



SURGE

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

BUSINESS MANAGER'S REPORT

A Study in Contrasts, Even as We Offer Thanks

By Brian D'Arcy
Business Manager, Local 18

Thanksgiving is the most "American" of holidays. Its celebration dates back more or less to the first English settlers who survived the severe winter of 1620-1621. Since then, on the fourth Thursday of November, Americans from all over the country—and sometimes from around the world—have walked, driven, bussed, trained or flown to be with loved ones, and to take some time to reflect on the good things we have. Between stuffed turkeys and bellies, around families and football, no matter how dire the economic, political or social circumstances may be, we have counted our blessings. We, in the IBEW Local 18 family, are no different.

But we should never forget that Local 18 family members are very fortunate, that we earn very good (and deserved) pay, perform vital work, and enjoy remarkable benefits. In a country, under a system that, unfortunately, continues to drive an increasingly large wedge between people at different socio-economic levels, far, far too many Americans are going without—without what we have fought for and won.

First, and foremost, all Local 18 members and families can be thankful for the unity and determination that helped win us an excellent new five-year contract with the Department of Water & Power. This contract is economically strong and, equally important, provides our hard-working members with the dignity and respect you so richly deserve. Kudos to our negotiating team and all the members who so strongly and vocally supported our effort!

We continue to appreciate—and benefit from—a top-of-the-line medical health/insurance plan, one that safeguards us and our families. Local 18 members enjoy excellent medical, dental, and vision plans, along with a bodyscan benefit and other preventative procedures.

But more than 45 million Americans have no health insurance (including over six million in California), and millions more have only the barest of bare-bones coverage. In the richest country in the world, the richest the world has ever known, a disgraceful number of people have to choose be-

tween food, housing and clothing, and either preventative or curative medical care! This is beyond wrong—it is an indelible stain on our country, our leadership, our system and, in a way, all of us.

We continue to have a better-than-industry-standard retirement/pension package. When we retire from our careers of professionalism and service, we know that we and our families will have a secure "safety net" of money and insurance, no matter how we choose to spend our retirement. We can be pretty sure that we will have food on the table, a roof over our heads, money for important priorities, and decent medical care.

But an increasing number of hard-working Americans are being abandoned by their employers, both large and small, with respect to medical coverage and pensions. More and more, corporate America—and smaller business that follow its "model"—are doing what they can to jettison, or significantly slash, their employee medical coverage and/or pension plans. They are "bottom-lining" their employees—sometimes literally—to death. If corporate America spent as much time looking after the best interests of its employees as it does in trying to squeeze away everything they can from them, this country would be healthier, stronger economically and more secure.



We continue to know that our work *matters*. We know we ably and diligently serve millions of people and businesses throughout Los Angeles and a number of nearby communities. We know that we help provide life-giving water and life-enhancing electric power that—literally—allows people to live, prosper and enjoy what otherwise would be desert terrain.

But for millions of Americans it can be a daily, dangerous and life-sapping struggle just to have clean water to drink and enough affordable power just to get by, let alone enjoy the new, high-tech, constantly improving appliances, "gizmos" and even luxuries which have become parts of our lives.

We are fortunate that we are members of a determined and influential Union that is respected by both management and the politicians. We know that, while managers

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at all levels, in all utilities, come and go, while politicians throughout the region are elected and defeated, IBEW Local 18 steadfastly continues its sole and sacred mission to represent you and your concerns as strongly and successfully as possible.

But millions of Americans are denied an opportunity to join a union, or they see union rights being trampled by a hostile, anti-union President and governor and their "justice" departments. The union movement—representing both public and private employees—is continually under attack by anti-family

politicians, cut-taxes-and-government fanatics, and corporate America. Worse, organized is squabbling within its own ranks—instead of expanding its effort to organize middle-level white-collar employees. American working people need unions more than ever!

Every Local 18 brother and sister knows that our staff, our business reps, and all our resources, are there whenever you need us. We are here to listen to your ideas, consider your requests, and represent you at every grievance level. We can work assured, knowing that our job sites are

as safe as possible, that both labor and management continue to work together in order to ensure that safety is priority one. We can be confident that both job promotion and career enhancement opportunities will be available, because we stress professional training and education, and make sure that management joins us in this task.

A happy, safe and enjoyable holiday to every IBEW Local 18 brother, sister and family!

In unity,

The Current Status of Joint Labor-Management Committees

By Dave Huff

Now that the drama of contract negotiations is finally behind us, it is once again time to concentrate on the day-to-day business of keeping the lights on and the water flowing.

For the last decade, the Joint Labor-Management process has been an integral part of that business. For the past three years I have worked as the Administrator of Joint Labor-Management Committees. This position has given me the opportunity to observe and assess the progress of our committees. As with any ongoing process, there is a definite cycle of ebbs and flows. It is my opinion that we are currently in a dangerous ebb cycle. For the last several months, I have been concerned about the *lack* of participation and support for the process. For the JLMC system to survive and prosper there *must* be support from the top, in particular from the office of DWP General Manager Ron Deaton.

While I applaud Mr. Deaton's participation on the Joint Resolution Board, his responsibilities to the JLMC system go far beyond membership in one committee. It must be made clear to all committee members that attendance at meetings and activities associated with these committees are a high priority, not just fill-in work when a break in the schedule allows participation. Almost every aspect of DWP operations has a committee in place to help address issues specific to that area. For the past several months I have seen a *drop* in attendance and participation on several JLM committees. It appears to me that this lack of participation by many management members is a direct re-

sult of the lack of visible support from the General Manager's Office.

Ron Deaton has not been involved with our JLM structure long enough to fully grasp the value it has to the Department, but many of the assistant general managers *have* had the experience. While it appears that individuals who have first-hand knowledge of the benefits of the JLM process have failed to step up and champion a worthy cause, it is clear that others in positions of influence have vocally and publicly *opposed* the process (the most blatant being a letter from Mahmud Chaudhry to then-Mayor James Hahn).

Accomplishments garnered through the Joint Labor-Management process have not only been a financial boon (the Business Process Improvement Committees have saved millions of dollars by consolidating IT contracts and standardizing equipment), but have literally saved the DWP from economic ruin. *For example, by working together, labor and management fought deregulation and avoided selling our in-basin generating stations!*

Considering these gains, along with accomplishments of Joint Labor-Management Committees throughout the Department, it is ludicrous that anyone could conclude that partnering with our Union is anything but advantageous to the DWP and the citizens of Los Angeles.

It is time for Mr. Deaton to take a strong and vocal stance in support of the Joint Labor-Management process and follow through with encouragement and support for all committee participants and activities.

In Unity,

From the Trenches: Reports from your Business Reps

Unit 3 – Testers

By Bill Lewis

◆ The training program we developed some time ago remains under review by the Joint Resolution Board (JRB). Because of a number of issues and other matters, the JRB went through a period of three months without a meeting. It just met in October and began its “catch-up game” regarding issues before it. Hopefully, we will hear back soon on this matter.

◆ Concerning another issue of great interest, staffing, the Civil Service test finally has been given for both Assistant Testers and Testers! As soon as a list is established, we will continue our diligent effort to get management to start back-filling the vacancies.

Unit 4 – General Construction

By Martin Marrufo

◆ The transition from Painter to Local 18 Business Representative has not been an easy or comfortable one. There are issues concerning the job of representing you, the members, that sometimes seem to slow down the process. Please do *not* get discouraged with the process; just keep calling me and supporting your Union!

◆ In the past, there has been an effort to change DDR's and add duties to some classifications. Sometimes, there are adjustments in procedures that can change the scope of work. The Structural Steel Fabricators are now training to receive weld certifications. This has been a long and difficult process, but one that will benefit the Department and you in the long run. *Please support your brothers and sisters out there.* We should all encourage each other to succeed and advance in our careers.

◆ With regard to career progress, the Joint Safety Institute is offering an orientation program for an on-line math course. This course could help you on a promotional exam, or just in doing your daily assignments at the Department. If you wish to reserve a seat at the orientation session, please call 818/771-4695.

Unit 8 – Clerical

By Shawn McCloud, Lilly Calvache and GERALYN Washington-Tatum

◆ *Body Scan International:* These body scans are for Local 18 members; our Union has negotiated a special discount for them. *Examinations are by appointment in advance only.* A limited number of spots are available. To sched-

ule a scan, or get more information, please contact Body Scan International at 888/724-8439.

◆ In the past, we have held clerical-site meetings at the JFB. If you want to have a site meeting, please contact your Business Representative. Remember that site meetings are held on *your own time*, at your work location.

◆ Clerical Business Representatives are looking for members from the different Business Units to conduct Worker Safety Tours. We want to make sure that Clerical personnel work in a safe environment! Please contact your Business Representative if you are interested in this important activity, so that you are sent to training.

◆ *We have not forgotten about the Clerical Bid Plan.* We are working on the different draft plans, and will keep you posted on this issue. Our meetings are at 6:00 p.m., on the *second Tuesday* of the month, at the Union Hall. As always, we ask you to stay involved. We look forward seeing you at our next unit meeting!

Housekeeping Reminders:

◆ Have you moved or changed your name? Have you welcomed a new bundle of joy? If so, please do not forget to notify Local 18. *Your beneficiary or address change will not be formally registered unless your call the office.*

◆ Have you been given the evacuation procedures for your work location? If not, ask your supervisor. If you have any problems over this matter, please contact your Business Representative.

VOC:

by Lilly Calvache

◆ The Joint Labor-Management Committee (JLMC) for the VOC has been active for a long time. We have accomplished many things during our tenure, and I want to make sure that this process continues on *your* behalf. The JLMC has afforded us the process by which our voices are heard in the many areas in which we work. We continue to move this committee process forward, and I am committed to making it work. If you have a question or concerns that you want addressed, please contact me or any of your JLMC members so that we can hear what you have to say.

◆ I am making the rounds throughout the floors at the JFB. I am conducting site visits in order to discuss workplace issues that you may have.

The Districts:

by Shawn McCloud

If you want a site visit at your location, please call me and I will set a date for your lunch time. Worker Safety Tours are being conducted at the districts. If you want a tour, or would like to become a team member for the Districts' Clerical Worker Safety Group, please call me at 213/387-8274 (ext. 111).

Unit 9 – Generation

By Gus Corona

◆ Management will be sending out two bid notices for ACO's at Valley Generating Station. It will also be filling three positions: Electrical Mechanic; Maintenance Mechanic, and an additional Lab Tech. We have greatly needed these slots for quite some time, and they are long overdue.

◆ The Department has developed a Discipline Committee in order to try and be consistent with its discipline. Unfortunately, all the committee has “accomplished” is consistently excessive and continuingly untimely action when issuing discipline. We have been trying to mitigate this situation, but in the meantime we are asking all of you to be vigilant and *not* put yourselves in a situation that could lead to discipline!

Unit 14 – Transportation

By Bill Lewis

We had a good turnout at our October unit meeting. A number of significant issues were raised concerning other classifications doing your work. This is an old and consistent complaint. Slowly, over the past few years, we have been *regaining* your work. We still have a long way to go. This fight will not end until the Department increases the staffing levels. Eighteen positions were added to the budget this year, but all of them were cut in final review. We are opposing all fully operated contracts, and will do so until we get some commitments on increasing staffing levels.

Unit 15/20 – Pasadena

By Barry Poole

◆ An Enhanced-Retirement meeting was held between the city and the Coalition on October 18. Management provided PERS actuarial reports for 2.5% @ 55, 2.7% @ 55, and 3% @60 plans. They also provided actuarial tables for “Credit for Unused Sick Leave”, “Military Buy-Back”, “Option II Survivor Ben-

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efit", "EPMC", and the "4th Level 59 Survivor Benefit Level". The city made a counter-offer regarding cost-sharing for the 2% @ 55. The Coalition continues to meet, and will reply to the city's offer at our next joint meeting.

◆ We continue to meet and confer on vacation carry over, crane issues and other matters. Please be sure to attend your unit meetings at 4:30 p.m., on the *first Thursday* of the month, in order to stay updated on all the latest issues that are important to you.

Unit 17 – Field Groups

By Nancy Romero

◆ I thank all the Unit 17 members who have supported our Union activities over the past couple of months! I especially thank the Shop Stewards and officers for the vital role they played in getting information out to, and back from, the field units. I encourage all of you to continue to show the same kind of solidarity that we have shared as we work together on our many items.

◆ Good luck to all of you who took the Senior Commercial Field Representative (SCFR) Test. I thank Nance Walker Bonelli, Metro Field Investigations Commercial Field Supervisor, for donating her own time to put a great FI Test Preparation Training Class together, and for demonstrating her support for Unit 17 members! We had a great turnout and a fantastic class. The test was given on October 15, 2005; the results should be out in a couple of weeks. Good luck everyone!



Members participate in the Field Investigation Test Preparation Class on September 24.

Unit 19 – Station Maintenance

By Gus Corona

◆ The Department has developed a Discipline Committee in order to try and be consistent with its discipline. Unfortunately, all the committee has "accom-

plished" is consistently excessive and continually untimely action when issuing discipline. We have been trying to mitigate this situation, but in the meantime we are asking all of you to be vigilant and *not* put yourselves in a situation that could lead to discipline!

◆ Management will be filling the Electrical Mechanic position at Valley Generating Station. Unfortunately, it did not finalize this decision until *after* the closing of the October bids, so the position will be offered up as a *temporary* transfer until April, when it will be put up for bid.

Unit 19B – Shops

By Martin Marrufo

◆ The history of Shops is still a bit of a puzzle to me. There have been many organizational changes throughout the years. Recently, I had the pleasure of attending a meeting that opened my eyes to some of the tools, materials and professional jobs that have come out of Shops. What I learned is this: *the superior quality that comes from these organizations is the difference*. I cannot expect to learn all about Shops in a few short months, so I would like you to tell me about all the good, the bad (and not too much of the ugly!) of CR&FS and FMBG. I realize that there are challenges associated with so much history in a changing organization. With that in mind, please write down any stories you have about the Shops and give them to me at our next unit meeting. *I am serious about this*. This is *not* a scheme to get you to attend unit meetings (although I hope you will!). I simply cannot fully represent you if I do not know some of your history!

◆ There have been some changes in the management at CR&FS. We do not know what the end result will be, but change seems to be a constant at DWP. The reality is that *you*, the employees, make or break this organization, and true leaders are too few and far between. Let us hope that the Department's senior management will make some good decisions and help us continue our excellent service into the future.

◆ There is a short supply of supervisors at ERS. Some members have exhausted their 1-5 time for the year, and it is putting a crunch on management. The lack of supervisors can create a less-organized environment. We cannot allow the shortsightedness of DWP's upper management to cause us harm. *Please be*

aware of your surroundings at all times, and watch out for your co-workers!

Unit 25 – Landscape

By Nancy Romero

◆ I thank all Unit 25 members for your participation at the Labor Day Rally and the Unit 25 meeting on September 20. We want to continue our momentum of participation into the future as we begin our discussions with management regarding a Bid Plan for the Landscape Section.

◆ We have drafted and sent a letter to the Department, asking to initiate discussions concerning a Bid Plan for the Landscape Section through the Meet and Confer process.

◆ I look forward to working with the several members who have stepped forward to assume the responsibility of sharing important union information with everyone in every section of the Landscape Unit. I thank those of you who have already agreed to serve in this vital capacity. If any one would like to assist with this matter, please contact me right away.

◆ At our September unit meeting, we discussed holding elections for unit officers in October. Unfortunately, due to a scheduling conflict, those elections were *not* held, and will be conducted at our November meeting. Any member in good standing can run for one of three officer positions. They are: Chair; Vice Chair, and Recording Secretary. Anyone wishing to verify membership status for the purpose of running for one of these unit offices, should contact me at 213/387-8274 (ext. 113).

◆ We also agreed that future Unit 25 meetings will rotate between Temple Street and a location in the San Fernando Valley. The October unit meeting was held at the Anthony Office Building, in the Field Group Conference Room.

Unit 26 – Custodial

By Nancy Romero

◆ We welcome the new permanent and emergency Custodial Services Attendants (CSA's) to our Local 18 custodial families at JFB and in the outside facilities.

◆ *Attention all JFB CSAs:* Cecil Wilson, a.m. CSA, has been appointed the new Shop Steward in accordance with the Local 18 Constitution and Bylaws. Congratulations, Brother Wilson! We all look forward to working with you and support-

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ing you as we resolve our many issues.

◆ *Attention all CSAs who work at the outlying facilities:* there have been many questions raised regarding the use of personal vehicles, mileage, *Per Diem* requirements, and fleet vehicles. Please be advised that the memo that was issued in the summer regarding mileage and *Per Diem* was rescinded and must be negotiated with Local 18. For now, please continue to submit your mileage as you normally have done. Anyone who is not reimbursed for submitted mileage requests, should contact me right away.

◆ *Attention all CSAs:* we have held several discussions with ISS Supervisors regarding the overtime assignments for all department CSAs. I remind everyone that all permanent CSAs are entitled to be "offered" at least 10% worth of overtime every pay period, in accordance with Appendix D (1) (d) of the OM& S MOU. I also want to remind you that it is not mandatory for any CSA to work overtime. Emergency CSAs and Limited CSAs are only to be offered overtime work after all permanent CSAs have declined. Emergency and Limited CSAs are also not to be integrated into the existing Accumulated Overtime Logs (AOTLs) with the permanent CSAs. Please contact me if you have any questions about this matter.

Unit 28 – Reprographics/Print Shop

By Lilly Calvache

◆ On October 18, the Joint Labor-Management Committee (JLMC) for the Print Shop and Reprographics met for the first time. The committee note and discussed different issues that we will address in the JLMC. Some of the issues that were put on the table for discussion were resolved during our first meeting. I am confident that this JLMC process will take us in the right direction. If you have an issue or concern that you would like the committee to address, please contact any JLMC member in your shop.

◆ Management had been coming down hard regarding discipline in many areas. One of the problems has been what you say in the workplace. I strongly advise you to be aware of *what* you say and *how* you speak to other employees. Please remember that while your words might not sound offensive to *you*, they may well offend *others* in your work area.

◆ I try to visit your shops as often as

I can, but whenever you need to speak to me, I can be reached at 213/387-8274 (ext. 140).

Unit 31 – Professional

Unit 35 – Supervisory Technical

By Leslie Abbott

◆ If you have not done so already, please send me your personal e-mail address. From now on, the occasional updates that I send out on Local 18 activities will go only to personal e-mail accounts.

◆ Earlier this year, DWP General Manager Ron Deaton appointed an Executive Discipline Review Committee. The result is that *the severity of proposed disciplines has increased*. Additionally, there has been more extensive monitoring of Department cell phones and e-mail for personal use. *Please take care not to put yourselves in compromising situations!*

◆ The Business Process Improvement Standards Joint Labor-Management Committee is charged with defining corporate stands for hardware and software at DWP. The standards are listed are on the DWP Intranet, at ITSWEB.

◆ The Business Process Improvement Contracts Joint Labor-Management Committee (JLMC) reviews all proposed IT-related contracts. One of the criteria for evaluation is conformance to hardware and software standards determined by the BPI Standards JLMC. If you are in a position to determine direction and/or purchases of information technology in your area, please inform yourself about the standards list *before* moving forward. You will save a lot of time and effort by knowing the facts first!

Unit 50 – Burbank

By Barry Poole

◆ We held a negotiations meeting on October 19. The city brought PARS retirement actuarial tables to the meeting, however it was *not* willing to offer a 2.5% @ 55 or a 2.7% @ 55 PARS retirement option. After the meeting, a special Unit 50 meeting was held. We discussed the progress of negotiations. Members, as well as our Negotiations Committee, completely agreed that the city should negotiate with IBEW Local 18, regarding defined-benefit retirement enhancements. The city is only willing to discuss defined-contribution retirement benefits. We discussed ways to resolve the differences between our position and that of the city.

◆ We decided to have as many members as possible attend the Burbank City Council meeting on October 25 in a show of solidarity for this benefit. Meetings are being set up with city council members in order to make management understand we are *serious* about the benefit. We also are exploring other options in this matter. We are trying to expedite the conclusion of negotiations, and ask that you make sure to attend your unit meetings in order to stay informed on the progress of these negotiations.

Unit 52A – Mojave

By Ken Delgado

◆ Here is an update on the *subsistence vs. overtime meal allowance*: we are currently in the process of filing for arbitration. Some of the managers believe that there are *two* separate ways to be paid. Unfortunately, upper management does *not* feel the same way. I will keep you informed about any new information concerning this matter.

◆ As you all know, there are many issues going on at the Keeler Dry Lake Project. I can assure you that we are working on them, because they are of great concern to all of you who work there. *I understand your frustration*. It is very important that we stay united and work together, in order to bring about the changes that will benefit everyone!

Unit 55 – Communications

By Nancy Romero

◆ I thank all Unit 55 members of who participated in the Labor Day Rally, as well as the unit meetings at the Boylston yard. Your participation is very important, and I strongly encourage more of you to join us once a month at our unit meeting!

◆ We will update you regarding the progress of our Joint Labor-Management Committee (JLMC) items at our November unit meeting because, now that our contract has been signed, we resumed JLMC meetings in October. Thank you for your patience on pending JLMC matters.

Unit 65 – Azusa

By Bill Lewis

Negotiations with the City of Azusa are progressing well. With any luck, by the time you read this, we will have a new contract to send out for ratification. If we do not, please be *sure* to attend our November unit meeting for a full update on this critical matter.

When is a Great Day to Stop Smoking? How About *Thursday, November 17*?

Are you or a family member *still* smoking? There is really no need to list the reasons why cigarettes are so deadly—we all know them. Here is what you, as an IBEW member, have to ask yourself: *"I put safety as number one on my list of job priorities, so why am I still smoking?"* Indeed, cigarettes and cigarette smoke contain more than 4,000 chemicals, including 43 known to cause cancer. Cigarettes are a proven killer, yet people *still* smoke!

One of the reasons why people continue to smoke, despite the fact that cigarettes are so harmful to one's health, is that it is physically (as well as mentally) difficult to quit. This is because nicotine is so addictive. Each puff of a cigarette delivers a concentrated dose of nicotine straight to the brain, and reinforces the need for the *next* puff. No one says quitting smoking is easy. *But dying of heart disease or lung cancer isn't exactly the best alternative!*

On the third Thursday of November every year, smokers across the nation take part in the American Cancer Society's Great American Smokeout® by smoking less or quitting for the day. *This year, the day is November 17.* To help smokers participate in the Great American Smokeout®, the American Cancer Society (ACS) has provided some great informational material on the Internet. This website is an excellent resource for IBEW Local 18 members and their families who want to quit smoking (or get information about all types of cancer). For example, on its website (www.cancer.org), the ACS provides helpful guidelines to plan your "quit day".

For example, to get ready to quit smoking, you should ask yourself three questions:

1. Why do I want to quit smoking?
2. What method will I use to quit smoking?
3. How do I stay smoke free?

Additionally, a strong plan will have three phases:

1. Deciding to Quit
2. Preparing to Quit
3. Following Through

Once you decide to quit, you need to prepare to quit. This involves choosing the optimal method to help you succeed. The ACS recommends that you discuss the following issues with a healthcare professional in order to help you decide which method would be the most effective for

you:

- How long you have been smoking?
- How many cigarettes you smoke a day?
- What triggers your urge to smoke?
- Whether you smoke on a regular schedule or randomly
- Whether you experience intense morning cravings
- Whether you have tried to quit in the past
- Why you had problems quitting or staying off cigarettes

The most common smoking cessation methods are:

- Cold turkey
- Gradual
- Nicotine replacement therapy

You should discuss the benefits and disadvantages of all three methods with your physician.

The ACS also suggests *not* keeping your intention to quit a secret. You should tell your friends and family (and fellow IBEW Local 18 members) that you are trying to quit smoking and let them know what they can do to support you.

Also, keep smoking "out of sight and out of mind" by getting rid of cigarettes, lighters, matches and ashtrays from your home, office and car.

Finally, on follow through, the organization suggests coping with cravings by practicing the 4Ds:

- Deep Breaths. Slowly inhale and exhale
- Drink lots of water throughout the day (especially during a craving)
- Do something else to get your mind off the craving
- Delay reaching for a cigarette. The urge will pass

The ACS notes that research indicates smokers are most successful in kicking the habit when they have some means of support, such as nicotine replacement products, counseling, prescription medicine to lessen cravings, guide books, and the encouragement of friends and family members.

Despite the fact that smokers do better when they have some means of support, only about 1 in 7 current smokers reports actually having tried any of the recommended therapies during their last quit attempt. The majority of smokers do *not* enlist these methods of support. To address this lack of support, telephone "quitlines" are now available to help for

smokers who want to quit. You can call 1-800-ACS-2345 to find a quitline or other science-based support in your area.

Another alternative is to talk to your primary care physician. Through your Blue Cross CaliforniaCare HMO plan and Power CareAdvocate PPO plan, you and your family members have access to the finest doctors, and one of the most extensive networks in the state. Your primary care physician can work closely with you to find the smoking-cessation program that best suits your needs.

Take a moment to mark your calendar for November 17, 2005! Join millions of Americans across the country as they cut down, or even stop smoking for one day. Remember this adage: a journey of 1,000 miles starts with the first step.

...

Through your Blue Cross CaliforniaCare HMO plan and Power CareAdvocate PPO plan, you and your family have access to the finest doctors and one of the most extensive networks in the state. With CaliforniaCare, you can build a relationship with your own network doctor with almost all benefits, including doctor visits, hospitalization, well-baby care, surgery, eye and hearing exams, for little or no out-of-pocket cost. With the Power CareAdvocate PPO plan, you have the freedom to choose medical services from within Blue Cross' expansive PPO provider network, or from a non-PPO provider.

In Memoriam

Death of Members Report Oct. 27, 2005

"BA" MEMBERS

William J. Jackson, retired Water Meter Repairman, initiated 03/01/67 by Local 18. Passed away 05/11/05.

Richard Lenser, Delivery Driver, initiated 09/01/85 by Local 18. Passed away 09/11/05

Ramona Strickland, Customer Service Rep, initiated 7/1/85 by Local 18. Passed away 8/31/05.

(We apologize for misspelling her name in the October Surge)

Local 18, IBEW

Cordially invites you to our Holiday Reception

**Thursday December 8, 2005
3:00pm – 8:00pm**

**Local 18 Union Hall
4189 W. 2nd Street
Los Angeles**

Live Music, Food, Refreshments



**RSVP Required
No later than December 1st,
by calling
213/387-8274**

***Join us for a final farewell to the old
Local 18 Union Hall Building!***

Sixth Annual Shop Stewards' Injured Worker Fund Golf Tournament a Big Success!

By Barry Poole

IBEW Local 18's Sixth Annual Shop Stewards' Injured Worker Fund Golf Tournament was held on October 10, at the DeBell Golf Course in Burbank. *The event was a huge success!* Sixty golfers joined us for the scramble tournament. We played 18 holes of golf and had a nice dinner afterward. Prizes were awarded for low score, high score, closest to the pin, long drive, and a 50/50 hole. Additionally, door prizes were distributed.

Special thanks go to our member volunteers: Mostafa Haji; Judy Litowitz, and Ellen Schneider, all of whom helped out at the event. We also thank every would-be Tiger Woods who participated! Additional thanks and appreciation go to the sponsors who contributed to the fund. They are: Fickewirth and Associates; Fenster and Gelber; UBS Financial Services; Benefit Service Center; Vision Service Plan; Miller, Kaplan, Arase and Co.; L.L.P.; Schwartz, Steinsapir, Dohrmann and Sommers, and Blue Cross. Your help was invaluable!

The Shop Stewards' Injured Worker Fund Raffle drawing will be held at the annual Holiday Party, Thursday, December 8, at the Union Hall.

Let us be sure to continue our support for this enjoyable and valuable event and raffle, because it is for a *very good and necessary cause*—benefiting our members who are injured in the line of duty. We look forward to seeing you again at next year's tournament!



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Executive Board
Jim Barham
Stan Deichen
Debbie Ferrer
Dave Huff
Jesse Mercado
Billie Washington