



SURGE

August, 2005 • Published for the members of IBEW Local 18 and their families

BUSINESS MANAGER'S REPORT

UP CLOSE AND PERSONAL IN CHICAGO

National AFL-CIO Dissidents Throw Organized Labor for a Loss

By Brian D'Arcy
Business Manager, Local 18

I was there, and it wasn't pretty. In fact, it was downright ugly—and destructive. Potentially ruinous.

Organized labor, as represented nationally by the AFL-CIO, formed a *circular* firing squad and opened fire on ourselves. The trade-union movement has enough problems as it is—including virulently anti-working people, anti-family administrations in Washington, D.C. and Sacramento. The *last* thing we need is the ego-driven, self-destructive nonsense that took place at the AFL-CIO Convention late last month, in Chicago.

Three national unions—SEIU, the Teamsters and UFCW, representing over 4,000,000 working men and women—pulled out of the national AFL-CIO. Two or three more unions are threatening to follow suit. This is the biggest, deepest, most hurtful defection from the ranks of organized labor since the United Mine Workers left the old AFL in the 1930s and spearheaded the formation of the CIO (and it took 20 years for the two rival bodies to re-unite!).

Making things even worse is the appallingly bad *timing* of this split. As noted, organized labor faces hostile politicians at the state and federal levels. Thousands of union jobs are either being lost outright or exported overseas. The national labor movement has, in some ways, become stagnant and *reactive*, not innovative and *proactive*. Today, unions represent just about 12% of the national workforce, down from well over a *third* in the 1950s. Take away public employment, and unions today represent only about 8% of private-sector employees.

In a single misguided action, the national membership of the AFL-CIO dropped about 33%—from around 13 million to under nine. *It could get worse.* I can report that our I/O stood firmly with AFL-CIO President John Sweeney and the loyalists who have stayed in the federation.

THE DISSIDENTS' "AGENDA"

The breakaway dissidents, led by SEIU and the Teamsters, assert that a) the AFL-CIO has placed political considerations and priorities before organizing goals, and b) that its entire organizing effort has been substandard and ineffective—as

witnessed by a steep (28%) decline in the number of elections for union representation between 1998 and 2004.

Even if one accepts the dissidents' general argument, it overlooks a number of important factors:

- Labor laws are stacked *against* unions. This is the result of right-wing control of Congress and the White House, and also of a steady erosion in personal and workplace rights for employees

- If we are to fundamentally change these regressive labor laws—to make organizing easier and less influenced by management, for example—then we have to elect the politicians who support us and get rid of those who oppose our agenda. *That, friends, is politics—pure and simple.*

- If organized labor does *not* make political activity a top priority, how can we get enough elected officials to support and advance our agenda?

- Of course, organizing has to be stepped up and emphasized. Of course, unions should keep organizing among new immigrants and in traditional workplaces. And, yes, unions should consider "organizing outside the box," perhaps reaching out to vulnerable white-collar employees in banks, insurance companies and brokerage houses, for example.



THE GREAT IRONY OF IT ALL

Considering everything said above, here is the heart of the matter, the part that so wounds me personally, and organized labor as a whole:

AFL-CIO President John Sweeney, someone I view as a true gentleman and a man devoted to advancing the cause of organized labor, *completely agreed with the dissidents' agenda!* He saw the logic of their arguments, vowed to make the federation more responsive to their demands and goals, and made it clear that there was no reason for them to bolt over these issues. He willingly said that changes would be made—and rapidly—within the AFL-CIO to embrace the ideas and goals of the dissident unions.

And still the dissidents jumped ship. For whatever reasons—ego, a power grab, a desire to stir the pot for the sake of stirring it—the three big unions abandoned the federation at the worst-possible time. They rejected union solidarity

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when it is needed most, and have created a rival group—opening up the ugly, costly and self-destructive possibilities of raids on memberships, a split agenda, union competition instead of cooperation, and wasted funds and campaigns as one wing of the House of Labor takes on the other. If we didn't have enough enemies and detractors, now we have added a new one: *ourselves*.

I can just hear the cheers and derisive laughter coming from the White House, the State House in Sacramento, and in executive board rooms across the county! *"Hey, we don't have to fight the unions, they're fighting among themselves and tearing their movement apart! We'll just wait and pick up the pieces."*

LOCAL FALLOUT

The one bit of good news in all this is the fact that, so far, the Los Angeles County Federation of Labor is holding together as a cohesive unit. Before his untimely death, County Fed leader, Miguel Contreras, anticipating what took place in Chicago, realized that the 800,000-strong Fed had achieved its recent political wins and increased "clout" by staying united and strong. All the members unions pulling together for a common agenda. He had already made overtures to SEIU and the Teamsters, pointing out the folly of splitting the local labor Fed and diluting its influence.

Happily, his successor, Martin Ludlow, is taking the same

approach, reaching out to "dissent" local unions and working hard to keep them in the fold. Even better, a number of SEIU local union heads have announced that they have no plans to bolt the Fed. They realize that the Fed's strength comes from its unity, and that our progress, both politically and in organizing, has stemmed from this cohesion. Further, in case some of the national dissenting unions *order* their locals to disaffiliate from the County Fed, plans are afoot to create a new umbrella organization that would keep the Fed's 357 member local unions together as a political and organizing team.

There simply is too much at stake politically, economically and socially (our agenda) to allow squabbles at the national level to tear apart a very successful County-level labor movement. Add to that, the specter of the November special elections in which, among other things, organized labor is being *directly* attacked over the use of members' dues for political activity, and it is clear that local (and state) unions must stick together and fight together.

Right now, the national House of Labor is divided against itself. This is both unfortunate and needless. As President Lincoln noted, "a house divided against itself cannot stand." Our task, here in Los Angeles, is to make sure that *our* House of Labor remains united, strong and effective.

In unity,



Body Scan International



Body Scan International's Scanning Trailer

**For Local 18 members with Blue Cross.
Body Scan international will be bringing their mobile
unit to various work locations.**

**The next site visit will be
September 19-22, 2005 at:**

**John Ferraro Building
111 N. Hope Street
JFB, North Driveway (between Hope and Dewap Street)**

**Examinations are by advanced appointment only. A limited number of spots are currently available.
To schedule, or for more information, please contact Body Scan international directly at:**

888-724-8439

From the Trenches: Reports from your Business Reps

Unit 2 – ESOs

By Bill Lewis

◆ Finally, finally, *finally*..... it looks like we will have a new class of 20 trainees, starting in August. There are plans to start another class by the end of the year, but because of all the delays involved with this first one, I am *not* holding my breath.

◆ The Special Assignment Agreement for filling the Field Trainer's positions has been finalized. Your input was considered and included into the agreement. With the new classes starting, we are looking at a very busy few years for the trainers.

Unit 3 – Testers

By Bill Lewis

◆ Retirements continue to erode membership in the Testers Unit. The good news is that the request for a new test is at City Personnel and, with luck, a list will be established shortly.

◆ The recommendation for a new training program has been submitted to the Joint Resolution Board. As the recommendation winds its way through the process, I will keep you all informed as to the progress. *Please attend your unit meetings for updates.*

Unit 4 – General Construction

By Martin Marrufo

◆ There has been a trend towards disciplinary action associated with civility in the workplace. The best advice is to be aware of what you say and how you say it. Let's remember that we are all brothers and sisters in this union environment.

◆ I would like to thank the new members who have stepped up and taken on the responsibility of being a Local 18 Shop Steward. From the Valley, Brother Stephen Bartley, a Cement Finisher, has accepted the challenge. Brother Shawn Ivers, from Haynes G.S., is our newest Steward; he is a Maintenance and Construction Helper.

◆ The Joint Training Institute (JTI) is working on making training more available to you. JTI personnel are meeting with each business group's leadership to determine what the needs are in each section. The changes in technology and record-

keeping practices almost *require* that a lead person have some level of computer training. Find out what is happening at the JTI by logging on to.

Unit 6 – Stores

By Shawn McCloud

Unit meetings are held on *second Tuesday* of the month, alternating between the Van Nuys and Temple Street Yards. At our August meeting at the Van Nuys Yard, we reviewed a number of provisions from our new MOU. Minutes from our Joint Labor Management Committee will be distributed at our unit meetings. Please make every effort to attend your unit meetings and learn what's going on with your Union. Stay informed and involved!

Unit 8 – Clerical

By Shawn McCloud,
Geraldyn Washington-Tatum and
Lilly Calvache

Annual Road Trip

◆ Our annual road trip to the Owens Valley was once again well received. We visited our members in their offices in Mojave, Owens Dry Lake, Lone Pine, Independence and Bishop. Lilly Calvache, our newest Clerical Business Rep, was introduced to the Owens Valley clerical staff. Our unit meeting at the Bishop Office Building was well attended, and we discussed many clerical-related issues. Two years ago, Local 18 Clerical Business Reps made a commitment to have a site visit annually, and the tradition continues.

◆ At the unit meeting, we discussed the fact that Worker Safety Group Tours (WSGT) are *not* being conducted in clerical areas, and Shawn McCloud, Clerical Business Rep for the Districts, will address the problem. If you are interested in conducting WSGTs in the Owens valley, please contact Shawn (213/387-8272, ext. 111).

◆ Clerical Business Reps are looking for volunteers from all DWP Business Organizations to conduct these very important safety tours. Please contact your Business Rep if you are interested.

Half-time to full-time update

◆ The Letter of Agreement for half-time pay adjustment has been finalized, and is currently going through the signatory process. Look for an update in the next *Surge*.

◆ The Half-time/Full-time Transition process is nearly completed. All CSRs should look for a Frequently-Asked-Questions survey, which will be distributed soon.

Clerical Unit Meeting

◆ *Attention all Unit 8 members:* there is **no meeting in August**. Our next unit meeting is set for 6:00 p.m., Tuesday, September 13, at the Union Hall. Please bring all your MOU handouts, beginning with January, 2005 training, to the September meeting. *Remember, you are the Union!*

Unit 8/18 – Clerical Supervisory

By Geraldyn Washington-Tatum

If you are out ill, and you are *not* on the Attendance Improvement Program (AIP) or Medical Affidavit Status, or if your supervisor requests medical documentation, it should be effective the day of the request. Medical documentation to *return* to work should be effective from the date of the request forward. If you are asked for a "back-dated" note from your physician, please contact me (213/387-8274, ext. 105). Employees who are on AIP or Medical Affidavit Status, can refer to the guidelines in the Administrative Manual (Section 60-30).

Unit 13 – Automotive

By Ken Delgado

◆ The Joint Labor-Management (JLM) process is putting out some positive responses to the issues that we are bringing to the table. One by one, we will work towards addressing these issues in a timely manner. JLM minutes will be posted monthly so that you will be aware of what is being discussed and what issues have been resolved and removed from consideration.

◆ At the July unit meeting, some of you mentioned that the minutes were not being circulated to all shops, and that they were not being updated and posted monthly. In response, we

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brought up this matter at the Fleet Services JLM meeting. I now believe that management is making the effort to process and post the minutes in a timely way. If this problem continues to exist, please notify your JLM rep so that we can make sure it will be resolved. I cannot overemphasize how important it is for you to let your JLM rep know your concerns so that we can discuss them and come to a mutually satisfying solution.

◆ Your JLM reps are: Larry Gonzalez (MO 1); Rocky Guerrero (MO 1); Craig Hauck (VO 1); Ruben Lopez (VO 8), and Garrett Lund (MO 2).

◆ Recently, I submitted the names of some brothers who will attend the Joint Safety Institute (JSI) training workshop on Worker Safety Group Tours. I thank you for stepping up to participate and *make a difference* by representing labor in the workplace. Your WSG reps are: Richard Cueva; Craig Eagleson; Rafael Gutierrez; Ken Holloway; Eugene Lamoureux; David Lopez; Dennis Richards, and Buddy Shelley. *Thanks again for wanting to make a difference.*

◆ The Joint Training Institute Committee is still working with all the business units in order to formalize a training program. More to come on this matter.

◆ See you at our next unit meeting!

Unit 14 – Transportation

By Bill Lewis

We have begun discussions on developing a bona-fide training program for Operators. We currently are gathering information from other training programs in order to assist in its development. *Please remember your unit meetings are held on the second Wednesday of each month.*

Unit 15/20 – Pasadena

By Barry Poole

◆ Because management has requested the contracting-out of some of our bargaining-unit work, we are currently in discussions about increasing the amount of voluntary overtime offered to our members.

◆ Discussions continue concern-

ing cost sharing for the 2% @ 55 retirement formula.

Unit 17 – Field Groups

By Nancy Romero

◆ *Attention all Unit 17 members:* we are attempting to work with CSBU Management to fill the vacant Training Supervisor position via the Special Assignments Letter of Agreement. To date, several discussions have been held regarding this matter; we are awaiting a response from the Joint Resolutions Board.

◆ We thank the Training Unit and Dispatchers for providing training to both the Permanent Dispatcher and the new Back-up Dispatchers. Once again, I remind all of you who have already expressed an interest in becoming a Back-up Dispatcher to contact the Valley Supervisor to verify that you want to remain on that list.

Unit 19 – Electric Station Maintenance

By Gus Corona

Because of recent changes that have taken place in the business group, the Electric Station and Construction Joint Labor-Management Committee is being reorganized. At its July meeting, the committee decided to postpone the August meeting and reconvene in September. In the meantime, we will fill some vacancies that occurred because of retirements and the reorganization in ESM. We want to establish a new mission statement and refocus our attention on achieving the goals set forth by the committee. We are committed to work jointly with management in addressing issues of mutual interest, *with workplace safety remaining our highest priority.*

Unit 19B – Shops

By Martin Marrufo

◆ Currently, there some concern over issues surrounding the Machinist and Millwright classifications. The two classifications are very close in duties, but the differences are very specific. Although there is no clear way to settle these issues, management at CR&FS is working closely with Local 18 in order

to attempt to satisfy our concerns and keep the morale up in our workplaces.

◆ Our Worker Safety Group Tours are making progress. There have been tours scheduled, and by now a few have been completed. I would like to thank Al Keppol for his extra effort! Once again, I invite all of you to contact me in order to schedule training that would also include you in the WSG tours. This is important for many reasons, the main one being that different people see job sites in different ways. *You may have insight into a situation that another person will not see.* This is crucial in identifying and mitigating safety hazards.

◆ There have been changes in the Workers Compensation laws that may affect some of you. *Please be sure to designate a personal physician, so that you have the flexibility to see your own doctor in case of injury on the job.* Also, review your insurance needs and current plans. Ask a co-worker who has been injured on or off the job, just how much a supplemental insurance helped—or would have helped.

Unit 25 – Landscape

By Nancy Romero

◆ A special *thank you* to all of you who joined us for the quarterly unit meeting in July. Unit leaders said this was the *highest turnout ever for a Unit 25 meeting!* I appreciate all of you who came to the Union Hall to discuss our many important agenda items. We look forward to seeing everyone again at our next meeting.

◆ *Attention all members:* we will be initiating the process to establish a Bid Plan for the Landscape Section. We will move a process forward for selecting a bid committee, and then we will begin our discussions with management. We sincerely hope that we can work through the differences that have kept this process from moving forward in the past. We look forward to developing a bid plan for the Landscape Section for which we can all be proud. More on this item as we move forward with this process.

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◆ During our July meeting, a motion was made and approved to have the unit meetings on a *monthly* basis. We will begin these meetings in September. The location has not yet been determined.

Unit 26 – Custodial

By Nancy Romero

◆ We welcome the two new permanent CSAs to our Local 18 Custodial families at JFB and in the Valley. We encourage all of you to introduce yourselves and work side by side with the new brothers and sisters who have joined our ranks.

◆ *Attention all CSAs in the outside facilities:* I thank you for raising several concerns during the monthly safety meeting in all of the units. I appreciate the genuine concern and care for each other that is demonstrated in every section. I will attend as many of these meetings as my schedule allows, in an effort to reach out to all of you and answer your important safety questions. But please remember that our time to meet about Local 18 issues is during our monthly unit meetings at 3:30 p.m., on the *third Thursday* of the month, at the Union Hall.

◆ I encourage all of you in the unit to review your personnel file within the *next two months*. Too often, we forget to review this important file and ask that some of the documents that have specific deadlines be removed. I remind everyone *that once you have been served with a disciplinary package, it is much too late to remove any documents* (in accordance with the OM&S MOU). The Department can and will use those expired documents against you. *It is your responsibility to request that these documents be removed.*

Unit 28 – Reprographics

By Lilly Calvache

◆ On June 7, Joint Labor-Management Committee (JLMC) members met with Dave Huff, Administrator of the JLMCs. At this time, Brother Huff conducted a thorough review of the important JLMC process. We discussed the JLMCs' purpose, structure, scope and step-by-step process—things that all of us should know and

understand. We are ready and eager to move ahead with the JLMC.

◆ Starting in August, we will meet monthly at (TIME), on the *third Tuesday* of the Month, at (WHERE). JLMC members will attend Mutual Gains Bargaining training this Fall. If you have any issues or concerns that you think need to be addressed by the JLMC, please contact any of the committee members, or forward the information to me at

Unit 31 – Professional

By Leslie Abbott

◆ First, the good news: there are 578 members in the Professional Unit. Now, the not-so-good news: about 70 of your colleagues in the Pro Unit have not yet submitted membership applications. Local 18 just secured the *second* of two great MOUs for the Professional Unit in less than a year. Now is the time to reach out and invite your non-member colleagues to join IBEW Local 18!

Local 18 members receive *communications* from the Union, updating them on the latest issues and activities. They can *participate* in monthly meetings to hear first-hand the reports from the Union Hall, and *contribute* ideas about improving working conditions. They can *vote* on proposed MOUs, and for Union leadership. They have the opportunity to *access* the exceptional HMO and PPO *medical and dental insurance* plans that Local 18 has negotiated with Blue Cross. They can also receive \$5,000 in *life insurance* coverage, and participate in our Union's *social activities*. And, of course, *everyone* benefits when our Union is at its fullest strength when bargaining and advocating for its membership.

For Local 18 membership applications, please contact Local 18's office (213/387-8274, ext. 0). *Thank you for helping to spread the word about your Union!*

Unit 32 – Technical

By Kerry McCorkle

◆ The Business Process Improvement Contracts Committee was formed in 2004 to review IT-related

contracts. The Contracts Committee follows the same approach as the Standards Committee to process contract requests. Contracts are evaluated based on a variety of means, with the goal of an enterprise approach to IT contracts and technology. The Contracts Committee also looks for opportunities to consolidate multiple IT contracts under one umbrella contract. Further, it evaluates exceptions to the hardware and software standards lists. Exceptions can then be referred to the Standards Committee for recommendation. During the past year, the Contracts Committee has processed over 315 contract requests valued at \$146 million. Information about the BPI Contracts Committee is available on the Department Intranet, at ITSWEB.

◆ The BPI Standards Joint Labor-Management Committee (JLMC) was formed in 2004 to address Department-wide hardware and software standards. This committee has members from both labor and management, representing a diverse cross-section of the Department. The committee has worked cooperatively, using Mutual Gains Bargaining principles to establish hardware and software standards. It has defined corporate standards for issues such as PCs, laptops, and anti-virus software, as well as a variety of other software needs. The Standards Committee meets on a monthly basis. You may find the lists of hardware and software standards on the Department Intranet, at ITSWEB.

◆ Work is continuing on the Technical Unit Bid Plan. The names of the nominees to the Bid Plan Negotiating Committee are being finalized for submission. At the last three Technical Unit Meetings, we have brainstormed issues that we seek to address in negotiating a new bid plan. We will continue to discuss the bid plan at our monthly unit meetings. This is your opportunity to share your ideas and concerns.

◆ The Technical Unit Meeting is held at 5:00, on the *second Wednesday* of every month, at the Union Hall.

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Unit 33 – Administrative

By Shawn McCloud

Your unit meetings are set for 5:30 p.m., on the *third Wednesday*, at the Union Hall. Please make every effort to attend your unit meetings and learn what's going on with *your* Union. If you want to schedule a group meeting at lunch time, on your own time, please call me (213/387-8274, ext. 111) to schedule an appointment. Stay informed and involved!

Unit 34 – Supervisory Professional

By Kerry McCorkle

◆ The renovation project at the Environmental Laboratory, at Building 7, Main Street, is progressing well. As of now, the asbestos abatement in Room 303 has been completed. Specifications for equipment purchases and construction of the new lab space in Room 303 are progressing well; construction will have begun. The specifications for the purchase of the temporary trailer and equipment are also progressing well. The goal for completing this project (renovation of room 303 and construction of the trailer) is December, 2005.

Some laboratory functions will be moved into the new spaces, and another phase of the project is set to begin. The next phase will be renovation and improvement of the existing Environmental Laboratory. Local 18 members have been working hard in every facet of the design and construction of this project. Members working in the Environmental Laboratory will be able to provide their service to the Department in a more efficient—and most importantly—a *safer* manner. Leslie Abbott and I will continue to monitor the work and keep you informed on progress.

◆ The IBEW Local 18/Joint Training Institute Engineering Focus Group has met twice to identify, discuss and prioritize issues, and debate potential solutions regarding engineering training. We continue to prepare recommendations for management regarding engineering training.

◆ There is a dedicated core of brothers and sisters who attend and participate in our monthly unit meetings. You also have an equally dedicated group of officers who are doing a fine job of leading the unit. I always want to see more of you attend our meetings. *Please come and join us, and get involved.* Several unit members are already involved in Joint Labor-Management Committees. Your voice is being heard as you actively participate in Local 18 matters.

◆ The Supervisory Professional Unit meets at 5:30 p.m., on the *first Tuesday* of every month, at the Union Hall.

Unit 35 – Supervisory Technical

By Leslie Abbott

◆ Special thanks are in order to Unit Chair Ellen Schneider, who did an outstanding job with outreach and communication to Super Tech Unit members regarding the proposed 2005-2010 Wage & Fringe Benefit Package. What a great networking system this unit has! *Keep it up!*

◆ Super Tech Unit meetings are at 5:30 p.m., on the *third Wednesday* of the month, at the Union Hall. Parent Body (General Local 18 membership) meetings are always at 6:00 p.m., on the *fourth Thursday* of the month, at the Union Hall.

Unit 50 – Burbank

By Barry Poole

Congratulations to all the Local 18 members who recently graduated from the Power Line and Power System

Operations Apprentice Programs! I also want to thank our instructor, Dale King, and the Apprentice Committee,

Unit 55 – Communications

By Nancy Romero

◆ We have reached an agreement through the Telecomm Joint Labor-Management Committee (JLMC) process to close the Independence Shop and move those positions to Bishop. We thank one of our brothers for forwarding a recommendation to the Telecomm JLMC to look at the staffing issues surrounding this bid location. If not for his initiative, we would not have had these discussions.

◆ We have also held an initial discussion at the Telecomm JLMC regarding our many JLM accomplishments. Once completed, we will forward them to all of you for review.

Unit 64 – Azusa

By Bill Lewis

We have begun our negotiations with the City. As of now, we have had two meetings, and the new City Manager appears to understand our issues. The second meeting showed some promise. It seems that management wishes to actually *resolve* issues together, rather than force its own perceived "fix" upon us. Keep in touch with the officers and your Shop Stewards for important updates. I am confident that we can reach an agreement rapidly.

• • •



Back row (left to right): Kristian Blomdahl, Lineman Graduate; John McKaskle, Lineman Graduate; Bruce Redmann, Unit 50 Chair; Dale King, Line Apprentice Instructor; Mark Gleason, Line Apprentice Committee Member; Jeff Hancock, Line Apprentice Committee Recording Secretary; Ken Kramer, Power Systems Operator Graduate; Matt Daugherty, Lineman Graduate, and Jason Edwards, Lineman Graduate.

Front row (left to right): Lonnie Maybin, Lineman Graduate; Christopher Vilchis, Lineman Graduate, and Marco Jimenez, Lineman Graduate.

LOCAL 18, IBEW



SHOP STEWARDS' INJURED WORKER FUND

GOLF TOURNAMENT

October 10, 2005

**DeBell Golf Course
1500 Walnut Ave, Burbank, CA**

Entry Fee: \$105.00 per person (includes green fees, golf cart and dinner).

Scramble tournament with long drive and closest to the hole.

There will be a drawing and door prizes with the proceeds going to the Shop Stewards' Injured Worker Fund.

Shotgun start at 11:00 AM. Please indicate on the entry form if you have a group preference.

For additional information contact Local 18 office at 213.387.8274

Make check payable to: Local 18 IBEW and mail to 4189 W. 2nd St., Los Angeles, CA 90004. Full payment must accompany entry.

PLAYERS

AFFILIATION/PHONE

1. _____

2. _____

3. _____

4. _____

ENTRY DEADLINE - SEPTEMBER 28, 2005

UNION NOTICES

NOTIFY RE: CURRENT ADDRESS & PHONE NUMBER – to Local 18 and DWP

NOTIFY RE: CURRENT BENEFICIARIES – to Local 18 for your IBEW Death Benefit and to the DWP Retirement Office

PRE-DESIGNATE PERSONAL PHYSICIAN IN THE EVENT OF WORK INJURY – at DWP Workers' Compensation Office. California law requires your employer to provide and pay for medical treatment if you are injured at work. If you choose your own physician or chiropractor prior to a work related injury, you have the right to treat with that personal physician or chiropractor. Forms may be obtained at the DWP Workers' Comp office.

UNION SPONSORED MEDICAL/DENTAL PLANS – For information, contact our Benefit Service Center at 800/842-6635 or Local 18 offices at 213/387-8274.

EDUCATIONAL ASSISTANCE – Local 18 will finance tuition fees and 50% of the cost of required books for union labor-oriented classes *for members only*.

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 offers a maximum of 12 scholarships yearly to *members only* for undergraduate study. The scholarships are each worth up to \$3,000 per year to a maximum of eight years.

INQUIRE ABOUT PRESCRIPTION SAFETY GLASSES – Eligible employees are those who require the use of medically prescribed glasses to perform their primary work tasks, and whose primary work requires the use of safety eye wear by Department policy and/or CalOSHA regulations. Questions regarding employee eligibility and coverage should be directed to your primary Business Unit safety representative.

REGISTER TO VOTE – If you have moved or changed your name since the last election, you need to re-register! Registration forms are available online at the State of California's Secretary of State's website: www.ss.ca.gov.

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