



SURGE

For Members of IBEW Local 18 and their Families

BUSINESS MANAGER'S REPORT

Hope and Experience

By Brian D'Arcy



Now that David Nahai has left the DWP to spread the gospel of renewable energy on a national

and international level as part of President Clinton's environmental initiative, we find ourselves left with Dave Freeman as the interim general manager. While we have been able to work productively with him in the past, this incarnation of Mr. Freeman is showing signs of wearing thin quickly.

Mr. Freeman evidently has decided that a goofy hat and a corny accent make you answerable only to God. Dave's first weeks have been marked by intemperate comments about matters he has no understanding of and taking actions for which he has no authority.

I am told that part of Dave's job is to facilitate a process for finding a new general manager for the utility. That is the most important thing he will do in his six-month tenure and the one that the city's ratepayers and Local 18 have the biggest stake in. It should be his first and maybe his only priority. He should get to work on that instead of running around playing the Lord of the Manor greeting the peasants.

It is an unfortunate fact of life in our fair city that politics often trump good public policy. Nowhere is this more

evident than in the appointment of general managers for the Los Angeles Department of Water and Power. The last two managers of the LADWP were not utility professionals, and their appointments were made for the purpose of spiking the former's pension and the latter for political reasons. Members of Local 18 will stand witness to the fact that this is just bad policy.

This is a great opportunity for Mr. Freeman and the Mayor to do the right thing and to forgo politics and make a choice based upon the clear needs of the Department and the City. We haven't been asked what we think those needs are, but if we were, here are the three key things Mr. Freeman and the Mayor should consider when picking the next general manager.

First, get a utility professional from the inside to run the department. If you need somewhere to put a professional bureaucrat or a politically connected lawyer, look elsewhere. Running a utility as complex as the LADWP is rocket science. No one can learn it on the job, especially if they have no background in the industry. This is truer today than it ever has been, because we have serious infrastructure problems, we are in an era of transition from fossil fuels to renewable energy and there is a growing crisis in water supply and delivery.

Second, pick someone who is

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Visit our *NEW* web site!

ibewlocal18.org

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“Politics often trump good public policy”

WHAT'S HAPPENING

See Yourself in the SURGE!

We would like to thank Cecilia Elman, who works in the Administrative Unit, for submitting her cartoon to *Surge* and for making us laugh. Great artwork Cecilia!

We want to put the spotlight on you, our members. Submit your photos, drawings or cartoons.

Tell us about:

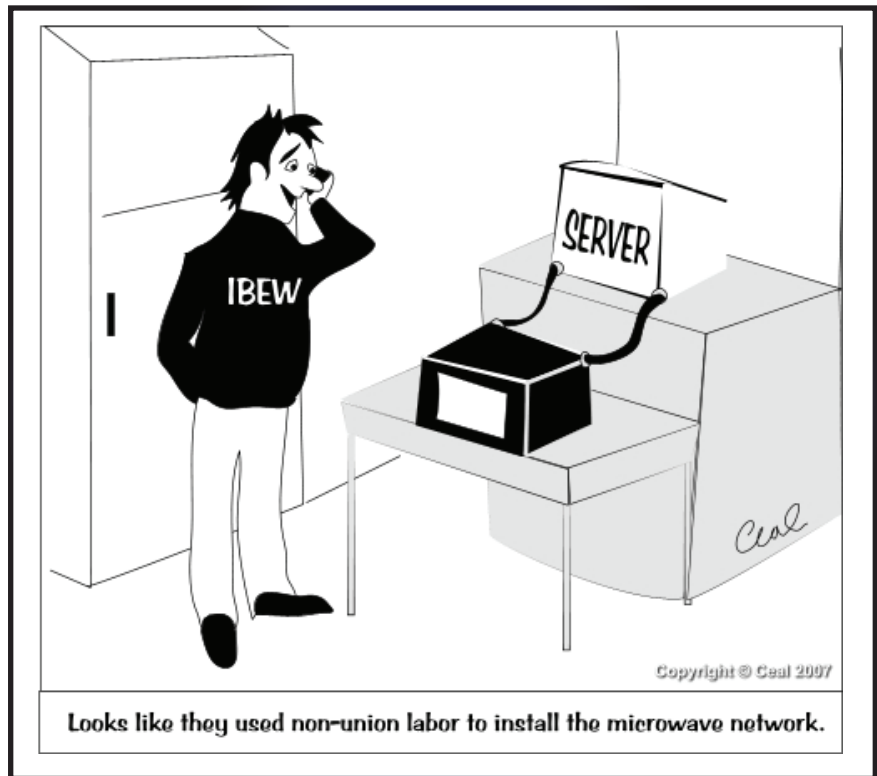
Special Events, Innovations in the field, Teamwork, Announcements for fellow members, Special projects or recognition.

Please help us know "What's Happening" by sending in your announcements and photos to Jennifer Hadley by mail or at:

jhadley@ibewlocal18.org

(remember not to send from your DWP email account)

Thank you for your participation!



Original cartoon by Cecilia Elman

MAKING THE MOST OF YOUR MEMBERSHIP

Body Scan International

For Local 18 members enrolled in the Anthem Blue Cross plan there is NO OUT OF POCKET EXPENSE (effective July 1st, 2008) for the BSI program. This benefit also includes one adult dependent.

The mobile unit will be at Local 18

November 30 - December 4, 2009

To schedule an appointment please call (888) 724-8439.

Medical & Dental Plans

For information, contact our Benefit Service Center at (800) 842-6635 or the Local 18 offices at (213) 387-8274.

Life Insurance

Local 18 provides \$5,000 life insurance coverage for active members in good standing.

Scholarship Fund

Local 18 offers two Trade School Grants per year to Union members enrolling in technical, industrial, or trade

schools - \$250.00 yearly for two years (a total of \$500 per student). In addition, the International Union Office offers a maximum of twelve scholarships yearly to members for undergraduate study. The scholarships are each worth up to \$3,000 per year for a maximum of eight years.

Educational Assistance

Local 18 will finance tuition fees and 50% of the cost of required books for Union labor-oriented classes.





IBEW Local 18 Cordially Invites You to Our
Annual Holiday Party

Thursday December 10, 2009

5:00pm-9:00pm

at the Universal Sheraton Hotel
 333 Universal Hollywood Drive
 in Universal City, CA

Enjoy Live Music, Food, and Refreshments

Self parking validation will be available

Special room rate available at

Universal Sheraton for \$149 – Space is limited.

Please contact Universal Sheraton reservations at (888) 627-7186 and
 request the Local 18 Room Block

RSVP Required!

Call (213) 387-8274 to RSVP
 No later than Monday, November 30, 2009



BUSINESS MANAGER'S REPORT *(continued from page 1)*

committed to focusing on the aging infrastructure and the chronic understaffing of the Department. Local 18 has been a voice in the wilderness on this issue for several years. We have produced a video about the problem and have lobbied the DWP Commission and the City Council. The power blackouts and broken water lines that have drawn headlines over the last few years are not accidents. They are occurring because the last two general managers were more interested in playing politics than in doing the basic

maintenance needed to keep the power on and the water flowing.

Third, pick someone who realizes that the union is potentially their best partner, not an adversary to be overcome or a bunch of fools who can be patronized and placated. The members of Local 18 are dedicated public servants who care about the well being of the city and the ratepayers. They also know more about how the utility is actually running than many of the managers they report to. Why not work

with the union to utilize that expertise and solve problems collaboratively?

If Dave Freeman could rein in his megalomania for a while and get busy with this important task, we would wish him well. We are ready to help and would enjoy the opportunity to work with him as we have done on occasion in the past. Given the recent track record of the players, it is foolish to be too optimistic. But one can always hope.

In Unity.



In Memoriam

Honoring our Members Who Have Passed On

Van Record

Retired Warehouseman Worker
Initiated May 1, 1984
Passed away July 15, 2007

Akira Kanemoto

Retired Electrical Mechanic
Initiated June 7, 1954
Passed away September 23, 2009

Earl E. Mullen

Retired Electrical Mechanic Foreman
Initiated April 1, 1954
Passed away September 24, 2009

Brenda Curran

Retired Sr. Clerk Typist
Initiated April 1, 1984
Passed away September 21, 2009

Hugo Festner

Retired Sr. Electrical Tester
Initiated August 1, 1963
Passed away September 27, 2009

Shirley Rich

Retired Sr. Clerk Typist
Initiated April 1, 1977
Passed away May 2009

Wayne R. Zahnow

Active Equipment Operator
Initiated April 1, 1990
Passed away October 16, 2009

Arnold A. Medina

Retired Sr. Clerk
Initiated April 1, 1970
Passed away October 16, 2009

MEMBER SPOTLIGHT



“The more you put
into it, the more
you get out of it”

Our featured member this month is Charles Alvarez, Unit 64 Chair and Shop Steward:

Q. When did you become a member of IBEW Local 18?

A. I joined Local 18 ten years ago in November of 1999.

Q. Where have you worked over the years?

A. I have worked for the City of Azusa since I was in high school - first as an ROP student, then as an intern, and finally as a Storekeeper in the Purchasing Division.

Q. What is your favorite part about working for the DWP and being a member of IBEW Local 18?

A. My favorite part of working for the City of Azusa is the sense of family that we have. My family has lived here for generations, and working for the City is an extension of our family's commitment to its success. My favorite part of being a member of Local 18 is the feeling of unity among our members. That unity makes us strong and we know that we are going to be there for each other.

As a Steward and Unit Chair, it can get a little overwhelming when we get together and realize just how much power and support we have. We share a true sense of responsibility and obligation to each other as brothers and sisters, members, friends and family. We all believe in each other and support each other.

Q. If you could have dinner with any one person dead or alive who would it be and why?

A. The one person I would really like to have dinner with is Cesar Chavez. I would have liked to hear his first-hand account of the struggles and challenges he faced organizing workers. I respect him for not giving up in the face of adversity and for strongly believing in a movement that was much larger than him.

Q. Do you have a favorite saying or motto?

A. My favorite saying is, "The more you put into it, the more you get out of it."



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EDWIN D. HILL
International President

LINDELL K. LEE
International
Secretary-Treasurer

May 19, 2009

TO: ALL FINANCIAL SECRETARIES

Dear Sisters and Brothers:

The Delegates of the 37th IBEW International Convention, which was conducted in Cleveland, Ohio during the week of September 11 through 15, 2006, approved amendments to Article IX of the *IBEW Constitution*. Accordingly, effective January 1, 2010, there will be an increase of one dollar (\$1.00) for the IBEW Pension Benefit Fund (PBF) contribution, which applies to "A" members only. There will be no change in the per capita that is paid to the General Fund, and therefore, the rate for all "BA" members shall remain the same. The following rates will apply to the I.O. portion of all monthly dues payments for January 2010 and thereafter:

	<u>"A" Members</u>	<u>"BA" Members</u>	<u>"FP" – fee payers</u>
Per Capita:	\$12.00	\$12.00	\$12.00
Pension Fund:	<u>\$14.00</u>	Not Applicable	Not Applicable
Total:	\$26.00	\$12.00	\$12.00

In accordance with Article IX of the *IBEW Constitution*, \$12.00 per month from each member will be deposited in the General Fund, and the additional amount paid by "A" members (\$14.00 per month) will be deposited into the IBEW Pension Benefit Fund.

For your reference and information, all of the rate changes that were approved at the 37th International Convention are summarized below:

Effective Date:	1/1/2007	1/1/2008	1/1/2009	1/1/2010	1/1/2011
Per Capita:	\$11.00	\$11.00	\$12.00	\$12.00	\$13.00
Pension Fund:	<u>\$12.00</u>	<u>\$13.00</u>	<u>\$13.00</u>	<u>\$14.00</u>	<u>\$14.00</u>
Total:	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00

Members who pay their dues in advance must be charged the appropriate rate.

Please notify all of the members in your local union concerning this dues increase. In addition, you must also notify the employers to increase their payroll deductions. Local unions submitting electronic per capita reports must make arrangements to update their software to ensure that the most current version of the ICS-Windows or the Labor Power software package is installed. It will not be necessary to amend the local union bylaws with respect to this dues increase, because these changes were approved at the IBEW International Convention.

The payment of monthly per capita and Pension Benefit Fund (PBF) contributions to the International Brotherhood of Electrical Workers is a duty that



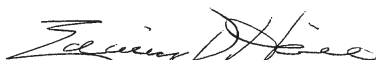

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To: All Financial Secretaries
May 19, 2009
Page 2

is required of each individual member. Moreover, each financial secretary is responsible for collecting and forwarding all per capita and PBF payments to the International Office in a timely manner.

With best wishes, we are

Fraternally yours,

 
Edwin D. Hill Lindell K. Lee
International President International Secretary-Treasurer

EDH/LKL:smw
Copy to All International Officers
All International Representatives

FROM THE TRENCHES

Unit 2 – Electric Station Operators by Ken Delgado

I would like to introduce myself as your new Business Representative. I came from the City of Los Angeles to work for DWP in May 1988 as a Maintenance Construction Helper. During my 15 years with Water Distribution I was promoted to Water Utility Specialist. At that time I got involved with Local 18 and was appointed Steward and then I was hired as staff with Local 18 in October 2003.

Over the last two months I have participated in three Electric Station Operator Trainee meetings, an error investigation, a Unit 2 meeting and a meeting at Castaic Power Plant to reconvene the Castaic JLM. I am finding it very interesting to see and learn what ESOs do at a station to keep the customer in power, and I can see just how critical switching can be. I look forward to going out and doing site visits to meet all of you.

I would like to thank Clark Bertram, Rob Dubon, and Geoff Burnaugh for all their help and support with my transition to Unit 2.

I hope to see more of you at your next unit meeting!

Unit 4 – General Construction by Martin Marrufo

The out of town policy for General Construction (GC) is being revised. What is on the table is a simplified policy that would allow employees to return to their reporting location on a more reasonable basis. General Construction Superintendent Bud Worthen says that he has been very flexible in revising the policy because he believes that out of town work should not be a prison sentence.

General Construction has provisions for overtime under two agreements. The first is a Letter of Agreement (LOA) based on the core number of employees working for General Construction. The LOA states the conditions under which the Department hires exempt workers and contains a 10% overtime provision for like classifications at agreed-upon locations.

Our Operations, Maintenance & Services Memorandum of Understanding (OM&S MOU) has provisions under Appendix B that address utilizing at least 10% overtime when contracting out our work. One of the recurring issues at GC is the inconsistent practice of applying decline time to employees that are on scheduled vacation. Because the Department is obligated to offer 10% overtime under the previous two provisions, there has been a standing offer of overtime during the second week of the pay period. If you are scheduled for vacation for at least one week, Management should not decline you for overtime that you are not available to work. Management has expressed dissatisfaction due to their obligation

to offer the overtime and Director of Integrated Support Services David Thrasher's policy of attempting to keep employees within 40 hours of each other. This is yet to be resolved.

We are on track to have our Metal Trades Apprentices on board this month. It is important that our journey level and supervisory members actively participate in the training and tracking process and help to mentor these individuals. We should help give them every opportunity that we have had to learn and grow as craftsmen. We hope that this program is the beginning of a trend toward in-house training programs in the construction field. Management has expressed an interest in this, and we continue to work toward developing well-rounded, homegrown journey level members.

Unit 6 – Stores by Shawn McCloud

Thank you to everyone who helped to organize the annual meeting in Owens Valley in



Business Manager Brian D'Arcy addresses trainees at the 2009 Union Training Class in October

August. We had a good meeting with training on the rules of Article 33, 10% overtime language, and civil service rules clarification.

As always, our annual meeting was well attended. The hot topics at our meeting were staffing, overtime, Article 33 and safety issues. I will continue to work to resolve these issues. Always feel free to call or email me with any issues that come up.

Unit 8 – Clerical by Adrienne Johnson

Hello Everyone in CSD! We understand there are a lot of issues regarding Management's calling people on the first day to bring in doctor's notes if you are approaching AIP or on AIP. Please do not let this issue stress you out or stop you from using your negotiated benefit. Management can request a doctor's note or ask you to come into LADWP's Medical Services on the same day. When you are sick and unable to drive yourself to the doctor, employees can also request to be picked up by their supervisor and taken to Medical

Services on that same day.

Administrative Manual 100-10:

This policy establishes the conditions under which such a written statement shall be required.

Non-occupational Absences

Ten or Fewer Consecutive Workdays Without Work Limitations

The employee must provide a written statement from a health care professional stating the reason for the absence, the date of the examination, and the period of inability to work when one or more of the following conditions exist:

- The employee is on medical affidavit status.
- The employee is asked for such documentation by the supervisor.
- A supervisor is concerned about an employee's ability to resume an acceptable work performance level following an absence.
- The conditions or circumstances of the absence warrant a review.
- Health care professionals may characterize the reason for an absence (e.g., illness or injury) for the supervisor; however, the actual diagnosis is confidential medical information and may only be divulged to Medical Services personnel with the employee's permission.

If you feel that Management is abusing this policy, please contact me at (213) 387-8274 x105. Remember, you only have 14 calendar days from the date of the incident to file a grievance.

Unit 8 – Clerical by Shawn McCloud

The Clerical Business Representatives, Adrienne, Lilly and I took a road trip to visit Mojave, Lone Pine, Independence

and Bishop.

This was a very busy trip for us because it included much-needed safety tours. I would like to especially thank Donna Davis, PCU, for taking the road trip with us to ensure that we handled the safety tours and to take care of problems and answer questions from power system office personnel. Your efforts are truly appreciated.

The Annual Clerical Owens Valley unit meeting was well attended and I want to say thank you to all of you that made it happen. A special thank you goes to Adrienne and Lilly for giving the overview of what was going on at Local 18 and in the clerical unit. A lot of good questions and concerns were brought up about staffing. I will continue to work on resolving these issues.

CPR, First Aid & AED Training Available:

Thanks to the Clerical Worker Safety Joint Labor Management Committee, training is available for all personnel in the districts. If you have not attended the training yet, inform your supervisor that you want to attend and get a charge number. Then call Jaime Hernandez in Corporate Safety at (213) 367-8637 to sign up for the class.

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FROM THE TRENCHES

Unit 8 – Clerical by Lilly Calvache

We have started a Joint Labor Management Committee (JLM) in the Retirement Plan Office. I am happy to announce that the clerical committee members are Heather Herrera and Valerie Taylor-Ragler. They have agreed to participate and help resolve ongoing issues that affect the employees in the Retirement Plan Office. We will be using the Mutual Gains process and resolving the issues that are placed on the agenda.

If you have issues or concerns that you might want addressed at this JLM, please contact me or any of the committee members. I am hopeful that this process will establish a better relationship between Labor and Management and create a healthier working environment.

Unit 14 – Transportation by Martin Marrufo

Training has been a big issue for all classifications. The Assistant General Manager for the Joint System, Cecilia Weldon, has agreed to form a training program within the Joint System that will serve all Heavy Duty Truck Operators (HDTO), Equipment Operators (EO) and Power Shovel Operators (PSO) within the LADWP. This is a solid move from Management to ensure that our work force is the best trained and most qualified that it can possibly be.

This has come as a result of your insistence that we have a training program that helps our membership to promote and keeps all of us safe and productive. Cecilia Weldon has instructed Tom Patzlaff to begin the process of researching and preparing to implement this program. At our Unit meetings I have been asking for some of you to help us prepare for this as Labor representatives. Please participate in the discussions about what a completed program should look like and attend our monthly Unit meetings.

We have made some progress over the past couple years in reclaiming our work. Thanks to all of you for providing information to Local 18 that has helped Water, Power and Joint to staff up their fleet HDTO, EO and PSO positions. There are now bid positions from Fleet Operations in place at General Construction, and this has helped to recapture some of the work that had gone by the wayside. General Construction is the one of the last real challenges, and David Thrasher, Director of Integrated Support Services, and Milton (Bud) Worthen, Superintendent of General Construction, have agreed to create positions within General Construction for Equipment Operators and Heavy Duty Truck Operators.

Unit 18 – Clerical Supervisors by Lilly Calvache

The October Unit meeting was a success! I

want to thank all the members that attended our dinner meeting at Damon's Restaurant. It was very informative and I was pleased to see new members joining us.

I want to encourage all of you to try to attend these meetings so that you can stay informed about the issues in your unit. Starting in January 2010, Supervisory Clerical Meetings will be held at the JFB Room 921. I hope to see improved attendance from now on since the meeting will be at the JFB.

I will begin conducting MOU training at the next meeting and will continue to bring you information on any hot issues that are going on in the workplace. I will be doing site visits in the near future to make sure that your safety needs and concerns are addressed.

If you are interested in getting trained for Worker Safety Tours, please call me at (213) 387-8274 x140.

• **Next Meeting: January 21, 2010, 5:00pm in JFB Room 921**



2009 Electrical Mechanics, Electrical Repairers, Machinist and Metal Trades trainees at Local 18 for a Union Training Class in October

Unit 22 – Electric Service Reps by Shawn McCloud

I am pleased that our unit meetings continued to be well attended.

One of the hottest topics at the last meeting was the provision of Article 33.1 and how it is applied. Another ongoing issue is staffing, which I will continue to bring up in my discussions with Management.

Aram Benyamin and I have agreed that service planning is an area that needs thoughtful constructive analysis regarding how we can improve the current operation to ensure that the most effective and efficient work practices are being applied. I look forward to this joint effort.

• **Next Meeting: 1st Thursday of the month - look for your postcard in the mail.**

Unit 26 – Custodians by Nancy Romero

We are encouraged by the progress made in implementing the Bid Plan for the Outlying

Facilities. Our only current obstacle is the work week schedules. Management believes that several locations require a Tuesday-Saturday or Wednesday-Sunday workweek. At the moment we do not share that belief. We will continue our discussions until we bring a favorable resolution to this item.

Until then, all members (including those who transferred from the City) will have to remain in their current work locations. Once the Bid Plan discussions are completed, all the permanent custodians in the Department will be given an opportunity to bid on a work location and work shift they would like.

We are also on the brink of creating a "One Time Custodian Bulletin." Through our JLM process we have agreed that all current and past Emergency Custodians will be able to apply for this bulletin and get a direct path toward becoming a permanent DWP Custodian. This has been an ongoing effort and we thank the members of our Utility Vocational Worker Custodian Committee for their

participation in making this goal a reality. The "One Time Bulletin" is an interim step toward the real goal of finding a long term solution for hiring permanent Custodians in the DWP. That solution is ultimately the creation of the Utility Vocational Worker-Custodian program. We have made great strides towards the implementation of that program as well. We are hopeful that the City Council will approve it.

• **Next Meeting: November 19, 2009, 3:30pm at Local 18**

Unit 32 – Technical by Kerry McCorkle

Negotiations are continuing for a new Technical Unit Bid Plan. Your negotiating committee (Norman Lim, John Lockett, Walter Ramirez, Bruce Untiedt, and I) have held two meetings with Management. We are working through the Mutual Gains process to craft new Bid Plan language. We are scheduling a third meeting to continue our work.

I am pleased to announce that a newly formed Joint Labor Management Committee has been formed with Technical Unit member involvement. The Water System Protective Coatings Joint Labor Management Committee has started working to address corrosion issues in the Water System. Technical Unit Members John Polson and Mark Stapel, both Materials Testing Technicians, are members of the committee.

We had a great turnout for the annual Technical Unit Dinner Meeting. Dinner was catered by Maggiano's Little Italy Restaurant. We had a good discussion on various topics of interest to the Unit.

Your Local 18 Shop Stewards are: John Lockett, Robert Estrada, Walter Ramirez, Bruce Untiedt, David Alexander, Darryl Pettit, Ruben Najera,

• **Continued on Page 8 •**



SURGE

For Members of IBEW Local 18 and their Families

OCTOBER - NOVEMBER 2009

FROM THE TRENCHES

(continued from page 7)

• **Next Meeting:** 2nd Wednesday of the Month, location rotates between Local 18 and JFB.

Unit 34 – Supervisory Professional by Kerry McCorkle

We had a terrific annual Supervisory Professional Unit Dinner meeting. We had 31 members attend. Business Manager Brian D'Arcy presented an overview of the proposed contract amendment and answered our questions.

• **Next Meeting:** 4th Wednesday of the month, location rotates between Local 18 and JFB.

Unit 50 – Burbank by Martin Marrufo

Greetings to the Local 18 members of City of Burbank Water and Power! It was my immense pleasure to have a minor role in our last contract negotiations. Gus Corona, Senior Assistant Business Manager, Unit Chair Bruce Reddman

and our negotiating team have pressed for and completed the ratification of your defined benefit retiree medical plan. This helps to secure some key components of employee retention at the BWP, and gives the membership a more secure retirement. Congratulations to all!

Unit 64 – Azusa by Nancy Romero

In September, we submitted our prioritized proposals to the City Manager in anticipation of successfully bringing an end to our negotiations. We have received the final offer from the City, and our members are outraged. There is deep disappointment about the cost of living adjustments (COLAs) that were proposed. Many members are upset about being treated differently than all of the other City employees who received a 3.75% wage increase this year.

There has been a unanimous call for a "NO" vote. Unless the City returns with a more favorable proposal, it is expected that this proposal

will be rejected. Please stay in contact with the Bargaining Committee members and our Unit Officers to learn about any further developments. We are proud of all of you for staying strong and supporting each other as we fight to get a contract we can all be proud of.

I also want to encourage the members to stay informed about the progress at the negotiations table by attending the monthly Unit Meetings. Please note that we will not be having our regular Unit meeting in November due to the Thanksgiving holiday. We will be having our Annual Holiday Party in December, but the date and location are still being discussed.

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