



## Business Manager's Report

By John C. Hunter



Brother and Sisters, as we are well beyond the half point for 2010, pause and reflect on our past accomplishments and the challenges we will face in the future.

Grudgingly, our Membership at Trolley ratified their new 2-year agreement by a 54% margin. While certainly not the best contract, it was a definite improvement over Trolley's last offer and provides increase for Medical premiums, a 2% wage increase in 2011, and resolved a long-standing seniority issue. Thanks to new **Chair Roberta Montijo, Ken Olsen, Mark Weaver, and Barry Sprofera** for their dedication in getting this new agreement. While probably not recognized by the membership, their commitment to the process paid off.

Our **I.I.D. membership ratified their first ever "Binding Agreement"** by a 100% margin which runs through 2011. This represents a significant achievement on property and the conclusion of a six-year effort, and over 27 years of futility on property. I.I.D. is our 2<sup>nd</sup> largest Unit at 470 Members, with a chance for 980 total Members once an "Agency Shop" agreement is implemented. I'd like to thank all the Officers, Stewards, and Members who helped us realize this goal, and continue to work on the Employee's behalf. The introduction of Paul Kovacic as a Part-Time Representative/Organizer on property has already produced results and given us a more permanent presence.

We will begin **Transit Negotiations** prior to this year's end and hope to avoid the debacle experienced at Trolley. Unfortunately, the Public sector is under severe financial restraint due to the State budget crisis which is never ending. Funding has been slashed and revenue is down, impacting the stability of their

operations and resulting in curtailment of service. Our aim is to protect what we have achieved in the past for our members, and ride out this current storm.

**At SDG&E, one year is left on our current agreement which calls for a 4% wage increase to most crafts, and a 3.5% increase for the rest of the membership on September 1<sup>st</sup>, 2010.** Currently we are working on a one-year extension to the Benefits Contract in light of the changes being pursued as a result of the recently passed Federal Health Care legislation. If the extension can be achieved it will maintain the same cost sharing as well as premium ratio. The problem with these negotiations is the trend to increase the ratios from the current 80/20 to 75/25 as is being done currently nationwide; and was presented by the Company in the 2008 negotiations. It was also the last item removed from the table.

Also at SDG&E we expect to begin Pension Negotiations in September. Joining new **President Joe Pounds on that committee will be myself, Marty Hunter, Dave Goodman, and Phil Gomeau.** Our committee will be focused on continuing the same "multiplier" rules for interest credits while seeking some form of inclusion for overtime. While both contracts are not subject to Arbitration, we expect some changes that will benefit the membership.

The "Harassment" issues continue to grow like a plague on SDG&E property, with severe discipline being administered by the Company. This issue now takes up an inordinate amount of staff's time with most outcomes being detrimental to the Employee, including terminations. For the most part, an increasing state of sensitivity seems to exist among

employees, and the outcome is regrettable. Members need to take stock of the severity of this issue and avoid involvement at all cost.

While this Local Union will never tolerate any type of Harassment, Members need to remember the reasons they are employed; to make a decent living for themselves and their families. We are at work simply put, to work, and if we make friends it's a bonus. After 37 years of employment with SDG&E I have made many friends, but have also associated with individuals I would never consider friends. That did not change my perception of work and I always treated these employees with professionalism and looked out for their safety. I do think in many of these cases there is a lack of respect, and common sense. Collectively, if this does not change, our work environment will deteriorate into a miserable, tedious, and unfulfilling morass. It does not have to be this way and we can all do something to remedy this problem. Take care of one another and always look to do things the safe way, **AND I WILL SEE YOU OUT THERE.**

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# Alberto Carranza Ad

## Assistant Business Manager's Report

By Marty Hunter

I hope that all our Members are enjoying their Summer with family and friends. The Union workload has shifted a bit from negotiations to contract violations and disciplines from the various properties.

Unfortunately, SDG&E has seen fit to terminate two long-term employees. One employee has over 30 years and the other has over 20 years of employment at the Utility. Currently, we have one scheduled for mediation. The other, the Local has requested information from the Company regarding what evidence they used in making the determination to terminate the Member's employment. It is my concern that the Company has taken a new direction when issuing discipline and this misguided agenda will become the new norm.

Equally disappointing, is a conversation I had with one of our long-term Stewards, who informed me that a Member had contacted the Steward about not performing a job. The Steward was seeking information about the issue. This is a very basic principle that Management has the right to direct the work force as long as the request does not put the Employee in an unsafe situation.

While on the subject of discipline, another prevalent issue we are having is Employees who continue to misuse the Company computers. After talking to different groups, the Union and the Company explained that they will not tolerate the misuse of their computers. Evidently, some employees still have not heard or failed to understand this message. Arbitrators have ruled very clearly on the rights of the Company to discipline where they find abuse of Company assets. The loss of one's employment is not worth the risk taken in these cases.

After being alerted by Members of the Street Repair Division that upgrades in the department were not being properly paid, I investigated the issue and found that Members were in fact paid incorrectly for the "actual time finishing concrete." Instead of the half-day referred to in Article: II Section: 25 of the Collective Bargaining Agreement, the Company had been referring to Article: IV Section: 15, which states that when qualified Gas personnel is assigned to finish concrete, they would be paid for actual time worked. The Members were never assigned to Gas crews; therefore, they were entitled to the half-day upgrade.





## Unit Updates

### Asplundh Tree – San Diego

Currently, the Local has one grievance advancing through the grievance process for termination. The last of the negotiated wage increases are due to take effect August 29<sup>th</sup>, with a 4% increase to general wages and an increase in the bonuses to 2% per quarter.

### NRG

The contract is currently under review for proofreading again, after it was sent to the Company and they made corrections. After both parties have agreed to the language, the contract will be printed.

### VSI Meter Services

The Local is currently processing several grievances for excessive discipline at VSI. The total number of endpoints installed as of July 15, was 1,145,654. 'Return to Utility' work orders were 22,268. Currently, 928,175 meters are being billed by 'Smart Meters.'

### San Diego Gas & Electric

With the slowing of the economy we have seen a slow-down in promotions and the posting of bids. Construction in the Company's territory is way down which clearly affects our work picture. As more and more employees are delaying retirement, one is reminded of the stagnation of the 80's and early 90's. But in comparison to other I.B.E.W. utilities we are doing quite well. In most negotiations due to the economy Companies, regardless of their financial standing, are using this recessionary period to demand major concessions on benefits, or risk layoffs. Many newly negotiated contracts reflect this insistence where wage increases, if any, are in the 1.5-2.0% range. While grievance numbers are down at the Company, discipline remains steady, with employees enduring suspensions and terminations for violations ranging from harassment to attendance.

**Executive Board Reps:** Gas Dept. – Mark Fuentes, Electric Dept. – Phil Gomeau, Transportation/Shops – Mike Heskett, Meter Reading – Roy Castillo, Northern District – Dale Reeh

### Asplundh – Imperial Valley

Recent hiring has almost returned this unit to full strength on I.I.D. property. We will enter the second year of the recently negotiated contract which calls for a 3% wage increase in January of 2011. Most issues on property are resolved at the Steward level and I want to thank Danny Ramos and Juan Martinez for their help on behalf of our members. In the current economic climate, I am very glad this contract is in force through 2013.

### Imperial Irrigation District

Currently, we are in Benefits and Wage negotiations for 2011. Your committee of Perdomo, Cruz, Amparano, and a rotating L.A.C. Member has been meeting with the District on a bi-weekly basis. Paul Kovacic as a Part-Time Representative/Organizer has helped tremendously and given members more access to the Union on a daily basis. We recently resolved issues with "Working Out of Classification," Summer Hours, and employee discipline. Still looming is the impending "Water Department Layoff" which has been delayed pending results of the Early Retirement Package negotiated during the "Energy Layoffs," is currently being offered to all District employees.

**New Unit Officers:** Chair – Cesar Perdomo, Vice Chair – Rob Cruz, Recording Secretary – Jair Aguirre  
**Executive Board Rep:** Anthony Rogers

### San Diego Trolley

I would like to thank the Trolley Bargaining Unit Negotiating Committee for their dedication and hard work that finally secured a contract. Considering the many difficulties they have experienced in the past year of very trying Negotiations, they are to be commended for having the courage to remain involved in our Union. The Committee Members had the integrity to stick to a thankless job. Whether you voted for or against the contract, please thank them for their willingness to be committed.

The Company has agreed to allow our Union to install lockable bulletin boards in the A, B and C buildings. We have decided to take this step due to an increase in anonymous unapproved postings and anonymous comments written on approved Union postings. Our Union invites comment, criticism and participation from all of our Members, but we require that the Members identify themselves in these actions.

**New Unit Officers:** Chair – Roberta Montijo, Vice Chair – Michelle Richards, Recording Secretary – Mark Weaver  
**Executive Board Rep:** Ken Olsen

### San Diego Transit

Congratulations to Angel Maristela and John Hopkins on their recent retirement. Good luck and here's hoping you enjoy your well-earned leisure.

We are beginning to make preparations for the upcoming contract Negotiations. Forms for suggested changes to the Contract will be available soon. Start thinking about what changes you would like to see in the Contract.

We are pleased that the Building Maintenance Training Program is finally in place. Initial reports are that everything is going well. This should be a way for our members to improve themselves and their ability to earn. We would like to thank Kiko Diaz, John Gilmour, Joel Betancourt and Shawn Kiley for their diligent work in making this program a reality.

**New Unit Officers:** Chair – Raul 'Kiko' Diaz, Vice Chair – Jose Llamas, Recording Secretary – John Gilmour  
**Executive Board Rep:** Arnold Gonzales

### Davey Tree

At the Northern District meeting in July, Marty Hunter was approached by a number of our Members. These Members brought quite a few issues to Marty's attention. As a result Marty Hunter and Ric Cupples met with Brian Friedrich and Alan Finocchio to discuss these issues. We had been told that the Company was not reimbursing workers for drinking water. At our meeting with Management we learned that as long as workers provide a receipt they will be reimbursed. If you buy water from a coin operated machine you don't get a receipt. Go into the store, buy the more expensive water and be sure to get a receipt.

It was also reported that hand saws, clip lines, and WD-40 were never replaced. At our meeting we were told that workers need to fill out equipment request forms to replace broken, worn out or depleted equipment. Another issue was on the job injuries. Make sure that you report any such injury as soon as possible. Waiting to report can place your claim under Worker's Compensation in jeopardy.



# Duncan Financial Ad



## Business Rep.'s Report *By Ric Cupples*

Brothers and Sisters, probably the worst thing that can happen in these difficult economic times is losing your job. So far, we have thankfully had no layoffs at any of the properties that we represent. Even in the face of severe funding short falls our two transit agencies have kept steady workforces. The Davey Tree workforce has remained stable as well.

There is an unfortunate pattern that I must report at San Diego Trolley. Terminations seem to have increased in the past few months. I hope this is just part of a normal pattern which has peaks and valleys, and the past few months represent a peak. However, there is a new factor that seems to be influencing discipline and ultimately terminations at Trolley. Trolley has come under greater scrutiny from the California Public Utilities Commission. While the major effect has been felt in the Transportation Department, all departments of the Trolley are being watched more closely by the CPUC. I would like to remind our members that the presence of the CPUC on the Trolley property is much like an added layer of supervision. A layer of supervision, without the congenial familiarity that develops over years of working together. The inspectors of the CPUC are only concerned that the rules and SOPs are followed to the letter. Protect your career and livelihood, do everything by the book. Also, there is added pressure on the Trolley supervisors to use the same detached judgment as the CPUC inspectors. Work smart and by all means *work safe*.



### To Our New IBEW Local 465 Members

**San Diego Transit:** Adam Solis Thomas Molinary Esther Onstad-Porras Rodolfo Alvarez  
Sergio Cota Kody Tena

**Imperial Irrigation:** Richard Arellano Daniel Diaz Gabriela Gaspar Efran Macias Daniel Marrs David Moreno Rene Romero Raymond Sherley Curt Benner Peter Deharo Henry Flores Ronnie Golden Raul Gonzalez Michael Johnston Arthur Lira Adriana Lopez Vincent Lopez Marcos Magana Juan Martinez David McAvoy Edward Milan Jorge Ortiz Miriam Palos Ernesto Pasos Joe Ramirez Carmen Ruiz Arturo Sandoval Hugo Sigmond Shawn Smail Luis Urbalejo Rodney West Jason Wilson Bobby Velasco Jose Aguilar Jerry Armstrong James Bristow Carlos de la Trinidad Victor Flores Arturo Guzman Jose Hiraes Paula Landeros Charles Lay Rene Moreno Marina Pena Henry Rodriguez Daniel Sanchez Rigoberto Silva Weldon Sparks Andrew Vasquez Burton Zaleta Georger Bernal Tony Castleberry Victor Vasquez John Merino

**Davey Tree :** Alvin Garcia Jamon Kimball Ryan Lorenz Gustavo Rosales Gabriel San Miguel Lauina Tuaato Matthew Dolan Noe Fuentes Elicio Guerrero Pat Taase Jefferson Tafua Nahum Flores David Lopez Jonathan Rivera

**Asplundh Tree :** Hector Armenta Jose Aviles Alejandro Duran Louie Garcia Joshua Mosso Eric Olson Estevan Ramirez Agustin Rizo Gerardo Toledo James Watson Jonathan Webb Christopher Eade Robert Hubbard Hussain Pierce Charles Money Penny Edgar Urias Albert Perez Adrien Solorzano Leonardo Rivera Richard Fraley Mariano Gonzalez Skyler Macias Cody Stevens

**VSI Meter Services:** Kenneth Bullock Phillipe Chuken Luke Davis Kyle Gibson Thomas Leite Christopher McComas Jeremy Millan Juan Ortiz Derek Pereira Kevin Pereira David Persinger Nick Pimental Stephen Pochel Javob Quinton William Reynolds Colin Simpson Jason Smith Ivan Trejo-Sanchez Matthew Valles Kyle Greeley Gabriel Albano Jose Alvarez Jereny Baldwin Samuel Juarez Rodolfo Rodriguez Matthew Roper Emmanuel Sedano Dallas Stewart Steven Valdez Christopher Wieland Brandin Evinger Tyler Gillson Jesus Gutierrez Vincent Julian Benjamin Montanez David Nieto Brett Powell Kyle Pruess Andres Rendon Eddy Sandoval Michael Bixler Luis Buenrostro Daniel Cannizzo William Estela Brian Fleming John Giammarinaro Chad Hobson Kristopher Johns Lonnie Karcher Kevin Nau Barak Overley Joel Richards Brian Rowe Jason Rowe Daniel Sroufe Craig Taylor Gerardo Velasco Gary White Glenn Brannon Jesse Baker

**San Diego Gas & Electric:** Charles Nixon Christopher Robertson

**Mark Snyder Electric:** Doug Bertics Thomas Doherty Leo Ehlers Michael Galceran Joaquin Garcia Sergio Gibot Victor Gomez Kurt Kough Luis Ortiz Jon Rambo Mark Richardson Harlan Stewart Gary Stilwell Gary Adams Adam Smith

**San Diego Trolley:** Lance Schenko Edward Aguilar Joel Watson Ronald Bales Justin Brown Cesar Espinoza Arthur George Jeffrey Kangas Scott Stenberg



# IBEW 465 News

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## Officers & E-Board

### Officers

Business Manager/  
Financial Secretary      John C. Hunter

Asst. Business Manager      Marty Hunter

Business Representative      Ric Cupples

President      Joe Pounds

Vice President      Lee Lichlyter

Recording Secretary      Cynthia Relph

Treasurer      Marty Hunter

### Executive Board Members

Gas Department      Mark Fuentes

Electric Department      Phil Gomeau

Electric Production  
Transportation/Shops      Mike Heskett

Northern District      Dale Reeh

Meter Reading/  
Facility Management      Roy Castillo

Trolley      Ken Olsen

Transit      Arnold Gonzales

Imperial Irrigation      Anthony Rogers

Tree Trimming      *OPEN*

*Opinions expressed in the IBEW 465 News are those of the author(s) and are not necessarily those of the San Diego IBEW Local 465, it's Officers, or the Editor.*