofundme.com/f/jonathan-james-cabrera>



Hello, I am Johnny Cabrera's mom and wanted to send my gratitude for all of the support during this difficult time. I would love to share this message in appreciation to his IBEW 1245 Family:

I would like to take a moment to thank everybody, from the bottom of my heart, for the overwhelming love and support you all have shown for Johnny, for my family and myself. Thank you for all of the love, your prayers, contributions, messages, phone calls, food, flowers ... so many things. It is so comforting to see that Johnny was loved by so many. I wish he could see all of the outpouring of love and support you all continue to show.

I want to thank his Union Families, IBEW #47 and IBEW #1245 for accepting my son as a brother. Being a Groundsman was his joy, he was so proud. He had such BIG dreams. The last conversation I had, just the day before, Johnny was already preparing for the next phase of his development. He always spoke so highly about the brotherhood and looked up to so many of you.

For my Home Depot family, thank you for always keeping him in mind. Even though he was no longer working with the company so many of you continued to ask how he was and truly cared. It was as if he had really never left.

As for myself, I want to let you all know how much I truly appreciate all of the prayers and your kind words of support. Seeing all of your comments and everything you have shared about my son means the world to me.

To my son, I was not ready, I do not know how I am going to get through this. I feel so blessed that God picked me to be your mom. 24 years was not long enough. I have faith that one day we will be reunited and that is what will keep me going. Even though you are not physically here I know you will always be with us in spirit and will be watching over us. I love you so much.

*Rest in Power
Maritza Caloca*



Taking Ownership of Our Safety

Safety in the International Brotherhood of Electrical Workers is a hot topic to approach, especially during this tumultuous season. As many of you are aware, several brothers working in IBEW 1245's jurisdiction have perished on the job since the beginning of this year. One of these brave men is someone I worked with and went to school with, and while that means a lot to me, it doesn't make my experience special, as the large majority of us all know someone who has died in this line of work. On one hand, our trade has a very strong "cowboy culture," and on the other hand, our field's leading institutions, including the IBEW, do place a great deal of emphasis on working safely. Naturally, these two forces clash — but that doesn't mean progress is impossible.

As many of you who are aware of IBEW's history know, this trade has become much safer over the decades, and is well below the 50% death rate it used to have before the formation of our union. That being said, the number of serious incidents and fatalities we've seen lately is extremely troubling, and there's certainly been a bit of disgruntlement over where our trade is heading. Even amid this streak of recent deaths, I've heard a number of complaints over the bubble-wrapping tendencies of the bureaucrats placed in charge of our safety.

As members of a strong union, we

enjoy the benefits of workplace democracy and the rights we have as workers — including the right to speak up and stop the work if something seems like it might be unsafe. I think it would not be a bad idea for us as union workers to take more ownership and responsibility over our safety. Contractors and companies vary in safety standards and requirements greatly across the industry, giving a lot of the rules and procedures we follow a sense of arbitrariness, and in turn trivializing the whole process for many people in this trade. If workers can't see the logic in the rules, it's hard to expect everyone to follow them. And by making the existing safety structures seem frivolous, the sense of concern for safety seems to get lost, and that's where things can get really dangerous.

Everyone I've met on the job wants to go home at the end of the day, and as workers, we are the ones who are best equipped to keep ourselves and one another safe on the job.

This is precisely why IBEW 1245 created its unique Safety Steward program some years ago. This peer-to-peer safety program empowers workers to respectfully but firmly stand up and speak out when they see something that might be unsafe at work — without getting the bosses involved. By making workers more accountable to themselves and each other, I think we'd see a lot more inroads into creat-

ing a safer work environment in a more proactive, positive way.

As someone that's vaccinated against COVID-19, I had to wear a mask around an unvaccinated, unmasked safety officer and sign two pages of COVID-19 symptom reports each day at a contract earlier this year. As someone who's also relatively new to this field, I'm sure people with more experience in it have had to put up with even more ridiculous situations, where the inflexible rules established by management just didn't make sense in the situation and impeded the crew's work. By utilizing and expanding our union's peer-to-peer safety program, I do believe that a great deal of the unnecessary paperwork can be done away with, while still promoting that culture of safety that keeps us coming home after work each day.

Knowing the sheer size of the revenues in the electrical utility industry, as well as the fact that our trade operates a regional monopoly on power supply due to the structure of the industry itself, advocating for something like a "safe work" surcharge to incentivize people to work safely, while allowing them to enforce their own work safety standards, wouldn't be out of the realm of possibilities. In addition to that, I think giving workers more autonomy in regards to their own safety and wellbeing would probably reduce the attrition rate we see in



Jake DeFeo

the field, where more experienced workers often have plans of leaving eventually due to the uptick in bubble-wrapping we've seen lately.

I'm not against employer-provided safety standards, but I am against company bigwigs writing up all these rules and regulations for workers in the field to follow, just so the employers can protect themselves against any lawsuits that might come their way. When the safety culture revolves around corporate liability, there's going to naturally be a lot of conflict between the workers and these safety edicts, and in that conflict, I think we're going to see a lot of dangerous disregard for the rules set up to keep us safe. By holding ourselves and each other accountable, and giving workers more of a say in their own safety, I think IBEW will make far more headway into making this trade safer and even more enjoyable to work in than ever before.

Jake DeFeo is a traveling groundman out of IBEW Local 47. He started working in 1245's jurisdiction in April of 2021.



Renewed Focus on Safety for Tree Trimmers

When we look at how we all conduct our business today compared to how we did at the start of 2020, there have certainly been a lot of changes. The one thing that has not changed, however, is the work picture for the vegetation management work our Line Clearance Tree Trimmers perform. Things were a little slow with the amount of work going out (which has been tied to the inability to get enough pre-work out ahead of the contractors), but plans are under way to try to make that better, and we see plenty of vegetation management work in the future with no end in sight.

With such a bright work outlook comes good news and not-so-good news, which we will touch on below. The good thing about the not-so-good news is that it is something we control ourselves; we just need to work better and harder to change as it relates to safety and the negative trends we are seeing.

SAFETY

2021 has not started off well in terms of safety performance. One of the biggest issues we have seen are falls from trees. As of this writing, there have been five falls in our jurisdiction since the beginning of 2021. Each one of these falls resulted in serious injury to the individuals that were involved, but more importantly, each had the potential to be fatal. Think about that, the potential for five fatalities. Five families who could have not had a loved one come home. Friends and coworkers could have had their lives altered by the loss. And falls are just one piece of the safety picture, as motor vehicle accidents, line strikes and struck-by incidents have also occurred, and just about all were avoidable.

As a union and a Line Clearance Tree Trimming (LCTT) membership, we have made enormous strides in turning this industry around and highlighting the importance of the work each of our members performs every single day. With wildfire risk and grid security on the minds of everyone these days, the focus on this work that our members perform has never been so great. We need to make sure the attention remains on the good, quality work we are doing each day, and on the professionalism that our members show as they work to reduce the fire risks for the utilities and the citizens of California — not on the number of accidents and injuries sustained by workers performing this work.

There's no way to put a price on safety, no numerical dollar value for one accident or one fatality. An injury to one is an injury to all, and inattention to safety is hurting everything we are trying to accomplish for this industry. We need to dig deep and find a way to be our Brothers' Keepers, follow the rules and ensure no short cuts — for ourselves, our families, our co-workers and the betterment of the industry. As we increase the membership in our Peer-to-Peer tree

trimmer program, "Keep the Clearance" (KTC), we are asking everyone to get involved and help us maintain the momentum we have in this trade. Together, we can prove to everyone why we are the best in the industry.

Stay safe and be vigilant!

PRE-INSPECTORS

Some big news recently is the signing of the new Letter Agreement LA 21-28 between IBEW 1245 and PG&E, which relates to the Pre-Inspection work (see article on page 7). Under the Letter Agreement, PG&E will be hiring approximately 150 internal pre-inspectors — referred to as Vegetation Management Inspectors (VMIs) — and require the remaining contractors on their property to become union signatory to Local 1245 by Jan. 1, 2022 to continue working on PG&E property. We have been working with PG&E closely to answer all the questions the contractors have and put together the agreement that they will be working under. By having this workgroup covered under a Local 1245 agreement, it will increase wages significantly for these workers, and provide additional benefits just like the other LCTT agreements. The agreement is intended to stabilize this work group and the critical work they perform, making sure our tree crews have work laid out ahead of them.

We have been handling multiple calls from employers and future members who have heard about this and are excited about becoming a 1245 Brother or Sister. There are approximately 1,500 individuals this will affect, and we believe there will be 1,500 new members whose lives will be changed significantly, transforming their job into a quality career that others will want to seek out in the future.

It is our hope to have most, if not all, contractors signed, and new members signed up, well before the Jan. 1 deadline, and we are working through all those details now. We very excited about this workgroup and realize there is a lot of work ahead of us to make it happen. Realizing the reward that's in store for everyone in this workgroup is what we are all about!

LINE CLEARANCE TREE TRIMMING CERTIFICATION

For more years than I have been on staff, Local 1245 has worked to establish a standardized training program for men and women who perform this important and dangerous work in our jurisdiction. Our members have asked me about it often, and I am pleased to report some updates on this front.

SB 247 contained both wage increases as well as training language, and in the months since the passage of the bill we have been able to improve wage packages, secure a grant from the state of California, and are now working

on the training program consistent with the current Cal OSHA requirements. I am happy to report that we have successfully come to an agreement with the employers to establish a Line Clearance Tree Trimming Certification program to be run through the CalNev JATC. We have hired an Assistant Training Director for the Tree certification program, Dan Kallia, who hails from the Northwest and comes highly recommended for the position.

We met as a subcommittee for the first time in July to jointly discuss the direction and plans for the program. There is still a lot of work to do for this to start up, but we are on the way to making this long-term goal a reality for our membership.

Once we get things in place, we will be looking for trainers to administer the curriculum to the field. Kallia is accepting applications now, so we can get the most qualified workers to make this program the best we can for this industry, our members, and all who depend on the work that line clearance tree trimmers perform.

I would be remiss if I did not mention that the rest of the country (especially the other IBEW locals) are watching the work we are doing out here for the tree industry and our members very closely. If we can (and we will) make the things we are working on successful, it can serve as the model for all others to follow to raise this industry up to where it needs to be. It is on all of us to make that happen, as we will all share in the success and failures. We need to do better on safety, as that is the single biggest threat to all the progress we make. It is not only your right to work safe, but also your responsibility!

ORGANIZING

The following line clearance tree trimming companies have signed an agreement with Local 1245 in the three months past:

- ACE Tree Enterprises, Inc.
- Ayzer Environmental, LLC

WAGE INCREASES

On June 1, we saw the final wage increases to the current collective bargaining agreement. These wage increases also include increases to the NEAP contributions.

Northern Area

Operations in the northern area for the trees are finally getting back to normal. As of this writing, we have done one month of unit meetings and although turnout was low, the members that did attend were very happy about meeting again. For many, it was the first union meeting they had ever attended. There were a lot of questions about the contract and the benefits and how the union works. Some of these members work for companies that have just started working in the PG&E system, so this is all new

to them. We are planning for a large increase in meeting attendance in the next few months.

As of right now, we have no active grievances in the Northern area. All the issues have been worked out either through phone calls, virtual meetings, or face-to-face conversations.

Our major hurdle right now is safety. There has been a major increase in accidents lately, and we are trying to find out why. With all the safety inspectors out there right now, the attention to safety is at an all-time high and one would think the accident rates would decrease — but just the opposite is happening. We have been preaching to the membership every chance we get about working safe and watching out for each other on the job site. Being our brother's keeper is something we should all be doing but somehow, it is not happening, so we continue to encourage everyone to practice the "If you see something, Say something" approach.

Every time there is an accident or an outage it affects everyone. These accidents result in safety stand-downs that can last anywhere from a couple of hours to a week or more. This affects members system-wide, whether the company they work for was involved in the accident or not. We have really started ramping up the "Keep the Clearance" program (more commonly known as the KTC program). This is a peer-to-peer program to promote safety in the workplace. It consists of a group of committee members that communicate with safety stewards in each yard. If you are committed to workplace safety and interested in becoming a safety steward, contact your Business Rep.

We are expecting our workload to increase between now and the end of the year. With fire season already upon us, and in full force, and the normal year-end push to get the circuits completed on time, we see lots of overtime in the future. This is the time to focus on safety and make sure that everyone goes home safe at the end of the day.

— Ray Banfill, IBEW 1245 Business Rep

Central Area

Mowbray's (PG&E & SMUD): The company had a rough period this last quarter in Martinez and Mountain View areas that resulted in a few outages as well as a few injuries. PG&E responded by standing down the entire operation for safety, which lasted over a week. The company was able to turn the corner on this and have been back to work with little else to report. We did have a few issues that came to light regarding the proper pay for the work being performed; we have been working with them to address those complaints. We are closely monitoring who is getting disciplined for causing these outages as they occur. In SMUD area, work has been scattered all around Sacramento county and city. We did have an incident where an employee was disciplined for a safety infraction. Everyone needs to pay attention to what they are doing on the job.

Mountain Enterprise (PG&E & Liberty Energy, South Lake Tahoe and

continued on page 21

Enfoque renovado en la seguridad de los podadores de árboles

Cuando observamos cómo llevamos a cabo nuestro negocio hoy en día en comparación con cómo lo hacíamos a principios de 2020, ciertamente ha habido muchos cambios. Sin embargo, lo único que no ha cambiado, es el panorama de trabajo de manejo de la vegetación que realizan nuestros podadores de árboles para el despeje de líneas. Las actividades están un poco lentas por la cantidad de trabajo disponible, que está relacionado con el hecho de que no hay suficiente trabajo de preparación antes de la llegada de los contratistas, pero hay planes en marcha para mejorar eso, y visualizamos mucho trabajo de manejo de vegetación en el futuro.

Esta expectativa positiva sobre la cantidad de trabajo trae consigo tanto buenas como no tan buenas noticias, de las cuales hablaremos a continuación. Lo bueno de las no tan buenas noticias es que es un asunto que está bajo nuestro control; solo tenemos que trabajar mejor y trabajar más para lograr cambios relacionados con la seguridad y con las tendencias negativas que observamos.

SEGURIDAD

El año 2021 no comenzó bien en cuanto a resultados en el tema de seguridad. Uno de los problemas más grandes que hemos visto son las caídas desde los árboles. Al momento de escribir este informe, habían sucedido cinco caídas en nuestra jurisdicción desde principios de 2021. Cada una de estas caídas resultó en lesiones graves a las personas involucradas, pero más importante aún, cada uno tenía el potencial de ser un accidente fatal. Piensen en eso, cinco muertes potenciales. Cinco familias que podrían haber perdido un ser querido que no regresaría a casa. Amigos y compañeros de trabajo cuyas vidas podrían haber cambiado por esa posible pérdida. Y las caídas son solo una parte del panorama de seguridad, ya que también se han producido accidentes de vehículos de motor, trabajadores golpeados por cables de líneas eléctricas, golpeados por otros objetos, y casi todos estos se podrían haber evitado.

Como sindicato y como miembros de los Podadores de árboles para el despeje de líneas (LCTT), hemos logrado grandes avances para mejorar esta industria y destacar la importancia del trabajo que cada uno de nuestros miembros realiza cada día. En estos días, el riesgo de incendios forestales y la seguridad de la red están presentes en la mente de todos, y por esta razón, más que nunca, el trabajo que realizan nuestros miembros es centro de atención. Tenemos que asegurarnos de que la atención permanezca sobre el trabajo bueno y de calidad que hacemos cada

día, y sobre el nivel de profesionalismo que nuestros miembros demuestran mientras trabajan para reducir los riesgos de incendio para los servicios públicos y los ciudadanos de California, y no se centre en el número de accidentes y lesiones sufridos por los trabajadores que realizan este trabajo.

La seguridad no tiene precio; no hay valor numérico en dólares que se le pueda asignar a un accidente o una muerte. Una lesión de una persona es una lesión de todos, y la falta de atención a la seguridad perjudica todo lo que estamos intentando lograr para esta industria. Tenemos que profundizar y encontrar una manera de ser los guardianes de nuestros hermanos, cumplir las reglas y garantizar que no tomemos atajos, para nuestro bien, el de nuestras familias, el de nuestros compañeros de trabajo y el mejoramiento de la industria. A medida que aumentamos la membresía en nuestro programa para podadores de árboles, "Mantenga la Distancia" (Keep the Clearance o KTC), le pedimos a todos que se involucren y nos ayuden a mantener el impulso que tenemos en esta industria. Juntos podemos demostrar a todos por qué somos los mejores del sector.

¡Manténganse seguros y atentos!

PREINSPECTORES

Una de las noticias más importantes recientemente es la firma de la nueva Carta Acuerdo LA 21-28 entre IBEW 1245 y PG&E, relacionada con el trabajo de preinspección. De conformidad con la Carta Acuerdo, PG&E contratará aproximadamente 150 preinspectores internos, denominados Inspectores de Manejo de Vegetación (VMI), y requerirá que los contratistas restantes en sus instalaciones se conviertan en signatarios sindicales del Local 1245 antes del 1o de enero de 2022 para poder continuar trabajando en las instalaciones de PG&E. Hemos trabajado estrechamente con PG&E para responder a todas las preguntas que tienen los contratistas y hemos creado el acuerdo bajo el cual trabajarán. Tener a este grupo de trabajadores cubierto por un acuerdo del local 1245, significa que los salarios de estos trabajadores aumentarán significativamente, y se ofrecerán beneficios adicionales al igual que en los otros acuerdos de LCTT. El acuerdo tiene por objeto estabilizar a este grupo de trabajadores y el trabajo crítico que realizan, asegurando que nuestras cuadrillas de podadores de árboles reciban el terreno ya preparado para realizar su trabajo.

Hemos estado manejando múltiples llamadas de empleadores y futuros miembros que han oído hablar de esto y están entusiasmados por ser un Hermano o Hermana 1245. Esto afectará aproximadamente a 1,500 personas, y

creemos que habrá 1,500 nuevos miembros cuyas vidas cambiarán significativamente, transformando su trabajo en una carrera profesional de calidad que otros querrán seguir en el futuro.

Esperamos que la mayoría de los contratistas, o todos ellos, firmen el acuerdo mucho antes de la fecha límite del 1o de enero, y que los nuevos miembros se inscriban antes de esa fecha también. Actualmente estamos definiendo todos esos detalles. Estamos muy entusiasmados por este grupo de trabajo y sabemos que tenemos mucho trabajo por delante para poder hacerlo realidad. ¡Nuestro objetivo es lograr la recompensa que nos espera a todos en este grupo de trabajo!

CERTIFICADO DE PODADORES DE ÁRBOLES PARA EL DESPEJE DE LÍNEAS:

Durante más años de los que yo he formado parte del personal, el Local 1245 ha intentado establecer un programa de capacitación estandarizado de hombres y mujeres que realizan este importante y peligroso trabajo en nuestra jurisdicción. Nuestros miembros me lo han preguntado a menudo, y me complace informar sobre el progreso en este frente.

La ley SB 247 contiene tanto aumentos salariales como disposiciones sobre capacitación, y desde la aprobación de la ley hace unos meses, hemos podido mejorar los paquetes salariales, obtener una subvención del estado de California, y ahora estamos trabajando en un programa de capacitación consistente con los requisitos actuales de Cal OSHA. Me complace informar que hemos llegado a un acuerdo con los empleadores para establecer un programa de Certificación para Podadores de Árboles para el Despeje de Líneas que se ejecutará a través de Cal Nevada JATC. Hemos contratado a Dan Kallia, Director Asistente de Capacitación para dirigir el programa de Certificación de Podadores. Él proviene del Noroeste y ha sido muy recomendado para el puesto.

En julio nos reunimos como subcomité por primera vez, para discutir conjuntamente la dirección y los planes del programa. Todavía queda mucho trabajo por hacer para que esto comience, pero estamos en camino de convertir en realidad este objetivo de largo plazo para nuestros miembros.

Una vez que tengamos todo definido, buscaremos capacitadores para impartir el plan de estudios en el campo. Kallia ya está aceptando aplicaciones para poder lograr que los trabajadores más cualificados hagan de este el mejor programa posible para esta industria, para nuestros miembros y para todos los que dependen del trabajo que realizan los podadores de árboles para el despeje de líneas.

Sería un descuido de mi parte si no mencionara que el resto del país (especialmente los otros locales de la IBEW) están observando muy de cerca el trabajo que estamos haciendo aquí para la industria de la poda de árboles y para nuestros miembros. Si podemos (y lo

haremos) hacer que las cosas en las que estamos trabajando tengan éxito, esto puede servir como modelo para los demás y elevar esta industria a donde debe estar. Nos corresponde a todos lograr que esto suceda, ya que todos compartiremos el éxito y los fracasos. Tenemos que mejorar la seguridad, ya que esa es la mayor amenaza para todo el progreso que logramos. Trabajar de forma segura no es solo su derecho, sino también su responsabilidad.

ORGANIZACIÓN

Las siguientes compañías de poda de árboles para el despeje de líneas han firmado un acuerdo con el Local 1245 en los últimos tres meses:

- ACE Tree Enterprises, Inc.
- Ayzer Environmental, LLC

AUMENTOS SALARIALES

El 1o de junio se hicieron realidad los aumentos salariales finales del actual acuerdo de negociación colectiva. Estos aumentos salariales también incluyen aumentos de las contribuciones del NEAP (Plan Nacional Eléctrico de Anualidades).

Zona norte

Las operaciones de poda de árboles en la zona norte finalmente están volviendo a la normalidad. Al momento de preparar este informe, hemos tenido un mes de reuniones de la unidad y aunque la participación fue baja, los miembros que asistieron estaban muy contentos de reunirse de nuevo. Para muchos, fue la primera reunión sindical a la que habían asistido. Hubo muchas preguntas sobre el contrato, y las ventajas y el funcionamiento del Sindicato. Algunos de estos miembros trabajan para compañías que acaban de empezar a trabajar en el sistema PG&E, por lo que todo esto es nuevo para ellos. Estamos planeando un gran aumento en la asistencia a las reuniones en los próximos meses.

Hasta ahora, no tenemos quejas activas en la zona norte. Todos los problemas se han resuelto ya sea a través de llamadas telefónicas, reuniones virtuales o conversaciones en persona.

Nuestro principal obstáculo en este momento es la seguridad. Últimamente ha habido un aumento importante de accidentes y estamos tratando de averiguar por qué. Hay muchos inspectores de seguridad trabajando actualmente, por lo que la atención a la seguridad está en un nivel sin precedentes y uno pensaría que las tasas de accidentes deberían disminuir, pero está sucediendo todo lo contrario. Cada vez que se nos presenta la oportunidad, le hablamos a los miembros sobre la importancia de trabajar de manera segura y de cuidarse entre sí en el trabajo. Todos deberíamos ser guardianes de nuestros hermanos, pero por alguna razón no es así. De manera que seguimos animando a todos a practicar el enfoque de "si ven algo, digan algo".

Cada vez que hay un accidente o una interrupción del servicio, eso nos afecta a

continúa en la página 17





CALIFORNIA

Work outlook in both Northern California as well as Nevada has never been better. Distribution, transmission, fire hardening, system inspections, 450,000+ tags and surge arrestors have been the primary type of work performed throughout the jurisdiction. Work is in full swing for 2021 after a slower-than-anticipated start, and will continue to remain strong for many years to come.



Ralph Armstrong

Calls for the second quarter are starting to taper down to a normal flow coming into the Hall. Last quarter's inspection calls have all but stopped, except to replace workers who are going back home for the summer. The tower painting work is expected to pick back up over the next couple of months with Par performing most of the work, however, there will be a new contractor, Tower Power, that was awarded 40 towers in Solano County.

We recently met with LS Power to discuss the SWIP North Project and their desire to have this performed by Local 1245. We are working on a Project Labor Agreement with them, ensuring this work remains ours, as well as two voltage support projects in California, one of which is outside of the PG&E Gates Substation and the other 11 miles outside of Round Mountain. The SWIP North Project is detailed below under Nevada work.

NEVADA

Wasatch Electric has three different line fold projects for NV Energy going into Olinghouse, Wildhorse (Reno area) and Thunder Mountain (Winnemucca) substations (all three substations are new construction). Wasatch also has approximately 60+ pole replacements to do in the Sierras, with most locations non-accessible. They have put in numerous groundman calls to man the work to start the hand holes. Approximate job completion for this is October 2021. They also have crews up at South Lake Tahoe on Liberty property working on 100+ poles and 10,000+ feet of Hendrix Aerial Cable to install. Same terrain, hand holes, and access issues. They are also using groundmen to get hand holes as well. Wasatch also has numerous Dock hands still working across NV Energy property.

Summit has crews on Liberty property as well, doing the same work — 100+ pole replacements, and 10K+ Hendrix Aerial Cable to install. They are using groundmen for hand holes as well. These projects will go until approximately September.

TW Powerline was recently awarded 400+ pole replacements on Liberty property. They will be putting in calls

within the next couple of weeks for 2-4 crews to do this pole replacement work.

Sturgeon still has a crew out in Eastern Nevada doing work orders for NV Energy in the Winnemucca area.

Cache Valley still has the same work group building the Olinghouse and Wildhorse Substation projects for NV Energy. Olinghouse is nearly complete, Wildhorse has an end date for November of 2021.

The Southwest Intertie Project (SWIP) North project is the largest and final piece of the SWIP project that includes 275 miles of 500 kV transmission line in Idaho and 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 (just as we did with Local 396) and Western Line NECA on phase one of this project to put in place a Project Addendum, which would utilize the 1245 agreement and make Local 1245 the dispatch point, due to majority of the line being located in our jurisdiction.

DISPATCH PROCEDURE

When the state of California relaxed some of the Covid 19 restrictions in early summer, the IBEW 1245 Union Hall fully reopened. The process to sign the books has changed slightly, but is very similar to the process we put in place when the Hall doors were locked due to Covid. As you enter the building, please follow the instructions posted on the signage. You will have to fill out a half-sheet of paper that will include your name, email address and phone number. Please write clearly, as this is the only way to get your application and if your information is incorrect or illegible, it will delay your signing. You will

not enter Dispatch until you receive an email to do so. When uploading your documents, please make sure you are sending us the most current and valid information.

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. There is also a new Labor-Power Mobile App, and we are inviting all members to download it to their phones. The app allows you to check your contact information, available jobs, and position on the books, as well as re-sign and pay your dues — all at the tip of your fingers.

Please call the Hotline after hours for daily counts related to actual numbers on the Books, as well as details on all available calls!

SAFETY

I wish we could say things were great in regards to safety, but unfortunately they are not. Last quarter, I wrote about

the sharp increase in accidents, Red Book violations, circuit interruptions, boom strikes and vehicle accidents. I would love to say we have gotten better, but unfortunately things have not improved, and we are now looking at an all-time high number of safety incidents and accidents.

Over the course of just 18 days, we lost two brothers in our jurisdiction, Groundman Johnny Cabrera and Journeyman Lineman John Ostroski. We have also had a third-party driving fatality in that same period. We must start look out for our brothers and sisters and ourselves, whether we are on the job or driving. There is and will be a continued focus on safety, and we are looking to the membership to help with answers as we cannot continue to have these issues. Outside Line's use of the examining committee and work restrictions are reactive measures, and we are wanting to become more pro-active with safety. We will be looking to have a round table discussion in the near future with some OSL members to brainstorm some possible solutions so we can curb some of these safety issues.

All the Outside Line Reps are currently on one or more PG&E safety investigations involving contractor



Apprentices learn climbing at the JATC



Journeyman linemen instructors Kevin Kessler and Erik Ledford with apprentices Clynt Archuleta, Errol Paras, Mike Hall, Joseph Gonzalez, John Ulrich, Wyatt Janecka, Jonathan Gonzalez, Colin Liddicote, Chad Burns, Alejandro Rojas and Michael Bria at the new JATC in Woodland

accidents. These investigations run anywhere from one hour to eight hours per day, for a two-week duration. Please be patient with us, as we are returning calls and texts after-hours, trying not to fall behind.

RED BOOKS

To date, we have passed out over 1,000 Red books, all usually accompanied by a contract as well as a review and discussion of recent incidents. Discussions with the membership over safety are being done with each crew visit, and they are expected to increase as safety rule violations seem to be rampant with many not understanding the rules out here. Each Representative is stopping work when something is not right, discussing the issues, and going over the requirements of our safety book. Here are some of the observations we are seeing in the field.

- Foreman roles
 - Foreman completing paperwork,



Photos by John Storey

making up materials during primary work.

- Working on trucks involved in primary work.
- Crew members making up material on back of trucks during hot work.
- Barricades are in place to prevent employees and the public contacting the truck.

Other topics that have been discussed with crews include:

- Grounding to anchor, which is prohibited in the Red Book.
- Foreman roles, especially when Hot Work is performed. While energized work is being performed the foreman must be an observer and not perform any other tasks.
- Apprentice hot-work policy from the Cal Nev JATC. Apprentices may not work alone in a separate aerial device while performing energized work.

With Fire season upon us, please ensure all fire protocols are being adhered to and refer to section 1.13 of the Red Book for guidance on smoking.

CONTRACT

In light of recent incidents that included a fatality and anchor issues which began in Southern California, it's important to review the section of the agreement on groundman.

- Groundman – Contract Language
 - Groundman shall work under the direct supervision of linemen at all times and shall assist linemen as

directed in the performance of their work which includes the operation of jack- hammers, man-hauls, commercial vehicles at or more than 26,001 lbs. and the loading and unloading of materials and equipment, but under no circumstances shall a groundman climb poles, towers or structures, or work in the proximity of energized lines or equipment.

- Groundman may operate pick-up trucks and light flatbed trucks.
- Groundman may operate trucks used to service trucks and equipment on transmission lines.
- Groundman may drive bucket trucks, line trucks, and light trucks on the job. Groundman may be required to place water and ice in water can.
- Groundman shall furnish themselves with the following tools: hammer, pliers, ruler, 10" adjustable wrench and skinning knife.
- Groundman may use hand-mechanized tools to assist tower and pole assembly.

EXAMINING COMMITTEE

The Local 1245 examining committee has been extremely busy dealing with issues related to safety or other wrong doings by workers in the local's jurisdiction. The committee meets the third Tuesday of each month and had to recently move this date due to the large number of people that have been required to attend; there wasn't enough time with the old date (which coincided with the monthly unit meeting).

There were three issues that were referred to the Local Union's Executive Board for trial board hearings which were held the last week of June, with all charged being found guilty and assessed penalties. The local is taking a very hard stance especially on safety-related issues, and will continue to do so until we can see changes.

We have had a rash of members giving us altered CPR / First aid and CDL medical cards. If you are caught trying to pass an altered cert, you will be placed on the NEPR Books and have to appear in front of the Examining Com-

mittee, and they will determine when you will be eligible to take another call. Local 1245 and Local 47 share these names as ineligible to be dispatched and both Locals honor each other's eligibility lists.

CAL-NEV JATC

The Cal-Nev JATC Woodland Facility had a soft opening this spring, and had its first classes on Saturday, April 17. (See article on page 8-9.) They also held a weeklong Hot Stick class and the first of many Climbing classes in late June. Plans are underway for a grand opening celebration, which will be somewhere around the end of October or beginning of November.

Interviews for new apprentices began in June, and the second round took place on July 14 and 15, with approximately 140 applicants interviewed over that two-day period. There were close to 1,500 applications received and all need to have interviews, so if you applied and have not received an interview date yet, please be patient.

Current apprentice report as of July 6, 2021

- 597 outside line apprentices registered in our JATC program.
- 18 traveling apprentices in Cal Nev's jurisdiction.
- 170 Apprentices are working out of local 1245.
- 374 are working out of 47, and 20 are working out of 396.
- 15 are unemployed, 14 are not available to work for various reasons and 4 are on a leave.
- 40 apprentices graduated to Journeyman Lineman since January 1, 2021.
- 76 new apprentices indentured as outside line apprentices in 2021.

Kyle Saddler has taken on the position of the Woodland facility Assistant Director for the JATC. He can be reached at (661) 210-6622. The address is Cal-Nev JATC, 545 Santa Anita, Woodland, CA.

INJURED WORKERS FUND (IWF)

In the three months past, \$114,100 in disability claims have been paid out to **continued on page 21**



Above and below: Apprentices practice their skills at the new JATC facility in Woodland



IBEW 1245 Members at Delta Star Ratify Three-Year Agreement

After rejecting two previous tentative agreements, the IBEW 1245 membership at Delta Star ratified a three-year contract on June 15, 2021, with a final vote tally of 79-35.

The new agreement includes general wage increases (retroactive to June 1, 2021) of 5% in the first year, 3% in the second, and 2% in the third year. We also secured a \$250 signing bonus. Additionally, about 35 employees in entry level positions will see an equity adjustment from \$22.18 to \$24.51. There were no takeaways, and we were able to keep their platinum level Kaiser (zero deductible and zero coinsurance plan, just copays) with a cost share of 12% for single, married, and family, and

10% cost share for single w/one child or single with children. The agreement also includes pension increases every year, an increase in tool reimbursement, no change to the bonus threshold for the first year, and a weekend schedule (3/12s) that comes with a 20% premium.

The bargaining committee at Delta Star was comprised of IBEW 1245 members Anthony Munoz, Mike Aaron, Cruz Guevara, and Alberto Marquez. The committee worked really hard, and I appreciate all the extra time they gave to meet and discuss issues with negotiations.

— Cruz Serna, IBEW 1245
Business Rep

New Two-Year Agreement at South Feather Water and Power

The IBEW 1245 members at South Feather Water and Power have secured a new two-year agreement.

Under the new agreement, the members in both the Water Treatment & Distribution Unit and the Hydropower Generation Unit will receive a 3% general wage increase retroactive to January 1, 2021, and a 3.75% general wage increase effective January 1, 2022, along with updates to article 2.7 (Union Dues and Fair Share fees) to comply with legislative changes, the addition of a new article 2.9 to address Union Officer and Steward Leave Time, and an increase in article 19.8 Physical Fitness Reimbursement from \$40 to \$60 dollars per month.

The Water Treatment and Distribution Unit agreement contains modifications to Article 8.13 Standby to reflect the payment of standby on workdays (in the past, the Agency was only paying standby pay on Friday evenings

and non-workdays and holidays); and Article 15.2 Eliminating Sick Leave calculation for Floating Holiday (the previous language incentivized employees to come to work sick to ensure the floating holiday was offered). It also includes updates to some job descriptions. The Hydropower Generation Unit secured an agreement to continue meeting with the Agency to address the CalPERS requirements for reportable compensation regarding Sunday Premium.

The final vote tally for the Hydropower unit was 12-1, and the WT&D unit vote was 18-0. Bargaining on behalf of the union, we had Rob Wilcox and Zenaido Martinez from Water Treatment and Distribution, Brian Howerton from Hydropower Generation, Local 1245 Assistant Business Manager Dylan Gottfried, and myself.

— Dominic McCurtain, IBEW 1245
Business Rep

One-Year Extension Approved at LMUD

The IBEW 1245 members at Lassen Municipal Utility District (LMUD) have approved a one-year extension to their existing agreement. The extension, which runs through June of 2022, includes a 2.5% general wage

increase with no other changes to the agreement. Of the 19 members at LMUD, 10 returned ballots, and all 10 votes were in favor of the extension.

— Mike Venturino, IBEW 1245
Business Rep

Members Approve Two-Year MOU at City of Berkeley

The IBEW 1245 members at the City of Berkeley have voted to approve a tentative agreement on a two-year MOU, and the City Council approved the agreement on June 15.

The areas of improvement in the agreement include:

- binding arbitration on all contract provisions;
- increased post-65 retiree medical monthly benefit contributions by the City in the amount of \$100 for two

party and \$50 for single, with a commitment to continue actuary costing at the \$200/\$400 level;

- “Me Too” provisions for wage and benefit increases; and
- four additional paid floating holidays.

The negotiations committee consisted of Tom Hartman, Greg Marwick, and myself.

— Charley Souders, IBEW 1245
Business Rep

IBEW 1245 Members at City of Healdsburg Approve Contract Extension

The IBEW Local 1245 members at the City of Healdsburg have voted to extend their 2017-2020 MOU out to June 30, 2022 in an effort to get past the negative financial impacts of COVID-19. The parties took the opportunity to revise the MOU by addressing clean-up items and incorporating Letters of Agreement (LOA) entered into during the course of the 2017-2020 agreement, including the post-Janus LOA amending Art. 1.6 Union Security. Additionally, Art 14.4 Vacation Sales was amended to avoid IRS constructive receipt issues, and Sick Leave Provision Articles 15.3 Pay Upon Retirement and 15.4 Sick Leave Bonus were amended to maintain the benefit of Retirement Health Savings Arrangement with process and investment vehicle (Post-Retirement Health Reimbursement Arrangement) that

avoids IRS constructive receipt issues.

The extension also incorporates amended wage tables after the 2019 equity adjustments to electric classifications for recruitment and retention, as well as additional covered classifications, due to the Classification and Compensation Study conducted in 2019. The city and the membership agreed to a wage re-opener should the city experience sales tax and transient occupancy tax revenues meeting or exceeding those of fiscal year 2018-2019 for three consecutive months.

Finally, the signature page was revised to reflect our new Business Manager and 1245 Bargaining Committee, which includes members Ethan Cottrell, Jason Hageman, Rudy Juarez, Stephen Nelson, John Sanneman, and myself.

— JV Macor, IBEW 1245 Business Rep

Three-Year Agreement Approved at NAS

The IBEW 1245 members at NAS have unanimously ratified a three-year contract. The agreement includes general wage increases of 4% in first year, 3.75% in the second year, and 3.75% in the third year. We also enhanced the sick leave hours for new hires to match the current employees, so they receive 65 hours upon being hired instead

of 56, and we did some additional house-keeping.

IBEW 1245 member Bart Aganon and I worked together as the negotiating committee. This was Bart's first time being part of the committee. He was very helpful, and I appreciate his participation.

— Cruz Serna, IBEW 1245
Business Rep

One-Year MOU Extension Approved at City of Oakland

The IBEW 1245 members at the City of Oakland have unanimously voted to approve a tentative agreement on a one-year MOU extension that includes 3% general wage increase. The MOU extension was sub-

sequently approved by the City Council on July 6.

The negotiations committee consisted of Michael Patterson and myself.

— Charley Souders, IBEW 1245
Business Rep

One-Year Extension Approved at City of Lompoc

The IBEW 1245 members at the City of Lompoc have voted to extend the current MOU to June 30, 2022. The vote tally was 47-22.

The extension includes a 2% across-the-board general wage increase, and on the medical benefits, the City will make an additional monthly contribution of \$75 for single members, \$75 for couples, and \$150 for family plans. Overall, members will see an equivalent of 1% to 3.5% depending on their monthly salary.

The 1245 bargaining committee was comprised of members Candace Koff, Dorine Fabing, Leo Ramirez, Nick Davenport and Ko Sumaryadi.

Extending the contract will allow for more time to finish the remaining Ad Hoc that we could not address because of the COVID-19 pandemic. They are the Wastewater Plant Operator series, Account Clerk and Accounting Technician series, Treasury Clerk series, and Warehouse and Purchasing

series. We also secured two more groups for Ad Hoc, the Police Records Technicians and Office Staff Assistants.

The extension, coupled with the new 1% sales tax, will put the City on sound footing through the opening of its economy. To further improve the City's financial outlook, Lompoc voters will be considering a new proposed tax on cannabis manufacturing on a Special Election Ballot on August 31, 2021. Lompoc is currently home to California's largest cannabis manufacturing plant, with revenues around \$350 million per year with a potential of reaching a billion dollars in the near future. The state's third-largest manufacturer is planning to relocate to Lompoc as well. These businesses currently pay a flat tax of \$30,000 per year. The ballot measure proposes a new tax of 2.5% for revenues of over \$40 million.

— Jaime Tinoco, IBEW 1245
Business Rep

Successor Agreement Ratified at Greater Vallejo Recreation District

IBEW Local 1245 members at the Greater Vallejo Recreation District have ratified a successor agreement, which was subsequently adopted by the District Board on June 24, 2021.

Highlights of the agreement include:

- A two-year term with a 1.25% COLA in year one and a 2.25% COLA in year two
- Improvements to overtime so members can opt for pay or CTO, not just CTO (which was historically the only avenue to earn overtime)
- Uniform language improvements
- Union leave time language
- A refined re-opening language article
- Full day's pay for jury duty when served, regardless of when released
- Guaranteed 15 minutes overtime for being assigned daily gate duty and lock up detail

There were many additional clean-up items, and the only real concession made pertains to probations being extended from six months to 12 months, with a potential three-month extension.

All-in-all, it was a very positive accomplishment coming out of the pandemic and we look forward to moving forward into a more positive future all around. None of this could have been possible without the time, effort and dedication of our 1245 Bargaining committee, Christopher Andrade, Patrick Smith and Brice Sweet.

— *JV Macor, IBEW 1245 Business Rep*

Equity Increases Approved at City of Lompoc

After almost a year of negotiations, the IBEW 1245 members working in electric classifications at the City of Lompoc have secured a series of equity increases:

- 10% equity increase to all electric classifications, retroactive to January 1, 2021
- 7.5% equity increase to all electric classifications effective July 1, 2021
- 7.5% equity increase to all electric classifications effective July 1, 2022

The increases amount to a total of 27% when compounded. The Lompoc City Council approved the increases in April, thanks in large part to IBEW Local 1245's political work that has led to more labor-friendly lawmakers on the Council.

IBEW 1245 members Travis Border and Steve Mickelson helped with negotiations.

— *Jaime Tinoco, IBEW 1245 Business Rep*

Utility Reporter

Árboles, from page 13

todos. Cuando suceden estos accidentes se aplica una parada de concientización de seguridad que puede durar desde un par de horas hasta una semana o más. Esto afecta a los miembros en todo el sistema, independientemente de si la compañía para la que trabajan estuvo o no involucrada en el accidente. Realmente hemos comenzado a acelerar el programa "Mantenga la Distancia" (comúnmente conocido como el programa KTC). Este un programa entre compañeros para promover la seguridad en el sitio de trabajo. Consiste en un grupo de miembros del comité que se comunican con los delegados de seguridad en cada patio. Si usted está comprometido con la seguridad en el lugar de trabajo e interesado en convertirse en un delegado de seguridad, póngase en contacto con su representante de negocio.

Esperamos que nuestra carga de trabajo aumente de aquí a finales de año. La temporada de incendios ya ha comenzado y está en pleno vigor, lo cual, junto con la presión normal de fin de año para completar los circuitos a tiempo, nos indica que habrá muchas horas extras de trabajo en el futuro. Este es el momento de centrarse en la seguridad y asegurarse de que todos regresemos sanos y salvos a nuestros hogares al final del día.

— *Ray Banfill, IBEW 1245 Business Rep*

Zona central

Mowbray's (PG&E y SMUD): La compañía tuvo un período difícil el último trimestre en las áreas de Martinez y Mountain View, ocasionando algunos cortes de servicio, así como algunas lesiones. PG&E respondió aplicando una parada de concientización de seguridad que duró más de una semana. La compañía pudo superar esto y está trabajando nuevamente sin mucho más que informar. Tuvimos algunos problemas que salieron a la luz con respecto a la remuneración adecuada según el trabajo realizado; hemos estado trabajando con ellos para abordar esas quejas. A medida que ocurren los cortes de servicio eléctrico, estamos muy atentos para observar quien recibe medidas disciplinarias por ocasionar estos cortes. En el área de SMUD, el trabajo está distribuido por todo el condado y la ciudad de Sacramento. Tuvimos un incidente donde un empleado recibió medidas disciplinarias por una infracción de seguridad. Todos deben prestar atención a lo que hacen en el trabajo.

Mountain Enterprise (PG&E y Liberty Energy, South Lake Tahoe y Truckee): Mountain tiene numerosas cuadrillas trabajando en todo el sistema PG&E. La empresa está desarrollando una nueva Política Disciplinaria y tenemos previsto seguir debatiendo este tema para evitar discrepancias en el futuro. Hemos tenido algunos problemas con respecto a las horas de trabajo y las horas extras acordadas previamente. La empresa tiene derecho a trabajar en turnos de 8 o de 10 horas, sin embargo, según el acuerdo cuando se trabaja 5-6 días a la semana de forma continua, no se está cumpliendo un horario de 4-10 sino más bien un horario de 5-8, según

el cual se debe pagar 8 horas con la tarifa normal y 2 horas extra cada día. El horario de 4-10 en el acuerdo está diseñado para trabajos de un fin de semana de 3 días y puede ahorrar al empleador un día extra de viáticos. Sin embargo, este horario no es necesario cuando se trabaja más de 4 días a la semana. El otro problema son las horas extras acordadas previamente; en el nuevo acuerdo, las horas extras acordadas previamente ya no son voluntarias. Si usted tiene planes específicos que causan un conflicto de horario, esto se debe solucionar entre usted y su Capataz General. Todas las cuadrillas han estado trabajando turnos de 10 horas de forma constante. Recientemente tuvimos un caso de arbitraje por despido injustificado en el Condado de El Dorado, y el árbitro dictó sentencia a favor del demandante. Actualmente se están elaborando las condiciones del acuerdo final.

Davey Tree Surgery y Pole Test & Treatment: Había un asunto pendiente desde finales de 2019 relacionado con el pago de vacaciones. Esto formaba parte del nuevo acuerdo de 2020 que finalmente se resolvió y todos los empleados actuales recibieron este pago. Todos deben haber recibido el pago y estamos trabajando para verificar si hay algún problema pendiente antes de dar por concluido este asunto. Recientemente tuvimos un incidente en el que un Capataz estaba trepando un árbol cuando la podadora de pértiga que tenía a un lado se quedó enganchada en la línea eléctrica primaria energizada; la podadora se soltó del cinturón del capataz y quedó colgada en la línea. El empleado golpeó a la podadora con el dorso de su mano para ver si estaba energizada y luego la retiró de la línea. Este incidente ocurrió frente a un inspector de seguridad de Atlas y fue reportado al empleador, y el empleado fue despedido. Actualmente estamos en el proceso de quejas para entender qué sucedió realmente. Este incidente también se encuentra bajo una investigación de Incidente Grave, Fatalidad (SIF), y tendremos más información proveniente de ese informe.

TSU (Auburn y Placerville): Un empleado se cayó de un árbol y se lesionó gravemente. El empleado fue trasladado al hospital, y requirió tratamiento por algunas fracturas. El accidente está también bajo una investigación SIF y esperamos tener más información cuando se complete. TSU no había tenido una lesión grave desde hace muchos años antes de que sucediera este incidente. Todas las cuadrillas tuvieron una parada de concientización de seguridad durante un poco más de una semana debido a este incidente.

Asplundh Tree Experts (NV Energy): El trabajo ha continuado en Reno, el este de Nevada y en las afueras de South Lake Tahoe. La compañía ha ampliado la fuerza laboral aquí con cuadrillas de fuera de la zona y principalmente de los estados del desierto donde Asplundh tiene contratos.

Después de un largo retraso se anunció que Asplundh Tree Expert recibió una prórroga del contrato con NV Energy por dos años más. El acuerdo actual en estas instalaciones entre IBEW

1245 y Asplundh estaba en su último año, y estábamos abordando los asuntos salariales para 2021 contenidos en el acuerdo. La empresa quería ampliar el acuerdo actual para que coincidiera con el acuerdo que tenía con el cliente (NV Energy). Negociamos una prórroga del acuerdo actual por dos años más, con aumentos salariales del 3% en 2021 (retroactivos al 1o de mayo de 2021), aumentos del 2.5% en 2022 y 2023. Los miembros también recibirán un nivel adicional de vacaciones de 15 días después de 10 años. La prórroga fue ratificada el 9 de julio de 2021.

— *Junior Ornelas, IBEW 1245 Business Rep*

Zona Sur

Muchas cosas han cambiado durante el segundo trimestre, comenzando con la nueva política de CoVid-19. Según PG&E, las compañías y/o contratistas están obligados a tener cuadrillas de tres personas al trepar árboles.

Se han reanudado las reuniones de la unidad, y han tenido buena asistencia.

También estamos aumentando nuestros delegados de seguridad de KTC, ya que es muy importante tener tantos como sea posible. Necesitamos esto más que nunca debido a todos los accidentes que han ocurrido desde principio de año; por esto es necesario centrarnos más en la seguridad, ya que queremos que todos los miembros regresen a su hogar con sus familias todos los días.

Estamos teniendo problemas de ascensos de clasificación con algunos de los contratistas y estamos trabajando los problemas a medida que los recibimos. Esta es una de las áreas que se podrían resolver una vez que se haya establecido el Programa de Certificación.

Mario's está trabajando 10 horas en la división de Fresno y Stockton, y ocho horas en Bakersfield. Estamos en conversaciones con la compañía para suministrar teléfonos celulares a los empleados.

Las cuadrillas de Wright Tree están trabajando 10 horas en Turlock y ocho horas en Modesto sin problemas. Añadieron dos nuevas cuadrillas en Turlock y tres nuevas cuadrillas en Modesto. No habíamos visto esto desde hace mucho tiempo.

Davey Tree tiene cuadrillas en Central Coast trabajando ocho horas al día en labores de rutina, así como algunas cuadrillas trabajando diez horas al día en trabajos de proyectos. La división de Los Padres está trabajando diez horas al día. Davey ha estado contratando lentamente y están buscando personas calificadas.

Las cuadrillas de Arborworks están trabajando ocho horas al día. Recibieron algunos trabajos de EVM en Los Padres, así como algunos trabajos de Southern California Edison.

Community Tree dice que ha sido difícil recibir trabajo de PG&E, y muchos de sus empleados están haciendo trabajos privados y ellos les están pagando a sus empleados por debajo de las tarifas del acuerdo.

Nate's Tree parece estar al día con el trabajo, y todo está bien. Todos están trabajando diez horas al día sin problemas que reportar.

— *Abel Sanchez, IBEW 1245 Business Rep*



Power Plant Tech Caleb McNutt



Power Plant Tech Edward Gill

Photos by John Storey

IBEW 1245 Members at Moss Landing Maintain World's Largest Lithium-Ion Battery Storage System

When IBEW 1245 member Edward Gill hired on at the Moss Landing Power Plant more than four decades ago, it looked and ran quite differently than it does today.

"When I started in '79, the facility was owned by Pacific Gas and Electric. And operation was a little different, because a lot of the guys who worked here were out of the service, either the Navy or the Marines ... So it was kind of run like a ship. It was interesting," Gill recalled. "I started on the old boiler side, and it was all manual controls. There was no computer system, just operator experience working on it."

The job — and the plant itself — have changed and evolved quite a bit over the years. Gill recalls the first time he worked on units with a Westinghouse computer, and later, on the more high-tech FoxPro and GE systems. He's seen all sorts of technological advancements come to the plant to improve efficiency and reduce emissions over the past four decades — and earlier this year, his longtime worksite gained international notoriety when it became home to the largest lithium-ion battery storage system in the world.

The 300 MW/1,200 MWh lithium-ion battery storage system at Moss Landing (which is owned by Vistra) was installed by members of IBEW 234 out of Castroville, and is now being maintained by Gill and the other IBEW 1245 technicians who work for Vistra at Moss Landing. Made up of nearly 100,000 batteries split into more than 4,500 stacked cabinets, the system has the capacity to power approximately 225,000 homes for about four hours during peak electric usage times. Phase II of the battery storage project will bring an additional 100 MW/400 MWh to the facility by late summer of this year, for a total capacity to 400 MW/1,600 MWh.

Utility grid-scale storage has been the missing link in the renewable power puzzle for many years — but now, with Moss Landing's groundbreaking storage capability, California will be able to utilize more greenhouse-gas-free power, bringing the state closer to its ambitious

clean-energy goals.

"The North American power grid is the most complicated and expensive machine in human history. It is also the most important to our economy, but it wasn't designed for intermittent generation like solar and wind," said IBEW International Utility Director Donnie Colston. "Grid-scale storage is not only one of the ways we bridge that gap, but like at Moss Landing, it is evidence that decarbonizing power generation can provide good jobs."

"Our members at Moss Landing are a prime example of what a 'Just Transition' to a clean energy future can look like when workers — backed up by a strong union — are given the opportunity and training to evolve their skills and jobs in conjunction with the shift towards more renewables," said IBEW 1245 Business Manager Bob Dean. "We

don't need a Green New Deal; we are the Green New Deal."



Plant Technician Caleb McNutt, a 20-year IBEW 1245 member, hired on back when the plant was owned by Duke Energy. He explained how the team at Moss Landing works to make use of California's surplus renewable power without sacrificing reliability.

"The batteries pull in power when we're producing excess power from, say, wind and solar, and we store that for times when wind and solar is not as plentiful, and we're able to push that back out onto the grid," McNutt told the *Utility Reporter*. "We're trying to kind of smooth out the peaks and valleys of the grid, making it more stable."

"We have what are commonly

referred to as inverters ... usually, an inverter only takes AC to DC, but we have inverters that will also take DC to AC," McNutt added. "The electricity goes both ways through these inverters, and converts it to AC when it's going out on the grid, and it converts it to DC when it comes in and charges the batteries."

Gill, who has watched the plant change ownership five times over his 41-year career, recognizes the value of IBEW 1245 representation in making sure he and his co-workers are protected.

"I'm glad the union's there, because we get a lot of benefits from the union, and they watch out for us ... so we're not being walked on by any company," he said. "They're the voice that has helped us with negotiation for our benefits. As today goes, a lot of employers are really backing off on what they want to cover



Power Plant Techs Doug Bailey (Camo) and Weston Miller (left) do maintenance.

... so I'm glad to be a union member."

"The union has given me a great opportunity here. It supports my family, and it's a well-paying job," added McNutt. "It's very seldom in this area to find a good paying job like this."

For many years, the members at Moss Landing have been concerned about the uncertain future of the plant. When two of the units were retired in 2016, and the potential for a plant closure was looming, the union worked with the members to shore up severance options and successor language. But in just five short years, the plant came back from the brink and is now a beacon of hope.

"With the installation of the battery storage facility, and the new direction that Vistra is taking with clean energy, the future of the Moss Landing Power Plant appears more promising," said Assistant Business Manager Al Fortier. "The workforce is now expanding again, we have a newly negotiated contract with many improvements, and the members are more optimistic about their future."

Read more about the battery installation at Moss Landing (via IBEW.org) https://www.ibew.org/media-center/Articles/21Daily/2105/210510_World

— Rebecca Band, IBEW 1245 Communications Director



Nicholas Covello (right) and Jaime Rivera check voltage on the inverters.



Nicholas Covello, Lee Phillips and Jaime Rivera walk down a bank of batteries.



Nicholas Covello (left) and Lee Phillips check batteries.



IBEW Local 1245 members working at the Moss Landing are, front row, from left: Richard Carrillo, Isaac Henry, Nicholas Covello and Jaime Rivera. Back row, from left: Lee Phillips, Caleb McNutt, Craig Smith, Doug Bailey, Edward Gill, Weston Miller, Noah Short, Eric Gruber, Franklin Pringle and Bill Bailey.

Roadside Rescue: PG&E Lineman Saves Man from Burning Vehicle, Suppresses Fire



Brian Marino, a PG&E lineman and 12-year IBEW 1245 member, was working near Oroville, CA doing a simple tag service at a meter. As he was leaving the job, a smoking car on the side of the road caught his eye.

“At first I thought I was just going to stop and help someone that was overheating, and then I realized there was a fire,” Marino recalled.

He could tell that the driver needed his help immediately, and he didn’t have time to stay on the line with 9-1-1, so Marino quickly contacted his supervisor and asked him to call in the emergency.

Then, without missing a beat, Marino ran over to help the man inside the car.

“He thought his truck was just cutting out, and he wanted me to call AAA for him,” explained Marino. “He didn’t even realize the truck was on fire. And he had limited mobility, and couldn’t really stand unassisted.”

The man had a mobility scooter on the back of his car, which Marino helped him unload and get onto, and ushered him away from the burning vehicle.

After helping the man to safety, Marino went back to extinguish the fire. “By then, his car was smoking pretty good,

and there were flames coming up. I did the best I could with my fire extinguisher and backpack to stop the fire.”

Now, the situation was attracting more attention along the country road. A passerby hauling livestock pulled up and offered to help Marino extinguish the fire. Around that time, the local fire department also arrived.

Marino recognized that the danger posed by a car fire can escalate quickly, particularly in light of recent devastating wildfires in California. He acted quickly to protect a man’s life and also to help stop the fire before spreading into

nearby areas.

“It was right next to our pole line. And right next to dry fields with a bunch of tall, dry grass. I’ve had experience with a lot of wildfires through work and around my house. If I can put out the fire, then I’ll do it, or do my best to. That’s our way of thinking.”



“My Duty as a City Worker and a Citizen”

IBEW 1245 Member Suppresses Fire in Redding

It was a seemingly typical work day for IBEW 1245 member Nick Dellaragione, who works as a Meter Reader for the City of Redding. Temperatures were soaring, and he was on his route, taking a break in the shade, when he noticed that there was smoke coming from somewhere nearby. He immediately started looking for the source.

“The fire seemed like it was right next to me. I found it, two houses down. It was in someone’s backyard,” he recalled.

Dellaragione had already been to that house to read the meter. The fire had started near the pool, and there was dry vegetation around that had ignited. When he was reading, he saw the homeowner leave the house, but he could not be sure there were no other people inside.

He quickly made a plan to address the danger that was unfolding. First, he called the fire department and gave them the address. After that, he turned on his truck’s flashing lights to alert the emergency responders to the location. Then, he grabbed the fire extinguisher in his truck, and ran around to the backyard where the smoke was emanating from.

The blaze was already too big to be contained by the fire extinguisher, but



Nick Dellaragione

Dellaragione did what he could. The fire continued to grow, and it quickly spread to a fence. But that was not the biggest concern: the fire was nearing an outbuilding, and if that were to catch fire, so would the house.

“I got the hose out, and started spraying down the outbuilding,” Dellaragione recalled. The fire was spreading the other way; there was nothing I could do about that, but I knew I needed to keep

it away from the structures.”

The fire department arrived in about ten minutes. Dellaragione assisted as they assessed the scene and let them take it from there.

Reflecting on that day, Dellaragione knew that his past experience facing fires was a factor in his quick reaction.

“I grew up in a fire prone area. There would be fires that would come right up to the house probably once every four years,” he said. “We would have to fight fires or run.”

He also noted how fortuitous it had been that his boss had ordered fire training the previous month. That meant he had recently practiced putting out a fire and the correct way to operate a fire extinguisher.

Dellaragione believes that the skills he’s acquired through his day-to-day work have improved his ability to identify problems and respond quickly.

“As meter readers, we are covering large sections of the city at once,” he explained. “We are the eyes and ears of the neighborhood, and are constantly looking for hazards. We report all types of things, from downed wires to mains breaking, to the smell of gas and storm drain dumping. I think we are an asset to the community.”

Later, the firefighters on the scene pointed out that the outbuilding may have had chlorine in it, which could have sparked an explosion. Houses in the neighborhood are close together, so if the fire had progressed, lives may have been at risk.

Dellaragione knows all too well the devastation that can come when a fire is left to spread. In 2018, the Carr fire came nearby and burned hundreds of thousands of acres, and destroyed the houses in its path. This year, there is already smoke in the air from several nearby fires. The area is dry and hot, ripe conditions for fire to catch and spread.

“It never occurred to me to drive away and say, ‘This is not my job.’ It was my duty as a city worker and a citizen of this town,” he said. “I did put myself in danger a little bit. But something told me to stay and do it. Any one of my coworkers would have done the same thing.”

IBEW 1245 members have the training and experience to keep their communities safe, and are always at the ready to go above and beyond the call of duty to protect the places where they live and work.

As Dellaragione said, “I am proud to be part of IBEW. Proud union.”

Photos courtesy of Nick Dellaragione

Outside Construction, from page 15

eligible members. The IWF continues to see 20-30 claims per month, mostly from non-work related injuries/illness.

You can now obtain the IWF Summary Plan Description and Application on the union website under the "Outside Construction" tab at <https://ibew>

1245.com/outside-line-injured-workers-fund/.

When submitting an IWF application, please make sure to read ALL of the eligibility requirements and submit with the appropriate documentation. The majority of claims that are being denied are due to the fact that the required documentation is not submitted at all, or the application does not

contain all of the required information.

To request an IWF application please email IWF@ibew1245.com or text (707) 452-2720 with your name, email address or mailing address if you prefer to receive this document through the mail.

ORGANIZING/NEW EMPLOYERS

The following companies have signed an agreement with Local 1245 in

the past three months:

California Outside Line Construction Agreement:

- Hangtown Electric, Inc.
- Leatherneck Construction, Inc.
- Energy Experts International

Construction Coordinator/Inspector Agreement:

- NV5, Inc.
- Gold Coast Utility Specialists, LLC
- Inspection Associates, Inc.

Gas Inspector Agreement:

- Austin Construction Resources & Experts LLC



IBEW apprentices practice climbing at the new JATC facility in Woodland

Photos by John Storey



Trees, from page 12

Truckee): Mountain has numerous crews working all over the PG&E system. The company is coming up with a new Disciplinary Policy and we plan on having further discussions on this topic to avoid any discrepancies in the future. We've had a few issues come up regarding the hours of work and prearranged overtime. The company has the right to work either 8- or 10-hour shifts, however per the agreement when they are working 5-6 days a week on a consistent basis, then they are not on an 4-10 schedule but rather a 5-8 schedule that is paid at 8 hours straight time and 2 hours OT each day. A 4-10 schedule in the agreement is intended for a 3-day weekend and can save the employer an extra day of per diem, however there is no need to work that schedule when working more than 4 days a week. The other issue was the prearranged overtime; in the new agreement, prearranged OT is no longer voluntary. If you have specific plans where you have a conflict, work it out with your General Foreman. All crews have been working 10-hour shifts on a consistent basis. We recently arbitrated a case for wrongful termination in El Dorado County, and the arbitrator ruled in favor of the grievant. The terms of the final settlement are currently being worked out.

Davey Tree Surgery and Pole Test & Treatment: The was an outstanding issue that went back to the end of 2019 related to vacation pay-out. This was part of the new 2020 agreement which

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had finally been resolved with all current employees receiving this pay-out. Everyone should have been paid out with and we are working to verify if there are any outstanding issues before closing out this issue. We recently had an incident where a Foreman climbing a tree when the pole pruner which was attached to his side got hung up on the energized primary, where it detached from the members belt and stayed on the line. The employee hit the pruner with the back of his hand as to see if it was energized then proceeded to remove it from the line. This incident took place in front of an Atlas Safety Inspector and was reported to the employer, and the employee was terminated. We are currently working through the grievance process as we sort through what really happened. This incident is under a Serious Incident, Fatality (SIF) investigation as well, and more to come from that report.

TSU (Auburn & Placerville): An employee fell out of a tree and got seriously injured. The employee was transported to hospital which required repairs to some broken bones. The accident is under a SIF investigation as well and we expect more information when completed. TSU had not had a serious injury in many years before this incident. All crews were stood down for a little over a week because of this.

Asplundh Tree Experts (NV Energy): Work has continued in Reno, Eastern Nevada and outside South Lake Tahoe. The company has expanded the workforce here with crews from outside the

area and mostly from the desert states where Asplundh has contracts.

After a long delay it was announced Asplundh Tree Expert was successful in extending the contract with NV Energy for another two years. The current agreement on this property between IBEW 1245 and Asplundh was in its final year, and we were addressing the wage openers in it for 2021. The company wanted to extend the current agreement to match the agreement they had with the customer (NV Energy). We negotiated an extension to the current agreement for two more years, with wage increases of 3% in 2021 (retroactive to May 1, 2021), 2.5% increases for 2022 and 2023. The members will also receive an additional level of vacation which is 15 days after 10 years. The extension was ratified on July 9, 2021.

— Junior Ornelas,
IBEW 1245 Business Rep

Southern Area

Many things have changed during the second quarter, starting with the new Covid-19 policy. Companies and/or Contractors were required to have three-man crews when climbing per PG&E.

Unit meetings have resumed and have been well attended.

We are also ramping up our KTC Safety Stewards, as it is very important to have as many as possible. We need this more than ever because of all the accidents that have occurred since the beginning of this year; thus, the need to focus more on safety, as we want all

members to go home to their families every day.

We are having progression issues with a few of the contractors and are working through those as they come. This is one of the areas that could be resolved once the Certification Program is in place.

Mario's is working 10-hour days in the Fresno division and Stockton, eight-hour days in Bakersfield. We are talking to the company about providing cell phones to employees.

Wright Tree crews are working 10-hour days in Turlock and eight-hour days in Modesto with no issues. They added two new crews in Turlock and three new crews in Modesto. We have not seen this happen in a long time.

Davey Tree has crews in the Central Coast working eight-hour days on routine, as well as some crews working ten-hour days on project work. Los Padres division is working 10-hour days. Davey has been hiring slowly and are looking for qualified people.

Arborworks crews are working eight-hour days. They picked up some EVM work in Los Padres as well as some work with Southern California Edison.

Community Tree says that it's been hard getting work from PG&E, and a lot of their employees are doing private work and they are paying their employees under the agreement.

Nate's Tree seems to be on schedule, and everything is good. They are all working 10-hour days with no issues to report.

— Abel Sanchez, IBEW 1245 Business Rep



Dela Marth

Photos by John Storey

At IBEW 1245's first Advisory Council meeting since the start of the pandemic, workplace safety was front and center on the agenda.

"The utility industry is one of the most dangerous places to work in the United States, and 32 members have fallen in my time at 1245," Dean told the Advisory Council, noting the significant uptick in serious injuries and fatalities over recent months. "Right now, we are getting injured at an unprecedented rate, and I'm here to tell you that there is nobody coming to save us. There's no corporate safety program, no



Ralph Armstrong

boss, no slogan, no hat or t-shirt that's going to turn the tide of this. It's got to be us, standing up as professionals in this industry, and looking out for our brothers and sisters. Take a look in the mirror, because that's who's going to save us. There is no other option."

Senior Assistant

Business Manager Ralph Armstrong reflected on a recent meeting he'd had with leaders of IBEW 1245's peer safety committee members.

"I asked a question: 'How many people in here have kids?' Everybody raised their hand. My next question was, 'How many want their kids working in this industry?' Nobody. Silence. One person did say that they would, but only if their kid could work with them. Think about that," he said. "So I laid in bed at night, trying to digest everything that took place, and it came to



Control the Pressure Committee Chair Ernie Pena



Fred Aboud, with microphone, surrounded by safety stewards and members of IBEW 1245's peer safety committees

me. What if we treated everybody that we worked with like they were our own kids working for us? The most precious thing we ever had working for us, imagine if we watched over them that same way. We could probably end all this.”

Armstrong proceeded to introduce Dela Marth, whose son, IBEW Apprentice Brandon Orozco, died on the job in 2013. She spoke candidly about the incapacitating amount of pain she experienced after losing her son, and how her life changed forever on that day.

“They say that life goes on, but it kind of stopped for me. Because he was my son. I’m lost, I don’t know where to go. Sometimes, I feel like my life is over,” she

said, her voice filled with emotion. “And now, all my son’s friends are getting married, having kids ... and I’m at the weddings, and buying presents for the babies, knowing I will never have a grandchild.”

For Marth, connecting with other line families who have been through similar losses helped her find some solace and purpose. In honor of her son, Marth started an organization called Brother’s Keeper, which aims to raise safety awareness for linemen on the job, and also raises funds for other families who have lost a loved one to the trade. She explained how she felt when she recently met with the mother of Johnny Cabrera, the 24-year-old groundman who died

in a mini-excavator accident this spring (see article on page 11).

“She was like me, we had no clue what to do. I’m trying to guide her through the process, and it’s so hard,” she said. “But if I can help anyone here, don’t hesitate to call. I’m going to be here for you all the time, I’m not going anywhere because I feel comfortable here. [IBEW] is my family.”

Later, IBEW 1245’s new safety rep, Fred About, made an impassioned presentation about the importance of growing the union’s Safety Steward program. Flanked by representatives from the Control the Pressure Gas Safety Committee, the Keep the Clearance Tree Trimmer Safety

Committee, and the Hold the Pull Electric Safety Committee, he explained how the peer-to-peer safety program works to empower members to speak up, stop the job, and have tough conversations when they see something potentially unsafe at work. Other staffers and leaders of the peer committee echoed those sentiments as well.

“Hopefully all of you are going to be joining this group of safety stewards up here, because there has to be membership involved, and it has to be everybody. We need an army,” said Dean. “No matter whether you’re called a safety steward or not, this has got to be on top of everybody’s mind.”

Dean: “We are the Gatekeepers”

In the Business Manager’s report to the Advisory Council, Business Manager Bob Dean gave a comprehensive overview of the state of the union, highlighting the fact that Local 1245 and its members have fared exceptionally well during the course of the pandemic.

“The work picture for IBEW 1245 members is phenomenal. We are thriving. Through this pandemic, with all the things that happened, none of our members got laid off through this, everybody kept working,” he noted, pointing out that between fire hardening, undergrounding, tree trimming, and more, the work outlook should remain strong for generations to come.

He also mentioned several key victories we’ve achieved for our members over the past 18 months, which include a new agreement to improve wages and benefits for vegetation inspectors, the legislation we helped pass to raise up standards and training for tree trimmers, victories at the bargaining table, and the various ways that Local 1245 is staying ahead of the curve in terms of new technologies and a changing in-

dustry. As an example, he highlighted a recent victory with the California State Licensing Board around utility-scale battery installation.

“We succeeded in ensuring that no battery could be installed unless it’s done by a certified contractor,” he explained. “Which means, generally speaking, batteries are going to be installed by qualified electrical workers, it’s going to be our work.”

But he also underscored the many threats and challenges we face as the utility industry evolves, and the importance of remaining diligent in protecting the work that has traditionally been performed by IBEW members.

“If there’s an electron or a gas molecule going through it, that needs to be our work,” Dean said. “So these battles go on, we fight everywhere we can to achieve everything that we have. We give away nothing, but we also need all of this new work — we need EV, we need solar, we need batteries, we need the future to also be ours. That’s how we survive.”

“We are the gatekeepers here,” he

continued. “We’ve had generations of 1245 members come before us, and they built what we have. If we do our work, if we do a good job, then more

generations will come after us, it will be their time — but only if we do our part. Right now, it’s our time to fight. This is a perpetual, never ending fight.”



Business Manager Bob Dean

Ayeta Scholarship Winners Recognized

In 2020, IBEW 1245 established a new line school scholarship program for first-generation utility workers. The

Jairus Ayeta Line School scholarship is named in honor of an IBEW 1245 apprentice who was the victim of a fatal

workplace tragedy on August 4, 2018 while restoring power at the Carr Fire outside Redding, California.

The first two Ayeta Scholarship awardees, Matt Carrier and Estevan Salazar, were selected in January of this year. They both enrolled in the Northwest IBEW JATC-sanctioned VOLTA Line School in Oregon this spring, with all their expenses paid for by IBEW 1245, and at the July Advisory Council meeting, Senior Assistant Business Manager Bob Gerstle commended them for exceeding the union’s expectations.

“These two graduated at or near the top of the class, and now we’ve got them on as PG&E hiring hall utility workers with GC. Matt is working out of Davis, and Estevan is working out of North Valley,” said Gerstle. “The feedback has been unbelievable. I cannot tell you how proud I am of these two young men, how successful they’re going to be.”

The next two recipients of the Ayeta scholarship will be starting at VOLTA in September. Read about them on page 3.



Business Manager Bob Dean (far left) and Senior Assistant Business Manager Bob Gerstle (far right) applaud Ayeta Scholarship winners Matt Carrier and Estevan Salazar



Senior Assistant Business Manager Anthony Brown recognized the longtime IBEW 1245 union hall staffers who retired during COVID-19, including Gail Varner, Karen Kiley, Muriel Moore and Peggy Proschold.



The Electrical Workers Minority Caucus announced the winners of their fundraising raffle, which raised \$1,369 for the constituency organization. Staffers Keith Hopp and Bryan Carroll won the raffle. Carroll announced he would donate his prize to Dela Marth of Brother's Keeper.



President Cecelia De La Torre congratulates Ysabel Moreno, winner of IBEW 1245's Survivor's Scholarship. See story on page 3.



Business Manager Bob Dean honored the passing of longtime Business Rep Landis Marttila, who had just retired last year after 30 years on staff at 1245. See full story on page 31.



Business Manager Bob Dean gave a special shout-out to the IBEW 1245 organizing stewards, whom he credited for enabling 1245 to be "a great friend to our friends, and a great enemy to our enemies." (Photo taken the day before Advisory Council, during a meeting of organizing stewards at the union hall).

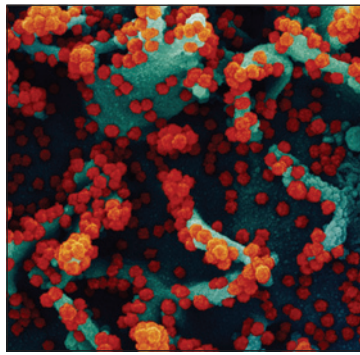
PROTECT YOURSELF AND OTHERS FROM THE COVID 19 DELTA VARIANT

Just when we thought that the worst of the COVID-19 pandemic was behind us, the aggressive and highly contagious Delta variant has swept across the globe, and in many parts of IBEW 1245's jurisdiction, hospitalizations and deaths from COVID are now at their highest point since the start of the pandemic.

VAX UP: The data from hospitals and public health officials has proven that the vaccine is highly effective at preventing serious illness, as the vast majority of those who are dying or experiencing severe illness are unvaccinated. Public health experts agree that getting the vaccine is the best way to protect

yourself and those around you.

MASK UP: New studies show that it's possible for vaccinated individuals to have 'breakthrough infections,' and they may also show no symptoms but unknowingly carry and spread the Delta variant. This has prompted the CDC to revise its mask recommendations for high-spread areas (including much of IBEW 1245's jurisdiction), and counties and cities across California and Nevada are once again requiring face coverings



in indoor public areas for all individuals, regardless of vaccination status.

As of this writing in early August*, the IBEW 1245 Union Hall is open and Solano county has not re-instituted a universal mask mandate. We remain

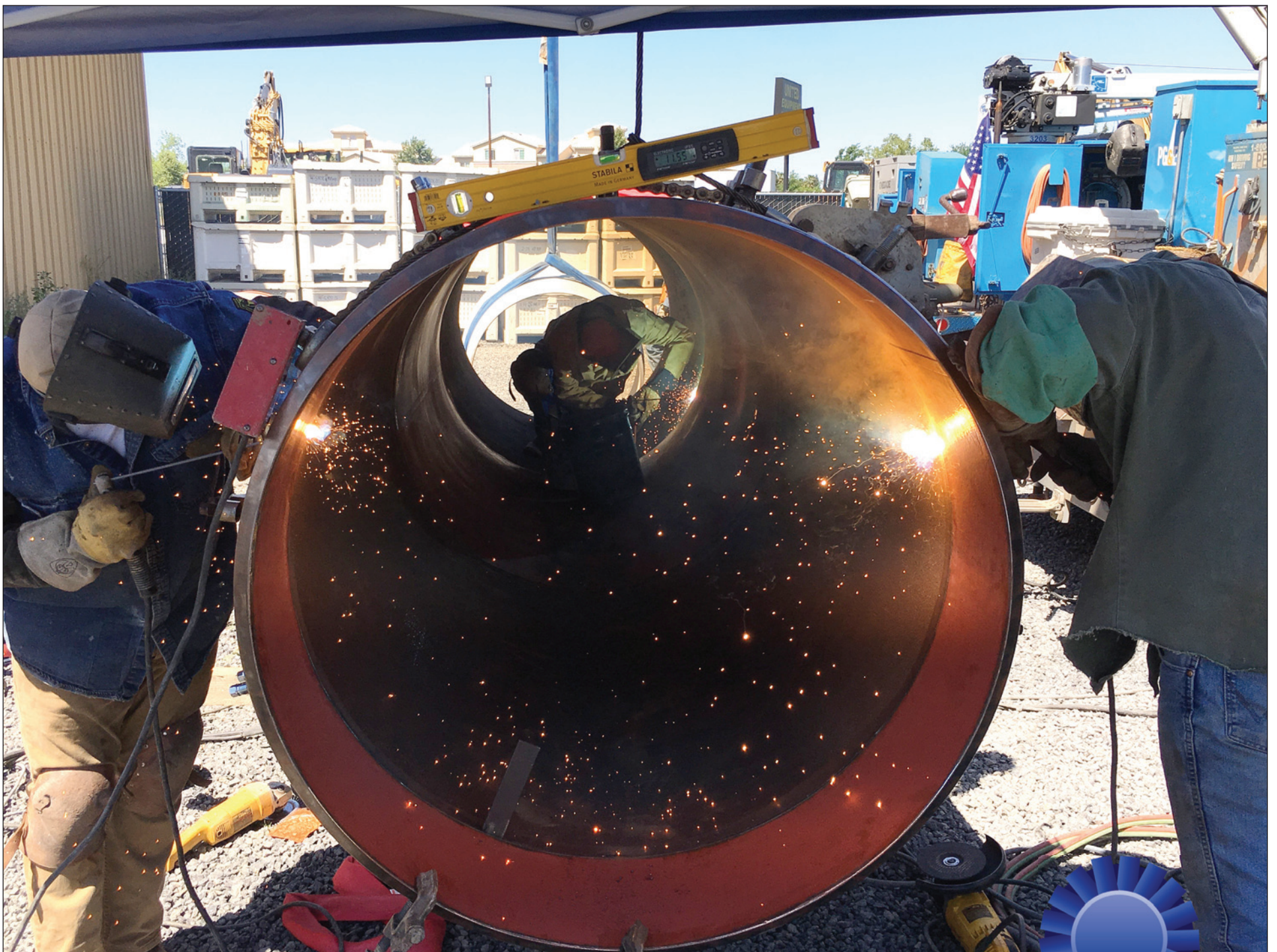
vigilant in our efforts to prevent the spread of COVID among our members and staff. Unvaccinated individuals, and those declining to state, must wear their face covering/masks while in our facility. For vaccinated visitors to the union

hall, IBEW 1245 recommends (but does not require) a face covering when inside the hall and unable to observe social distancing guidelines. The union will not be requiring universal masking unless/until a government agency (such as the city, county, or state) mandates such requirement.

We take the health and safety of every person associated with Local 1245 very seriously, and individual accountability is expected of each and every one of us. We cannot emphasize this enough – If you or members of your family are experiencing symptoms related to COVID or have tested positive for COVID, stay home.

*The situation around COVID-19 continues to change quickly, and may have changed since the printing of this publication. Please visit www.ibew1245.com/covid19 for the most up-to-date info.

Steven Silva Wins Quarterly Photo Contest



Steven Silva's winning photo

We are pleased to congratulate 10-year IBEW 1245 member Steven Silva, who has won the IBEW 1245 quarterly photo contest! Brother Silva, who works as an Apprentice Welder for PG&E in Modesto, was unable

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to attend the Advisory Council meeting to accept his award in person, so the union issued his prize check by mail.

All IBEW 1245 members in good standing are eligible to enter up to five original, high-resolution photos into

the contest each quarter. Submissions should 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.



Crews from Liberty Utilities do restoration from the Tamarack Fire in Markleeville, Calif.

IBEW 1245 On the Scene at the Tamarack Fire

Photos by John Storey



Wasatch crew Allen Birch (Foreman), Austin Peterson (apprentice), Michael Goldsby (apprentice), and Dawson Stallings (apprentice) watch as a helicopter lowers down a replacement pole.

On Friday, July 16, the Tamarack Fire was ignited by a lightning strike in a wilderness area near the California-Nevada border, south of Lake Tahoe. The fire quickly spread to more than 68,000 acres and extended across the state line into parts of Nevada, destroying more than 120 power poles in California, along with another 80 in Nevada. As of this writing, the fire is 82% contained, and we have learned of one IBEW 1245 member, an NV Energy troubleman, who tragically lost his home to the fire in Holbrook Junction, NV.

The IBEW 1245 members at Liberty Utilities were involved in the Tamarack Fire response from the start, working with first responders to de-energize power lines as needed to keep firefighting personnel safe. On July 20, crews began working to rebuild the damaged infrastructure around the small Alpine County town of Markleeville, CA.

The *Utility Reporter* caught up with a Liberty crew in early August, just as they were finishing up the restoration work on a six-mile span of line, preparing to restore full power to Markleeville.

Liberty is a small utility, and due to the location and extensive nature of the restoration work, contractors were brought in to speed up what would have otherwise been a slow and arduous process.

“We had several crews from Rockstad, Summit and TW working with us, and we’ve flown in several poles,” explained Liberty Line Foreman Marty Radekin. “We’re in a very remote area, it’s really tough, rocky terrain, so we had help from a company called that Aztrack. They have great equipment for digging and setting poles ... It’s amazing that we were able to accomplish what we have in such a short period of time.”

In his 49 years on the job, Radekin has worked his fair share of fires, but he considers this one to have been one of the more challenging restoration jobs of his career.

“It’s comparable to the Angora Fire we

had back in 2007 in South Lake Tahoe. It’s a similar to that, only this is a lot tougher terrain to work in. Really difficult,” he emphasized. “The digging is nothing but rock. Solid rock, lava cap, tough digging. Most of the holes were dug by Aztrack equipment. And we had another contractor, Summit, they’ve hand dug a lot of the holes as well.”

Radekin, who is planning to retire in early 2022, has seen a lot a lot of changes in his nearly five decades in the trade, and in his opinion, the most notable change he’s seen has been the increase in battery-operated tools, which he hopes might help younger linemen avoid some of the injuries and subsequent surgeries he experienced back in the day when more things were done by hand.

As a foreman, Radekin appreciates the consistent skills and knowledge that IBEW members — both from Liberty, as well as the contractors — bring to the job.

“I can tell you that the quality of linemen that we’re getting here is really very good, and we’re getting quality linemen from all over the country, too,” he added, pointing out individuals who had come from as far as Missouri and Tennessee to work in 1245’s jurisdiction. “The safety culture at the IBEW is second to none. Really a great emphasis on safety.”

More wildfire coverage to come in the next edition of *Utility Reporter*.



Fred Aboud gives a safety presentation.



A Wasatch crew flies in a pole using a helicopter.



Liberty Utilities Foremen, Marty Redeckin (left) and Smiley Stahl

Be Your Brother's and Sister's Keeper Join IBEW 1245's Peer-to-Peer Safety Program

IBEW 1245's Peer-to-Peer programs are created and managed by members themselves. The goal is to increase the safety of our members at the workplace, to address safety problems on a member-to-member basis, and to achieve greater safety awareness through information and education rather than the disciplinary process.

The Peer-to-Peer Initiative exists *outside of company safety pro-*

grams. Company safety programs have their place, and have various ways to induce employees to work safe: training, reward, recognition and discipline. At times these tools may work, but none of these alone can create a safety culture based on taking personal responsibility for one's self and for one's fellow worker.

The Peer-to-Peer initiative is dedicated to creating a safety culture that

motivates union members to find other means to promote their own personal safety through mutual support and protection on the job.

Sometimes a member needs information or someone to talk to without fear of consequences. The Safety Steward is a willing ear. The Safety Steward is also someone who may approach a member with a non-judgmental statement like, "Can I suggest a safer way

to do that?" or "Do you mind if we talk over something?" The Safety Steward may need to use peer pressure with his/her fellow workers to bring about change. A Safety Steward does not expect to reform the world overnight, but will try to make a change in safety culture one member at a time.

If you're interested in becoming a Safety Steward, email Fred Aboud at MFA1@IBEW1245.com



IBEW 1245 Safety Stewards and Peer Safety Committee Leaders with Business Manager Bob Dean and President Cecelia De La Torre at the July Advisory Council meeting

Independent Auditors' Report

To the Officers and Members of the International Brotherhood of Electrical Workers, Local No. 1245 Vacaville, California

Report on the Financial Statements. We have audited the accompanying statements of financial position arising from cash transactions as of December 31, 2020 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements. Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis: this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles. Accordingly, the accompanying statements are not intended to present financial positions and results of operations in conformity with U.S. generally accepted accounting principles.

Opinion. In our opinion, the financial statements referred to above present fairly, in all material respects, the cash basis transactions of the International Brotherhood of Electrical Workers, Local No. 1245 for year ended December 31, 2020 and its financial position (cash basis) at December 31, 2020 in accordance with the basis of accounting described in Note 1 to those statements.

Report on Supplementary Information. Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information for the Schedule of Cash Disbursements for Net Assets without Donor Restrictions for the year ended December 31, 2020, is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records

used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Ineich & Company, LLP

Ineich & Company, LLP

Foster City, California
July 1, 2021

NOTE 1

Nature of the Organization and Summary of Significant Accounting Policies. The International Brotherhood of Electrical Workers, Local No. 1245 (the Local) is a non-profit corporation chartered under the laws of California and is exempt from both federal and California income taxes under current provisions of code section 501(c)(5) of the Internal Revenue Code and section 23701a of the State Revenue Taxation Code.

Basis of Accounting. The accompanying statement of financial position is prepared on the cash method of accounting with the exception of provision for depreciation, unrealized gains and losses on investments, and other payables. Prepaid and delinquent dues and assessments are not recorded. Prepayments, such as taxes and insurance, are recorded as expenses when disbursements are made.

The accompanying statement of recorded cash receipts and disbursements are prepared on the cash basis of accounting; consequently, certain revenues are recognized when received rather than when earned and certain expenses and purchases of assets are recognized when cash is disbursed rather than when the obligation is incurred.

Property and Equipment. Automobiles, furniture and equipment are stated at cost. Depreciation has been computed on depreciable assets at 20% per year on automobiles and 10% per year on furniture and equipment. Expenditures for maintenance and repairs are expensed as incurred and betterments are capitalized. First year depreciation is computed on a pro-rata basis on the quarter the item is put in to service.

Accounting Estimates. The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts. Actual results may differ from these estimates.

Investments. Fair market value of investments is based on quoted market values.

NOTE 2

Net Assets. Net Assets, revenues, gains, and losses are classified based on the existence or absence of donor or grantor restrictions. Accordingly, net assets and changes therein are classified and reports as follows:

Net Assets without Donor Restrictions – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets with Donor Restrictions (Political Donation Fund) – Individual members of the Local make voluntary donations to the Political Donation Fund. These funds are designated for the purpose of political contributions on behalf of the membership.

NOTE 3

Related Party Transactions. The I.B.E.W. Local Union 1245 Energy Workers Center, Inc. is a California non-profit corporation who owns and operates the office facilities rented by the Local in Vacaville, California on a monthly basis of \$20,000 per month. Both the Corporation and the Local have common officers and directors that serve on their respective boards. During the year ended December 31, 2020 the Local paid the Corporation \$240,000 in rents.

NOTE 4

Pension Plan. The Local sponsors a defined contribution and a 401k deferred compensation plan covering substantially all of its eligible employees.

Contributions for the deferred contribution plan are based on 15% of eligible compensation. Contributions for the year ended December 31, 2020 were \$2,317,597.

Under the 401k deferred compensation plan, the employee is able to defer the greater of 10% of eligible compensation or the current limit set by the Internal Revenue Service.

NOTE 5

Merger of I.B.E.W. Local No. 2376 into I.B.E.W. Local No. 1245. On March 1, 2016 the amalgamation of I.B.E.W. Local Union No. 2376, located in Vallejo, California, into the I.B.E.W. Local Union No. 1245 was effective. All assets and liabilities held by I.B.E.W. Local Union No. 2376 were assumed by I.B.E.W. Local Union No. 1245 at that time.

NOTE 6

Concentration of Credit Risk. The Corporation maintains its cash balances in one financial institution. Cash exceeding the \$250,000 federally insured limit at December 31, 2020 was \$23,534,032. The Corporation does not consider this a significant risk since the financial institution is a very substantial entity within the financial community.

NOTE 7

Liquidity. Financial assets available for general expenditures, that is, without donor restrictions or other restrictions limiting their use, within one year of the statement of financial position date, comprise of cash and cash equivalents of \$24,493,030. As part of the Organization's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

NOTE 8

Investments. Investments are stated at fair value which is based on quoted market values. The following are investments held at December 31, 2020:

Description	Cost	Fair Value	Unrealized Appreciation
Mutual Funds	\$4,920,790	\$6,227,211	\$1,306,421
Common Stocks	1,407,626	1,739,689	332,063
Totals	\$6,328,416	\$7,966,900	\$1,638,484

NOTE 9

Fair Value Measurements of Investments. The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Local Union has the ability to access.

Level 2 — Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020:

Common stocks: Valued at the price reported on the active market on which the individual securities are traded.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Local Union are open-end mutual funds that are registered. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Local Union are deemed to be actively traded.

The Local's investments are reported at fair value in the accompanying statement of financial position at December 31, 2020:

Description	Level 1 Quoted price in active markets for identical assets	Level 2 Significant other observable inputs	Level 3 Significant unobservable inputs	Total at December 31, 2020
Mutual Funds	\$6,227,211	\$ —	\$ —	\$6,227,211
Common Stocks	1,739,689	—	—	1,739,689
Totals	\$7,966,900	\$ —	\$ —	\$7,966,900

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NOTE 10

Property and Equipment.

AUTOMOBILES	Cost	Accumulated Depreciation
Balance at December 31, 2019	\$1,651,271	\$(1,043,309)
Purchased, including trade-in value	169,095	—
Sold, trade-in, and disposed	(276,729)	276,729
Depreciation	—	(232,639)
Balance at December 31, 2020	\$1,543,637	\$(999,219)
EQUIPMENT		
Balance at December 31, 2019	\$259,395	\$(211,410)
Purchased	—	—
Sold and disposed	—	—
Depreciation	—	(11,126)
Balance at December 31, 2020	\$259,395	\$(233,620)

NOTE 11

Change in Unrestricted Net Assets.

CHANGE IN UNRESTRICTED NET ASSETS	
Balance at December 31, 2019	\$16,657,494
Cash receipts	48,929,645
Unrealized gain (loss) on fair market value of investments	522,002
Cash disbursements	(36,667,667)
Capitalized purchases included in disbursements	147,095
Gain (loss) on vehicles sold and traded in excluding proceeds	22,000
Depreciation	(243,765)
Change in liabilities	(1,640,972)
Balance at December 31, 2019	\$27,725,832

NOTE 12

COVID-19 Pandemic and Subsequent Events. Local 1245's operations could be affected by the recent and ongoing outbreak of the novel coronavirus (COVID-19), which was declared a pandemic by the World Health Organization in March 2020. Because Local 1245's revenue is primarily based on dues paid by the members it represents, the economic impact to Local 1245 necessarily depends on the impact of the pandemic to its signatory employers. At present, the extent of the disruption to these signatory employers is uncertain, and therefore the impact to Local 1245's operations likewise remains to be seen. However, Local 1245 does not expect that any disruption will significantly impact its financial position, operations, and/or cash flow, given that Local 1245 currently enjoys healthy cash reserves, and furthermore, since the vast majority of the dues-paying members represented by Local 1245 are employed within essential services industries, and are therefore exempt from shelter-in-place orders, and also relatively insulated from layoffs.

Local 1245 does not believe that the pandemic will directly affect the I.B.E.W. Local Union 1245 Energy Workers Center, Inc., a related party (see Note 3) beyond additional ongoing spending on cleaning and sanitizing the Vacaville headquarters. However, the economic impact of the pandemic on the property value of the Vallejo office building could be significant.

Local 1245's operations could be further indirectly affected by any wildfires that occur in 2020. The ultimate disruption which may be caused by wildfires is uncertain. However, based on recent legislation and the anticipated terms of PG&E's emergence from bankruptcy, make the possibility of a material adverse impact on Local 1245's financial position, operations, and/or cash flow unlikely.

In preparing the financial statements as of December 31, 2020, management considered the impact of subsequent events occurring through July 1, 2021 for potential recognition or disclosure in these financial statements.

International Brotherhood of Electrical Workers Local No. 1245 Statement of Financial Position Arising From Cash Transactions December 31, 2020

Assets

General Fund:

Bank of the West - checking accounts	5,008,120	
Bank of the West - money market	19,094,757	24,102,877
Cash funds		5,450
Investments:		
Merrill Lynch - Bank Deposit Program and other cash account		376,555
- Mutual Funds	4,231,612	
- Common Stocks	1,736,301	
Franklin Income Fund	1,995,599	
200 shares PG&E common stock - at cost		3,388

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Total General Fund	32,451,782	
Political Donation Fund - checking account	8,148	
Total Current Assets	32,459,930	
Fixed assets, (Note 10):		
Automobiles at cost	1,543,637	
Less: allowance for depreciation	999,219	544,418
Furniture and office equipment - at cost	259,395	
Less: Allowance for depreciation	233,620	25,775
Building and land-Vallejo		253,703
Total Assets	\$ 33,283,826	

LIABILITIES AND NET ASSETS

Liabilities:		
IBEW per capita portion of November receipts to forward	1,014,212	
Vacation and other payables	4,126,634	
Current Liabilities	5,140,846	
I/O Loan payable- assumed due to merger of Local # 2376		409,000
		5,549,846

Net Assets:		
Without Donor Restrictions	27,725,832	
With Donor Restrictions - Political Donation Fund	8,148	27,733,980

Total Liabilities and Net Assets	\$ 33,283,826	
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The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers Local No. 1245 Statement of Cash Receipts and Disbursements Political Donation Fund Designated for the Year Ended December 31, 2020

Cash balance December 31, 2019	73,334	
Receipts: Portion of Local Union dues directly deposited to this fund	102,605	
Total receipts and balance	\$ 175,939	

Disbursements:		
Capital We Works LLC	130	
Senator Toni Adkins	9,300	
Senator Bill Todd for Senate 2020	9,300	
Hertzberg for State Controller	7,500	
Chris Holden for Assembly 2020	5,000	
Quirk for Assembly 2020	5,000	
Lorena Gonzalez for Assembly 2020	5,000	
Gray for Assembly 2020	5,000	
Susan Eggman for Senate 2020	5,000	
Assembly 2020 Flora	5,000	
Hutratdo for Senate 2020	3,500	
Mike McGuire for Senate 2020	3,500	
Joaquin Arambula for Assembly 2020	3,500	
Chiu for Assembly 2020	2,000	
Cooper for Assembly 2020	5,000	
Evan Low for Assembly 2020	2,500	
Chad Mayes for Assembly 2020	5,000	
Patterson for Assembly 2020	5,000	
Jordan Cunningham Assembly District 35	2,500	
Capitol Web Works-Filing Fees	195	
Capitol Web Works-Filing Fees	65	
Gregg Fishman for Supervisor	1,500	
John Laird for Senate 2020	1,500	
Maureen Craft for Elk Grove City Council 2020	750	
Bill Quirk for Assembly 2020	1,800	
The committee to Elect Jeremy J. Ball for City Council	2,000	
Jackie Fielder for State Senate 2020	4,400	
Malia Vella for Alameda City Council 2020	3,000	
Jim Oddie for City Council 2020	2,000	
Re-Elect Mayor Jesse Arreguin 2020	250	
Mikey Hothi for Lodi City Council District 5 2020	750	
Julie Winter for City Council 2020	500	
Garrett for City Council 2020	500	
Friends of Scott Alvord	500	
Rob Kerth for SMUD 2020	5,000	
Hakeem Brown for Mayor 2020	2,000	
Kansen Chu for Supervisor 2020	1,000	
Jake Tonkel for San Jose City Council District 6 2020	600	
Osborne for Mayor 2020	3,000	
Brandon Rose for SMUD Board 2020	500	
Nanc Bui-Thompson for SMUD Board 2020	500	
Aelx Padilla, Secretary of State Filing Fees Fine	5,210	
Check printing fee	122	
Jordan Cunningham for Assembly 2020	3,500	
Cortese for Senate 2020	4,000	
Re-Elect Kathy Watanabe for City Council 2020	500	
re-Elect Noel Gallo for City Council dist 5 2020	750	
Dominguez Walton for City Council 2020	1,250	
Elias Ferran for City Attorney 2020	750	
Committee to Re-Elect Rebecca Kaplan 2020	750	
Jovanka Beckles for AC Transit Board 2020	1,000	
Treva Reid for Oakland City Council 2020	1,250	
Raj Salwan for Fremont City Council 2020	500	

Re-Elect Sophie Hahn for Berkeley City Council 2020	250	
Jim Wood for Assembly 2020	1,500	
Tim Grayson for Assembly 2020	1,000	
Rob Bonta for State Assembly 2020	1,000	
Phil Ting for Assembly 2020	2,000	
Alex Lee for State Assembly 2020	2,000	
Eggman for Senate 2020	2,000	
Nancy Skinner for Senate 2020	1,500	
Tony Gomez for City Council	1,000	
Rob Kerth for SMUD 2020	500	
Mai Vang for City Council 2020	500	
Rebecca Bauer-Kahan for Assembly 2020	1,500	
Marc Berman for Assembly 2020	1,000	
Jordan Cunningham for Assembly 2020	1,200	
Josh becker for Senate 2020	1,500	
Alan Wong for College Board 2020	500	
Gregg Fishman	1,000	
Bergman Zwerdling Direct	3,654	
Chiu for Assembly 2020	1,500	
Capital Web Works	130	
Capital Web Works	325	
Megan Dahle for Assembly 2020	1,000	
Alex Padilla, Secretary of State	560	
Secretary of State Political Reform Div.	50	
Total disbursements	167,791	

Cash balance December 31, 2020	\$ 8,148	
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The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers Local No. 1245 Statement of Cash Receipts and Disbursements Unrestricted Net Assets for the Year Ended December 31, 2020

Cash and investments balance, beginning December 31, 2019		19,667,802
Receipts:		
Local Union portion of receipts:		
Member and other dues	43,234,504	43,234,504
Reimbursements to General Fund:		
Interest and investment income	331,046	
Refunds and reimbursements:		
Union Shopper	43,924	
Automobiles and equipment sales	3,677	378,647
International portion of receipts:		
"A" members' per capita	2,106,210	
"BA" members' per capita	2,934,182	
Initiation fees	116,651	
D.B.A.F fees	2,339	
Reinstatement fees	28,466	
Agency fees	128,646	5,316,494
Total receipts		48,929,645
Unrealized gain (loss) on fair market value of investments		522,002
Total of beginning balance, receipts, and unrealized gain on investments		69,119,449
Disbursements, per Page 20 of Schedule of Disbursements		36,667,667
Cash and investments balance, December 31, 2020, Details in Statement of Financial Position arising from cash transactions	\$ 32,451,782	

The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers Local No. 1245 Schedule of Cash Disbursements Unrestricted Net Assets for the Year Ended December 31, 2020

Affiliation fees:		
International Brotherhood of Electrical Workers	6,432,176	
Santa Clara C.L.C.	9,009	
Alameda C.L.C.	15,648	
Kern / Inyo / Mono	2,702	
Nevada State Electrical Association	1,260	
Sacramento C.L.C.	13,200	
San Francisco C.L.C.	21,981	
Contra Costa C.L.C.	11,700	
Marin County C.L.C.	9,104	
San Joaquin and Calaveras C.L.C.	5,238	
Butte-Glenn C.L.C.	2,554	
Napa-Solano C.L.C.	4,596	
Fresno-Madera C.L.C.	12,408	
Merced-Mariposa C.L.C.	2,250	
Stanislaus-Tuolumne C.L.C.	1,860	
Marysville C.L.C.	1,200	
Humboldt-Del Norte C.L.C.	1,055	
Five Counties C.L.C.	2,556	
Monterey County C.L.C.	3,630	
Government Coordinating Council	900	
San Mateo C.L.C.	5,745	

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Tri Counties C.L.C.	7,260
Maritime Trades Post Council	600
Northern Nevada C.L.C.	1,650
Coalition Calif. Utility Workers EMPL	1,162,562
California State Association of Electrical Workers	652,018
CARA	1,000
CURE	392,152
California Labor Federation	100,000
	<u>\$ 8,878,014</u>

Staff expenses:

Salaries	13,972,894
Expenses	344,320
Automobile expenses	58,989
Auto Purchases	147,095
Fitness plan	765
	<u>14,524,063</u>

Research and Education:

Subscriptions and publications	51,584
Scholarship fund	10,799
	<u>62,383</u>

Office salaries:

Administration office salaries	468,885
Bargaining unit salaries	1,255,966
	<u>1,724,851</u>

Office expenses:

Rent	240,000
Telephone	79,279
Postage mail service and meter expense	61,279
Print room/printing	109,439
Supplies	28,862
Equipment maintenance	17,862
Data processing	21,465
Equipment rental	19,265
Utility Reporter	404,654
Miscellaneous	92,058
Bank charges	79,306
Equipment and computer services, repairs, upgrades, and software subscriptions	290,732
Storage	14,661
	<u>1,458,862</u>

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	55,610	16,260	71,870
Advisory Council	9,228	17,835	27,063
Trustee Committee	10,072	6,150	16,222
Review Committee	20,546	4,069	24,615
Safety Committee	11,311	4,580	15,891
Shop Steward expenses	7,757	172,744	180,501
Other conferences	81,420	66,470	147,890
Labor Management	—	4,039	4,039
Organizing	—	23,994	23,994
Organizing-Steward	4,930	34,353	39,283
Grievance/FF/LIC	<u>2,070</u>	<u>3,553</u>	<u>5,623</u>
	<u>202,944</u>	<u>354,047</u>	<u>556,991</u>

Various Other Committees:

Outside Line	2,824	322	3,146
Davey Tree	—	40	40
Retirees	—	2,036	2,036
Central Labor	—	1,124	1,124
Diablo Canyon	—	788	788
City of Healdsburg	—	286	286
Membership development	23,152	96,291	119,443
Public Sector	7,361	427	7,788
Joint Apprenticeship	—	462	462
City of Vallejo	—	62,411	62,411
City of Lodi	—	43	43
City of Lompoc	549	328	877
Leadership	208,889	5,476	214,365
Local Union Election	—	12,224	12,224
Trucker Donner PUD	—	319	319
A/C Transit	817	224	1,041
Trees Inc.	811	953	1,764
City of Fernley	—	82	82
NV Energy	—	712	712
City of Roseville	9,034	933	9,967
Modesto I.D.	—	181	181
Apprenticeship	—	137	137
Lindmore I.D.	—	99	99

	Salaries Paid or Reimbursed	Expenses	Total
City of Redding	—	128	128
Trans Canada	—	12,046	12,046
New Member training	36,537	85	36,622
Hold The Pull	87,951	22,998	110,949
Peer Volunteer program	20,340	932	21,272
Regional Transit	12,260	795	13,055
USBR	—	112	112
WAPA	—	1,191	1,191
Port of Oakland	—	81	81
City of Berkeley	—	161	161
Trayer Engineering	—	71	71
SMUD Neg.	—	361	361
GCC-1 Expenses	—	1,902	1,902
Competitive Challenge AUG E/B	—	582,056	582,056
City of Alameda	—	64	64
Congress of CA Seniors	—	125	125
	<u>411,649</u>	<u>807,882</u>	<u>1,219,531</u>

PG&E Negotiation Committees:

Departmental:			
Arbitration	1,659	21,380	23,039
Electrical Locator	1,726	1,574	3,300
Negotiations	5,706	809	6,515
Ad Hoc	10,108	350	10,458
Grid Hardening	—	226	226
Exhibit XVI	18,110	474	18,584
GRS	—	65	65
Misc. Clerical Mtg	—	387	387
Hydro Adhoc	—	527	527
Hydro Electric	<u>972</u>	<u>—</u>	<u>972</u>
	<u>38,281</u>	<u>25,792</u>	<u>64,073</u>

Membership expenses:

Supplies - Intl.	10,920
Supplies - Local	47,684
Membership fees	34,467
Labor Day Picnic	500
Union Shopper	100,700
Lineman Rodeo	5,188
Translation to Spanish	<u>6,079</u>
	<u>205,538</u>

Membership benefits:

Group life insurance	306,231
Unit drawing award	300
Individual drawing award	400
Service award dinners	62,583
Flowers/donations/bibles	226

	Salaries Paid or Reimbursed	Expenses	Total
Social fund			750
			<u>370,490</u>
Payroll taxes:			
Employee portion:			
U.S. income tax withheld			(2,686,050)
FICA withheld			(847,037)
California income tax withheld			(1,057,373)
SDI withheld			(87,558)
U.S. income tax forwarded			2,686,050
FICA forwarded			847,037
California income tax forwarded			1,057,373
SDI forwarded			87,558
Local Union's portion:			
FICA			847,037
California Unemployment			17,636
U.S. Unemployment			<u>4,012</u>
			<u>868,685</u>

Employee benefits:

Health and Welfare plans	3,146,688
Group life insurance	116,414
Pension plan	2,317,597
Other costs, pension plans	<u>34,054</u>
	<u>5,614,753</u>

Other disbursements:

Legal fees	328,566
Hall rentals	56,640
Workmen's compensation insurance	119,020
Refunds	162,780
Miscellaneous taxes	765
Insurance-cyber security	3,358
Insurance - auto	63,261
Insurance - bonds	1,711
Insurance - professional liability	14,679
Audit fees	120,217
Charitable donations	69,800
Miscellaneous fees	(1,297)
Sales tax	26,471
UCC-7	(408)
Community Unit Fund	10,275
Lobbying-NV	17,500
Contributions-wildfires	5,000
Consulting website	70,020
Sponsorships	51,000
Injured workers	75
	<u>1,119,433</u>

Total Disbursements \$ 36,667,667

New MOU for IBEW 1245 Members at Paradise Irrigation District

The IBEW 1245 members employed at Paradise Irrigation District voted unanimously to approve a new two-year MOU late last year. Due to some errors and omissions by the District, as well as a lengthy Industrial Benefits Survey, there was a delay in getting the agreement finalized, but it is now in effect, and includes a 1.5% general wage increase retroactive to July 1, 2020, with a 1% lump sum payment in December 2020. An additional 1.5% GWI was scheduled for July 1, 2021, but is dependent on the District cumulatively receiving \$10 million dollars from the PG&E Camp Fire settlement and State back-fill funding. As of this writing, that funding has not yet come in to the District, but hopefully it will be received soon.

Under the new agreement, the District's contribution to the health and welfare premiums will be maintained at the ACWA advantage level through the term of the agreement. The agreement also includes modification to existing language to convert the treatment plant operators (and lake patrol for bullet point #1

only) hourly rate from time and one half (1.5x) to double time (2x) for the following:

1. emergency call outs on observed holidays;
2. when an observed holiday falls on a weekend and an employee is called out on the actual calendar day of the holiday;
3. when they are working the holiday;
4. when the actual holiday falls on a weekend and the observed holiday is on a weekday, and the employee works the actual calendar day of the holiday.

Additionally, the members now have non-binding mediation added to the grievance procedure. Union Officer and Steward leave time have also been added to the agreement, as well as other housekeeping and language cleanup.

The bargaining committee was comprised of members Laura Capra, Jeremy Gentry, and Clint Stanley, along with IBEW 1245 Assistant Business Manager Dylan Gottfried and myself.

— Dominic McCurtain, IBEW 1245 Business Rep

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Landis Marttila

Landis Marttila, who served as an IBEW 1245 business representative for 30 years, died at his home in San Francisco on June 9.

“He was a union man and a colorful character who always had the members’ best interest at heart,” said Local 1245 Business Manager Bob Dean. “We will all miss him and offer our support to his family during this tragic time.”

Brother Marttila was hired by IBEW 1245 in 1990 and served as both a business representative and a senior business representative. Among his many assignments for the union, Marttila represented members at PG&E, in Outside Construction, and Line Clearance Tree Trimming. He was active in many union organizing drives and political campaigns, and was a reliable presence on the picket line when other unions asked for solidarity. He represented IBEW 1245 on the San Mateo Central Labor Council for over 20 years, and the CLC commemorated Marttila’s passing with the following message:

“Landis had a big personality and an even bigger heart. All of us were family to him, and there was nothing he wouldn’t do for his members. Always in a dapper suit and suspenders with his hat placed jauntily upon his ponytailed head, Landis was our picket line Rabbi more times than any of us could count. He could joke you out of anything that ailed you, and was masterful at diffusing any tense situation with his quirky brand of humor. His loss leaves a hole in the hearts of all of us that had the privilege of knowing and working with him, and we offer our sincerest condolences to his family. Rest in power, brother.”

Marttila, who retired just last year, had been in good spirits and was enjoying his retirement when he unexpectedly died of natural causes at his home in San Francisco. He is survived by his wife Barbara, sister Julie and her husband Rick, sons Max and Joshua, and daughter Anikka, as well as three grandchildren and six great-grandchildren.

At his funeral in mid-June, Local 1245’s former communications director and Marttila’s close friend, Eric Wolfe, delivered an emotional eulogy, stating:

“Like any good union rep, Landis could answer your questions about the union contract, or tell you how to find the answers. But he knew the heart of unionism wasn’t in the fine details written down on a page. The heart of unionism was believing in your own power, and the power of collective action. He wanted you to believe in the union as much as he did. He acted like you believed in the union as much as he did. Landis consistently recruited large numbers for phone banking and door-to-door canvassing and picket lines and demonstrations. He could motivate people by the sheer force of his enthusiasm. The man walked into a room with good cheer and left with volunteers. Not everyone was receptive to that high-octane approach. But I’ve seen him move through a service center like an electric current, charging people up, making them feel a little more powerful than they did five minutes earlier. I think he believed his job was to lift you up. He was my friend. And he always lifted me up.”

Following the announcement of his passing, condolences poured in from across the union and the



labor movement.

My heart goes to his entire family. We lost a true fighter for all organized labor. Rest in peace my Friend... — Junior Ornelas

A real gut punch! Landis was so dedicated to building 1245 and a stronger labor movement — a true union brother who always dressed to the nines. He will be missed. — Fred Ross

Hits us all very hard, RIP brother Marttila. — Keith Hopp

Worked with Brother Landis on a few organizing steward campaigns in SF and Sacramento. Rest in Peace my brother, and thank you for all you have done for us and our union family. — Phuong Tran

Devastating. Heartbroken for his family and many friends. His light will shine on. — Eileen Purcell

A humble and selfless human made of true grit, may our brother rest in power. — Melissa Echeverria

He was one of a kind. — Abel Sanchez

Love you my brother. You are organizing the Angels in heaven, that is for sure. — Nate Fairman

Always dapper, you will be missed Landis. — Thomas Cornell

A big loss for our union family! Rest In Peace my brother! — Rene Cruz Martinez

Awe man that is sad to hear! Landis was a good guy, and always dressed to the nines. RIP brother — Chris Feyling

He taught me so much. — Ray Banfill

I am very sad and shocked to hear this news. Landis was one of the first reps that I worked with when I became involved in 1245 Unionism. A great man, he will truly be missed. RIP Brother — Gary Maschio

Met Landis at SFSU back in the 80’s when we were breaking in. What a loss. He was a great guy! On behalf of the membership & leadership of Teamsters Local 853 I wish to extend our heartfelt condolences to his family & union family at IBEW 1245. — Mike Henneberry

This is incredibly heartbreaking to hear. I met Landis when I worked for the San Mateo Labor Council. His true blue values, humor, laughter and booming voice will be missed so much. He was a pretty amazing person. — Tricia Suzuki Blinstrub

Rest In Peace brother. I was proud to know you. You will be missed. Thanks for everything you did for us. — Gerald Huddleston

Such sad news, Landis was a good Union man and Representative for the IBEW and Local 1245. Love and prayers to family and friends and condolences to all. — Mike Mowrey

So sorry and shocked to hear this. Landis was quite a guy. I had a lot of respect for him and the work he did. We had many great conversations over the years. My condolences to his family. — Stephanie Finetti

RIP dear Landis always loved your snappy clothes and great smile. — Anna Martinez

Rest easy My Brother... you were an amazing mentor and an even better human. Thank you for all you taught and shared with me. — Casey Barker

I was an apprentice working in San Francisco and Landis was one of my crew foreman/union representative always both and I’m very grateful for the fact that he taught me the union Contract as well as line work. Rest in peace brother Landis knowing that you

left this world a much better place having been in it! Great man/father/person. — Brett Crandall

Landis made me a shop steward in 1990. Wouldn’t be here without him. — Bob Gerstle

He was a cool cat and great activist. Also nice to all of us. We are going to miss him. — Jaime Tinoco

I worked with Landis in SF and most memorably during the Loma Prieta earthquake. Had some great debates/conversations with him. Rest in peace brother. — John Bauer

Landis was a great guy and a wonderful partner in labor relations. — Claire Iandoli

A standup guy — Union to the core. — Gunnar Lundeborg

Landis was an advocate for employer provided child care and a member of our negotiating committee for same at PG&E. Here is a picture of him at the



Child Care Center in San Francisco. There was a negotiated system to make certain our members were given a specific number of spaces. We seldom if ever utilized our allotment. I know the quality of the picture is not great but it reminds me of his ability to make you smile. — Dorothy Fortier

Learn more about Landis and his storied career in this article written on the occasion of his retirement:

ibew1245.com/2020/06/22/one-of-a-kind-landis-marttila-retires-from-ibew-1245/

“Battling in Righteous Fights” — Assemblymember Lorena Gonzalez Inspires IBEW 1245 Organizing Stewards

California Assemblymember Lorena Gonzalez isn't afraid of speaking truth to power. In fact, she made national headlines last year when she tweeted, “F**k Elon Musk” in response to the powerful billionaire's threat to relocate his Bay Area plant during the height of the pandemic.

A former labor leader and lifelong champion of workers' rights, Gonzalez has brought her strong union ties and fighting spirit with her to State Capitol, where, for the past eight years, she's sponsored and helped pass dozens of bills that directly benefit California's working families.

“We're all about fighting for workers, and for some of us it's a full-time job. But for Assemblywoman Gonzalez, it's been a lifetime job — with many, many victories and many, many battles. I personally want to say thank you very much for what you've done for the men and women of California,” IBEW 1245 Business Manager Bob Dean said to Gonzalez as he introduced her during a virtual training for Local 1245 organizing stewards held on Zoom in early May.

Gonzalez began by thanking the Local 1245 organizing stewards for all the time, energy and work they have put in to fighting for workers, and urged them to keep on fighting.

“There are no defeats in our battle — because if we stay on it long enough, we end up winning,” Gonzalez told the IBEW 1245 organizing stewards. “We are on the right side. And when we are battling in righteous fights, we might lose one, for the moment ... but in the long run, we will prevail, because we don't give up!”

Gonzalez proceeded to detail the big fight at the California State Capitol over AB 1139, which would reform the net energy metering program to end an unjust

cost shift from rooftop solar customer to non-solar customers, while also ensuring prevailing wage for rooftop solar installers.

“Let me start by saying I have nothing against rooftop solar. In fact, I have rooftop solar. It was installed by IBEW 569 members, it feeds into the grid,” said Gonzalez. “But I don't like the fact that my neighbor right here in my working-class community is subsidizing my rates.”

AB 1139, which was backed by the California State Association of Electrical Workers and IBEW 1245, would fix this “reverse Robin Hood” effect that has resulted in a windfall of profit for many already-wealthy rooftop solar companies, funded by fees paid by lower-income ratepayers. Unsurprisingly, the bill faced fierce opposition from the rooftop solar industry seeking to hang on to this windfall, and Gonzalez emphasized the difference that Local 1245 organizing stewards made to ensure that members of the legislature heard the workers' point of view as well.

“I can stand up and make a speech and convince people that [voting for AB 1139] is the right thing to do. But unless the legislators feel the pressure at home, unless they know that working people are going to be affected by this, then my words are just words. You're the folks who can make this happen,” she said to more than 70 organizing stewards on Zoom. “I think you're going to have a profound effect on getting this through, and I'm hoping that before too long we'll be celebrating another win — another win for workers, another win for reliable jobs and reliable power.”

Unfortunately, AB 1139 failed to garner enough votes during this past legislative session, but the fight over this issue is far from over.

Gonzalez also touched on the PRO Act, a federal bill that would empower workers nationwide to exercise their freedom to organize and negotiate for better wages and working conditions by removing archaic barriers to organizing. That bill — a top priority for organized labor nationwide — has already passed out of the U.S. House of Representatives and is now heading to the U.S. Senate. California Federation Communications Director Steve Smith came on the Zoom to go over the details of this monumental and sorely-needed bill.

“I don't think this is a surprise to anybody on this call, but labor law is heavily tilted to employers. As a result of the intimidation, and harassment, and firings that happen when workers try to organize, only 6% of private sector workers in this country have a union on the job. And we're talking about a country in which more than half of workers say they'd join a union tomorrow, if they just had the chance to do it,” Smith explained. “We know there's a huge problem with how labor law is constructed, and how it helps employers bust unions. That's the crux of what the PRO Act is going to fix.”

According to Smith, the PRO Act would, among other things:

- Modernize union elections and adopt new procedures to make sure unions can reach a first contract;
- Repeal so-called “right to work” state laws that lead to lower wages, fewer benefits and more dangerous workplaces;
- Increase wages and improve workplace safety by giving workers a voice on the job;
- Hold corporations accountable by strengthening the National Labor

Relations Board and allowing it to penalize employers who retaliate against working people in support of the union or collective bargaining; and

- Restore faith in our democracy and fix our economy by giving workers a real say in their future.

Learn more about the PRO Act at <https://affcio.org/tags/pro-act>.

The organizing stewards found the Saturday morning training to be both educational and uplifting.

“Assemblymember Gonzalez was terrific. Lately it seems we use the word ‘inspiring’ so much it almost loses meaning. But Ms. Gonzalez certainly gives the word a clear definition with infectious enthusiasm and perspective,” remarked longtime organizing steward and recent retiree Kevin Krummes. “I think we'd all follow her into any battle.”

“I love her energy, positivity, and passion that she expressed in our training. She had me fired up and ready to go fight!” echoed Danielle Bonds, a Sacramento-based lead organizing steward. “She is so genuine; who wouldn't want to help her in any cause that she is fighting for? Thank you Local 1245 for the opportunity to hear from an amazing strong minority woman.”

“I really appreciated all the information Steve Smith provided on the PRO Act and the importance in getting it passed,” added Rachelle Rendon, an organizing steward out of Fresno. “Our trainings are so informative, motivational, and always a pleasure to attend! Thank you to all our guest speakers and leadership!”

— *Rebecca Band, IBEW 1245 Communications Director*

IBEW 1245 Gets Out the Vote in Assembly District 18

For over a decade, as a union attorney, a union representative, and Vice Mayor of the City of Alameda, Malia Vella has fought for prevailing wage, Project Labor Agreements, good health care, safe working conditions, and quality career pathways.

Vella has directly helped the IBEW 1245 members working at Alameda Municipal Power (AMP) by rallying votes on the Alameda City Council to approve our MOUs. We can always count on her to have our backs in discussions with the City Manager and AMP General Manager.

Malia Vella is a champion for IBEW 1245 and the working class, so when she decided to run in the special election to fill a vacant Assembly seat in the East Bay, IBEW 1245 backed her candidacy fully, and dispatched a team of four organizing stewards to help get out the vote for Vella.

The 1245 team — Danielle Bonds,

Foster Goree, David Ly and Aileen Zuehlke — spent three weeks on the campaign, making tens of thousands of calls, knocking on hundreds of doors, and doing all they could to drum up support for Vella. They even had the opportunity to meet Vella personally when they joined up with her team for a get-out-the-vote (GOTV) action.



Malia Vella (center) with the IBEW 1245 team (plus volunteers)

Despite their hard work, Vella unfortunately failed to garner enough votes to advance to the run-off election, coming in third place out of eight candidates on the ballot. Although the team was disappointed, they still found the experience to be exciting, enriching and empowering.

“Thank you IBEW 1245 for giving me the opportunity to help with Malia Vella campaign. My two leaders, [1245 staffers] Hunter and Rene, gave me the tools to succeed and I just ran with it,” Lead Organizing Steward

Danielle Bonds reported. “My team was amazing! Wow! Foster, Aileen, and David were so passionate, and we worked so hard to interact door-to-door.”

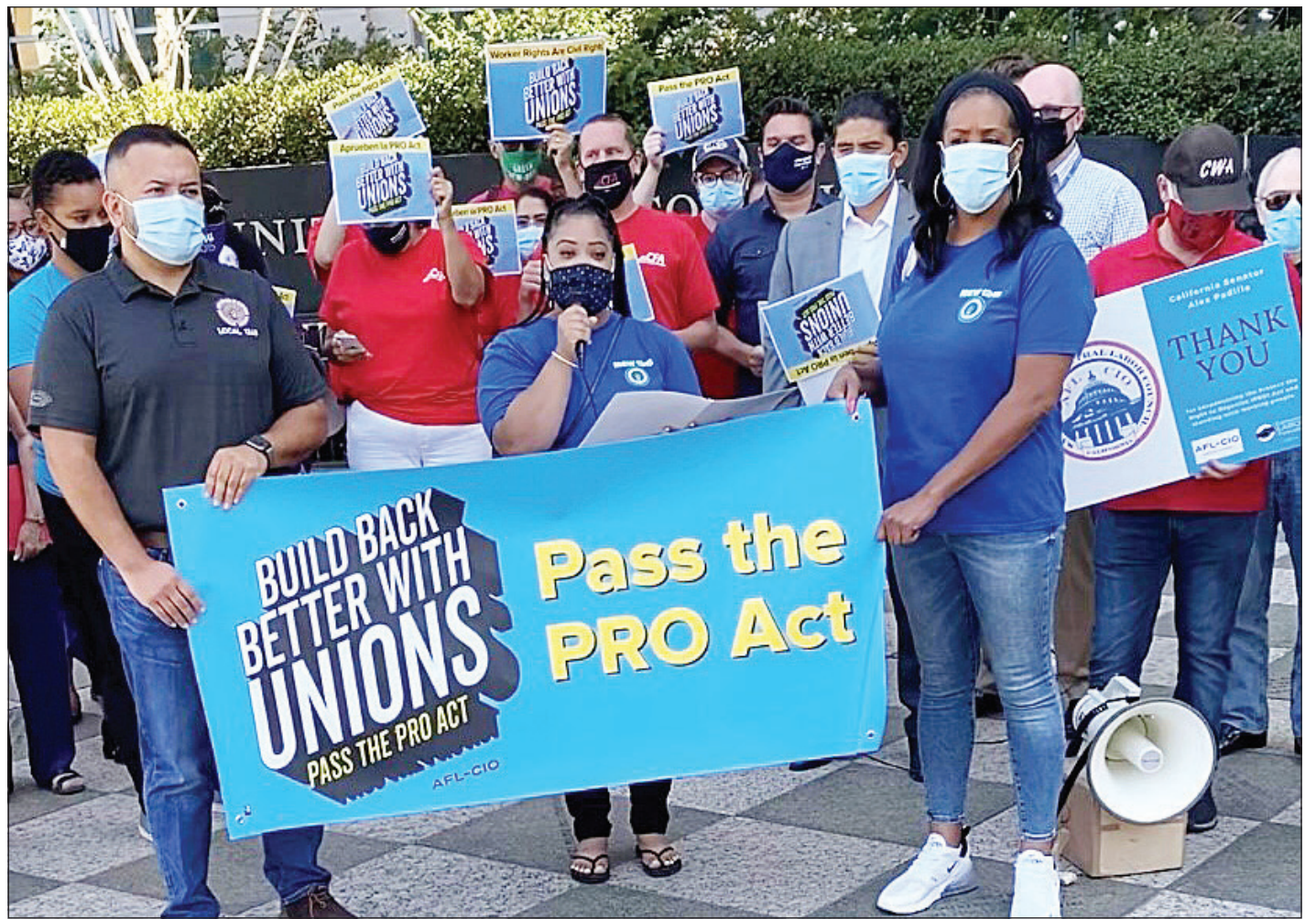
“The people of Oakland were so welcoming, and it allowed us to enjoy getting out every day for door knocking,” she added. “Since we have all been locked away in our homes, it was so refreshing to see so many people excited to see our faces.”

“My highlight was meeting Malia at one of our Saturday precinct walks and hearing how motivated she is to see the community she grew up in thrive,” said Organizing Steward Aileen Zuehlke. “She is such an inspiration, and just overall amazing. It was great seeing so many of her supporters come out and walk for her. I'm obviously bummed she didn't make the top two, but I know she will continue to do great things for the Oakland area.”

— *Rebecca Band, IBEW 1245 Communications Director*

IBEW 1245 Supports Passage of the PRO Act

On July 22, Organizing Stewards Charlotte Stevens (left), Danielle Bonds (center) and Staff Organizer Rene Cruz Martinez (right) represented IBEW 1245 at a rally in support of the PRO Act in Sacramento. Bonds was a featured speaker at the event.



Our nation's labor laws are woefully outdated and have become ineffective as a means for working people to have our voices heard.

Last year, the U.S. House of Representatives passed the most significant worker empowerment legislation since the Great Depression, but an anti-worker majority blocked it in the Senate. That piece of legislation, the

Protecting the Right to Organize (PRO) Act, has been reintroduced in the new Congress.

The PRO Act's passage is critical to ensure the voices of working people are heard and our nation's economy works for all of us — not just the wealthy few.

The PRO Act will empower workers to exercise our freedom to organize and negotiate for better wages and working conditions. It will remove

archaic barriers to organizing, increase worker protections and strengthen the institutions that hold corporations accountable. It will repeal the “right to work” laws that lead to lower wages, fewer benefits and more dangerous workplaces.

All workers want dignity and respect at work, and a fair share of what we produce. A union contract is the single best tool to ensure workers — all work-

ers — have safe working conditions and earn a fair wage.

The PRO Act will empower America's workers and make America's economy work for working people, and its passage is a top priority for labor unions across the country.

View IBEW International President Lonnie Stephenson's letter to Congress in support of the PRO Act at <https://bit.ly/PRO-act>

Highlights from the IBEW 9th District Virtual Organizing Conference

The 2021 IBEW 9th District Organizing Conference was held virtually via Zoom from May 17-19. IBEW 1245 Organizing Stewards Danielle Bonds, Aileen Zuehlke, Rachelle Rendon, Latoya Carter, Brandon Fosselman, Mark Goodwin, Rodrigo Flores, and Thomas Mora, along with staffers Eileen Purcell, Rick Thompson, and Rene Cruz Martinez represented Local 1245 at the conference. Below are some of the highlights from the conference, as reported by the 1245 organizing stewards in attendance.

This conference allowed me to see all the hard work that goes into starting a union. There are so many components that go into it that I really didn't realize. This conference challenged me, and what I learned will help me become a better Organizing Steward. I love that I was able to interact with other unions.

— IBEW 1245 Organizing Steward Danielle Bonds, PG&E Call Center, Sacramento

The highlights from the conference for me were all the different methods used to communicate with workers to help organize them. Organizing workers takes a lot of thought and research! Some considerations include the financials of the company; political ties; the company's suppliers and customers; quality of the products they produce; and wheth-

er other employees on the property are represented by different unions. My final takeaway was that you cannot just organize workers because they would like to join our Union — we must be a fit for them, and they must be a good fit for us.

— IBEW 1245 Organizing Steward Rodrigo Flores, Merced Irrigation District

I learned a lot from the campaign planning workshop. It helped me to look at the process and assessment from a different perspective. I have never worked on trying to organize at a (non-union) company. This workshop helped me to know what to look for and ask about. I appreciate all the time we spent talking in our breakout groups and going over each team's feedback. I look forward to putting what I've learned into action!

— IBEW 1245 Organizing Steward Rachelle Rendon, PG&E Call Center, Fresno

I don't have any experience in organizing a workgroup into the union, so this was all new to me. There is so much that goes into choosing to organize a work group such as assessing the company, assessing the workgroup, and determining if the Union is a good fit for the company and workgroup. All three days of the conference were informative, and I appreciate being given the opportunity to participate.

— IBEW 1245 Organizing Steward Aileen Zuehlke, PG&E Utility Worker, Stockton

I was surprised to learn how much effort goes into trying to organize a group of employees at a company. A lot of it went over my head since most of my organizing experience has been political (which is odd because I'm not a very political guy). With that said, attending this conference definitely helped me to better appreciate the hard work and dedication that the 1245 organizing staff and fellow organizing stewards put in.

— IBEW 1245 Organizing Steward Mark Goodwin, PG&E Gas Service Rep, Modesto

This training was great. It was different from what we normally do, and showed another aspect of organizing. I went through similar training a few years ago in Oakland. I learned a lot, mainly new terminology which was commonplace amongst other members in the training. It inspired me to do some research on my own and learn some of the terminology. I tried to understand what was being discussed and engage as much as I could. I was able to leverage the training that I did already have and use it to my benefit. After attending this conference, I would love to be a part of a campaign in the future should the opportunity present itself to organize a nonunion shop.

— IBEW 1245 Organizing Steward Brandon Fosselman, PG&E Call Center, Fresno

Reno Sparks Retirees Club Donates Fans to Needy Seniors

In what has become an annual tradition, the IBEW 1245 Reno-Sparks Retirees Club collected and donated 39 fans for needy senior citizens in Washoe County.

Club President Ron Borst started the fan drive back in 2015 after hearing a radio ad about low income seniors suffering during the hot summer months

(temps often exceed 100 degrees in Reno during the summer and many seniors are unable to afford air conditioning). Borst issued a challenge to the fellow members of the Retirees Club to collect as many fans as they could, and an annual tradition was born. Since the drive began, the club has donated a total of 241 fans — and counting.



IBEW 1245 Reno Sparks Retirees (from left) Jim Lappin, Bob Vieira, Ron Borst and Frank Istrice delivered donated fans to Washoe County Senior Services in early July.



Winnemucca Retirees Club Supports Humboldt Volunteer Hospice

The Winnemucca Battle Mountain IBEW 1245 Retirees Club presented a check for \$300 to Humboldt Volunteer Hospice, a local organization involved in end-of-life care in the Winnemucca community.

“Local 1245 was instrumental in financially supporting this community donation,” said Michael Dean of the Retirees Club. “Many thanks go out to all those who support this generous program.”

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 the East Bay, the North Bay, 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 | Boeder, Richard
36 years
Newman, CA | Clayton, Myra
19 years
Stockton, CA | Holcombe, Rickey
43 years
Modesto, CA | Linnenbrink, Frank
29 years
Salinas, CA | O'Neill, Barbara
29 years
Jackson, CA | Stella, Nicholas
45 years
San Pablo, CA | Van Nieuwburg, John
24 years
Vacaville, CA |
| Abney, Patricia
41 years
San Antonio, TX | Browning, Teresa
30 years
Sacramento, CA | Cruise, Danny
37 years
So San Francisco, CA | Jackura, Don
44 years
Davis, CA | Lopez, Roberta
26 years
Pismo Beach, CA | Pascual, Josef
25 years
Daly City, CA | Stuart, Robert
41 years
Tuolumne, CA | Wagner, Kathleen
41 years
Redding, CA |
| Anderson, Noreen
41 years
Clovis, CA | Caires, Timothy
41 years
Castro Valley, CA | Davis, Bruce
36 years
Redding, CA | Jones, Beverly
25 years
San Luis Obispo, CA | Luis, Betty
36 years
Hanford, CA | Perez, Victor
37 years
Oakley, CA | Takeuchi, Jiro
42 years
San Bruno, CA | Wheeler, Brian
44 years
Chowchilla, CA |
| Bailey, Samuel
44 years
Santa Maria, CA | Carpenter, Lonnie
37 years
Lemoore, CA | Drummer, Tina
4 years
Rio Vista, CA | Kelley, Terry
36 years
Cottonwood, CA | Lyle, Jon
30 years
Murphys, CA | Pigg, James
40 years
Santa Rosa, CA | Tassone, Louis
36 years
Grass Valley, CA | Williams, Jerlean
44 years
Oakland, CA |
| Bailey, James
31 years
Eldorado Hill, CA | Castrillo, Carlos Jr.
40 years
Pinole, CA | Duane, David
42 years
Sacramento, CA | Kelsey, Richard
16 years
Creston, CA | Manausa, Mark
36 years
Newcastle, CA | Quock, Wing
45 years
San Francisco, CA | Tavares II, Edward
38 years
Woodland, CA | Witt, Richard Jr.
33 years
Colfax, CA |
| Barairo, Sandra
43 years
Danville, CA | Cervantes, Michael Sr.
28 years
Hollister, CA | Duran, Donna
42 years
Merced, CA | Kirby, Carl
40 years
Magalia, CA | Mason, Michael
18 years
Pioneer, CA | Rayos, Karen
41 years
Martinez, CA | Terrill, Rich
37 years
Napa, CA | Young, Norman
43 years
Alameda, CA |
| Bassett, Billie
25 years
Martinez, CA | Cho, Seung-Soon
34 years
Kensington, CA | Flores, Anthony
36 years
Corning, CA | Kisner, Roy
43 years
Manteca, CA | McCann, Bonnie
36 years
Roseville, CA | Rhodes, Lynette
34 years
Stockton, CA | Vallee, Nicole
41 years
San Rafael, CA | |
| Belaski, William
37 years
Manteca, CA | Christenson, Eric
35 years
Brentwood, CA | Franco, Raul
42 years
San Bruno, CA | Kootstra, Carla
21 years
Laton, CA | McCoy, Esther
37 years
Pittsburg, CA | Riley, Dennis
41 years
Acampo, CA | | |
| Beratlis, Deborah
36 years
Belmont, CA | Clare, Brett
37 years
Bakersfield, CA | Frantz, Michael
40 years
San Andreas, CA | Kunz, Eric
37 years
Sutter Creek, CA | McFadden, Dianne
17 years
Santa Maria, CA | Robinson, Alex
40 years
Salinas, CA | | |
| | | Gibbs, Sean
33 years
Greenwood, AR | Lalone, Gwendolyn
31 years
San Jose, CA | Mesa, Salvadore
43 years
Bakersfield, CA | Ruhland, Gary
18 years
Pacifica, CA | | |
| | | Groves, Michael
4 years
Arroyo Grande, CA | Lassell, Robert
14 years
Stockton, CA | Millsap, Jack Jr.
20 years
Fortuna, CA | Santarini, Jonathan
37 years
Santa Rosa, CA | | |
| | | Guaraglia, Denise
41 years
Danville, CA | Lau, Rebecca
36 years
Saratoga, CA | Mohammed, Faroza
21 years
Elk Grove, CA | Satterlee, Michael
43 years
Weimar, CA | | |
| | | Harker, John
34 years
Arroyo Grande, CA | Lawson, Richard
37 years
Colfax, CA | Moore, David
36 years
Windsor, CA | Sivesind, Bonnie
44 years
Sacramento, CA | | |
| | | Hearne, Elisabeth
43 years
Fremont, CA | Lee, Brenda
25 years
Snelling, CA | Morrison, Lisa
37 years
Bakersfield, CA | Steiniger, Peter
12 years
Yuba City, CA | | |



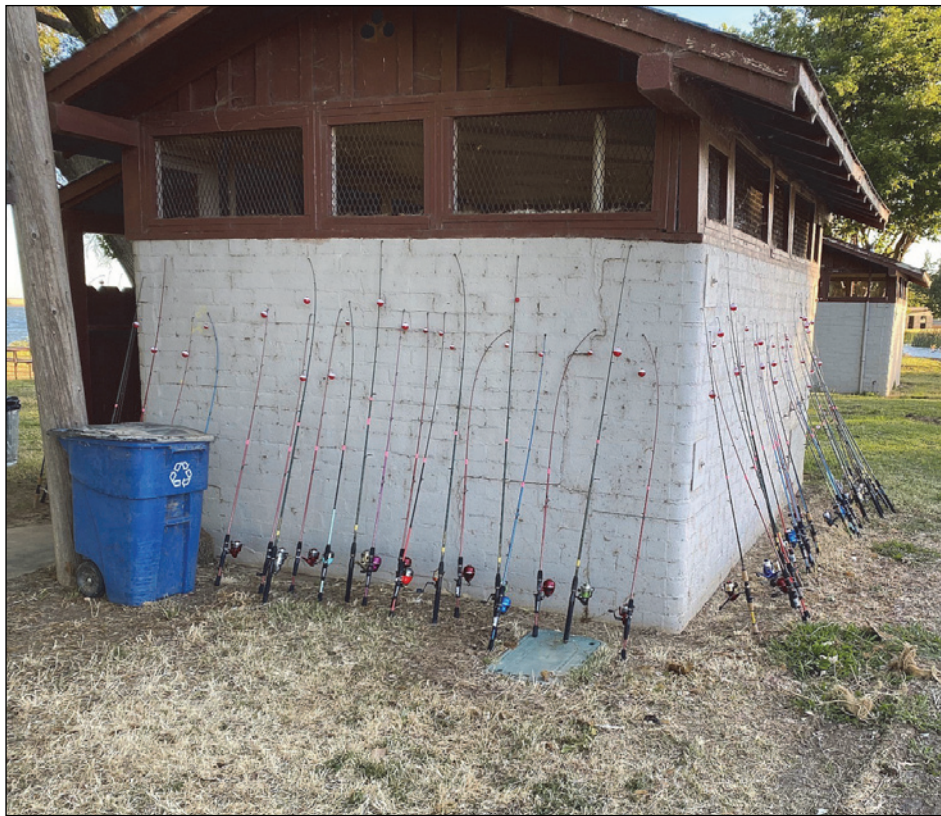
Merced Irrigation District Unit Donates Poles for Fishing Derby

Unit #1122, Merced Irrigation District Unit, donated \$500 from the Community Fund to the Merced County Parks & Recreation's "Hooked on Fishing" event, which took place on June 12. This free community event is intended to allow people with mental and physical disabilities to experience the thrills of fishing.

The unit traditionally sponsors this

annual event by purchasing sodas and hotdogs for the lunch, but the lunch portion was cancelled for this year, so instead, the unit donated 42 fishing poles and 42 jars of powerbait for those fishing this year.

"They were ecstatic with the donation, and they allowed the kids to keep the poles," Local 1245 Business Rep Sheila Lawton reported.



Retiree Perspective

The Fragility of Liberty Requires Continual Cultivation

Liberty is a fundamental principle of life. It is uniquely individual, but must include all. It is nonpartisan and accepts all beliefs. Because it is so embedded into the fabric of our lives, it is easy to take for granted. To perpetuate liberty, it must be nurtured and we can never lose sight of its value.

The most critical action, for sustaining liberty, is the vote we cast at each and every election. Our primary responsibility is to elect political leaders that are champions of liberty. It is imperative that we carefully scrutinize their words and their actions. Candidates that prioritize our values deserve our financial support as well as support at the precinct level.

Getting to know a candidate, and what they hold dear, is paramount to making an intelligent decision. It entails asking pointed questions and evaluating their past actions. It is important to listen to their words, as we observe their actions. If they talk a good labor talk, but downplay the problems with so-called 'right to work' efforts, they need to be further scrutinized. It must be apparent that their values and ours mesh. The Central Labor Councils in our communities work hard to evaluate and

endorse worthy candidates.

We are the people that will be represented by a candidate, and we should provide the necessary funds required to reach voters. There is a practical reason for our financial support. When large donors are allowed to control our legislators, our liberty is compromised. But our smaller donations can diminish the power of the rich and the powerful, as our values and agenda gain a higher level of priority.

I believe you would agree with me that we do not want a philosophy that does not include ethics or morality to control the legislators we depend upon to support our freedom and our economic security. Neither a corporation nor a powerful individual should speak for more than one.

The most powerful affirmation of liberty occurs when we cast our votes. When a person chooses to not vote, it is one less person that can hold a politician accountable. Our liberty demands that we determine who represents us. Liberty also demands that we extend the right to vote to all citizens. It is the vote, of all citizens, that maintains the health and vitality of our democracy.

The quest for personal liberty is the reason citizens from other countries

so desperately want to immigrate to America. We have what they value, but to maintain that value, liberty has to be nourished. From vetting the candidates, to providing financial support, to getting out the vote, it is essential we are involved in the entire process.

The struggle for freedom, in 1776, almost failed, but it has not totally succeeded either. The sacrifices made in 1776 to provide the foundation for our personal freedom are unheard of in human history. Yet, too many are left out. The disenfranchisement of people of color, the treatment of women as second-class citizens, and using propositions to deny human rights are all exercises in tyranny. Achieving personal liberty is a lot like grasping for a firefly. It is usually a futile attempt, and if the light of liberty only shines for a few, it can go out.



Bill Wallace

— Bill Wallace,
IBEW 1245 Retirees Club



Units lend a helping hand

All of the following unit donations to various charitable organizations from April through June 2021 were approved by the IBEW 1245 Executive Board.

The IBEW 1245 Executive Board has allowed all unused 2020 funds to roll over to 2021.

Merced Irrigation District Unit #1122 donated \$500 to the Merced County Parks & Recreation's fishing event on June 12.

Winnemucca Retirees Club donated \$300 to the Humboldt Volunteer Hospice.

Turlock Irrigation District Unit #1126 donated \$250 to the Turlock National Little League Softball team.



**PROTECT OUR PROGRESS
NO ON THE RECALL**

Millionaires who want to roll back worker protections in California are funneling big money into a campaign to recall Gov. Gavin Newsom. If they are successful, we'll lose many of the hard-fought gains we've made on higher wages, benefits, and safety on the job.

The recall backers are part of a national network of anti-union interests that includes billionaire funders that attack prevailing wages, project labor agreements, union jobs, pensions, minimum wage laws and voting rights.

California's laws to protect workers are the strongest in the nation. Under Gov. Newsom's leadership, we've secured major gains for IBEW members. All that we've fought for to win project labor agreements, stronger health and safety protections, electric vehicle infrastructure, higher wages are at risk with the anti-union recall.

The funders of this recall want to roll back our progress. Combined, these corporate funders of the recall have spent tens of millions of dollars attacking unions and our agenda to protect workers. The anti-union recall backers want to lower wages, eliminate health and safety laws and kill union jobs.

Make no mistake: The recall is a sneak attack on our jobs, wages, benefits and union.

We can't afford to allow anti-union special interests to seize control of California. The recall risks undermining and dramatically weakening our shared commitment to creating opportunity for all working people and families. Join IBEW and our union in voting NO to the anti-worker recall!

**Look for your ballot in the mail around mid-August and make sure to
VOTE NO ON THE ANTI-UNION RECALL by Sept. 14th!**

On June 17, 2021, Gov. Newsom joined IBEW members across the state at the first in-person meeting of the California State Association of Electrical Workers since the start of the pandemic.

