



SURGE

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

BUSINESS MANAGER'S REPORT

Organized Labor Must Defeat Props. 74 – 78 in November!

Proposition 75 is a *Disaster* for Working People

By Brian D'Arcy
Business Manager, Local 18

Desperate to be re-elected (despite approval ratings in the 30s), and eager to pay back corporate pals for their financing that elected him in 2003, the governor has thrown all restraint to the winds and savagely attacked his favorite targets: working men and women, especially public-employee union members.

His initiatives are the "lineup from hell," with Proposition 75 as his evil, anti-union leadoff hitter. It is the duty of all working Californians, especially Local 18 members and families, to vote **NO** on Prop. 75, and the others, on November 8, and get your friends and neighbors to do so, too!

The governor is trying to destroy California just like he blew up things in his films. We can't let that happen. Information is everything, and here are the facts about his rotten initiatives.



PLEASE VOTE **NO** ON PROPOSITION 75!

Let's start with the anti-union Prop. 75. It threatens organized labor and the fundamental rights of working Californians.

• Prop. 75 singles out *public-employee* unions in the state. It states that members of a California public-employees union would have to consent every year—in writing—for any part of their dues to be used for political campaigns.

• Prop. 75 would effectively gut the political activities and agenda of a million California working people, including members of Local 18. We would have to go through a difficult, time-wasting and costly procedure every year in order to raise enough money to fight corporate interests and advance our priorities. We would be stripped of our basic rights to participate in the political system and advocate change!

• Consider our recent fight to win our new contract. Had Prop. 75 been in effect, our ability to influence City Council members, and get our side of the story out, would have been crippled—perhaps fatally!

• Prop. 75 is thoroughly unfair. *Why aren't corporate shareholders asked every year to send written approval so that stock money is not used on anti-union crusades?* Big business already outspends labor unions by a 24-1 margin! Corporations simply want to *completely* dominate the political process.

• Prop. 75 isn't even needed! IBEW Local 18 members already have the right to opt out of political contributions at any time! Besides, the amount used politically, per member, from monthly dues is small—but vital.

• Prop. 75 would severely curb unions' ability to fight anti-working people legislation that affects our jobs, safety, health benefits and retirement. It would waste Local 18's staff time on annual "paper chases" to get your permission to spend money on *your* behalf.

HOW YOU CAN HELP DEFEAT PROP. 75

• Vote NO, and get everyone you know to join you!
• You have until *Monday, October 24* to register for the *Tuesday, November 8* election; please be sure you are registered!

• Walk precincts with Local 18 brothers and sisters on *Saturday, November 5* (9:00 a.m. – 2:00 p.m., in the San Gabriel Valley). Please call the Union Hall (213/387-8274, ext. 0).

• Phone bank with your brothers and sisters at the Union Hall, from 5:00 – 8:00 p.m., on *Tuesday-Wednesday, October 11-12, Tuesday-Wednesday, October 18-19, and Tuesday-Wednesday, October 25-26*. Please call the Union Hall (213/387-8274, ext. 0).

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Please Vote NO on Propositions 74, 76, 77 and 78!

*Prop. 75 is bad enough all by itself, but the ballot is stacked with even more evil "reforms." **All of these measures must go down!***

Prop. 74:
Punishing Teachers

- This would lengthen teachers' probationary period from two to five years. Further, teachers would lose their *fundamental* right to have a fair hearing over a dismissal for those five years. This mean-spirited, unneeded proposal will do *nothing* to resolve California's public-education problems.

Prop. 76:
Cutting School and Social Funding

- This would allow the governor to ignore voter-approved minimum-funding levels for schools, health care, public safety and other vital services. It would eliminate the prudent system of fiscal checks and balances in our State Constitution and give a governor too much power to hurt specific people and groups.

Prop. 77:
Reapportionment

- This would take reapportionment out of the hands of the state legislature and turn it over to a panel of three retired judges. The current re-apportionment process has worked for decades—why fix something that works? Even many Republicans do not support Prop. 77!

Prop. 78:
Drug Companies "Scam" Prescription Proposal

- This is the drug companies' version of "relief" for people who depend on prescription drugs. But remember: these are the same people who don't want you to have access to lower-priced, equally reliable Canadian drugs because that would cut into their huge profits.

Let me note here that there are two propositions on the ballot that are worth supporting: Props. 79 and 80. They are endorsed by organized labor and our allies. Prop. 79 is *real* reform for prescription-drug users, *not* a windfall for the big drug companies. It will *force* drug firms to lower their prices or face the loss of participation in California's huge Medi-Cal program. Prop. 80 has provisions that will lessen the chances of future power blackouts and energy-company consumer fraud by overriding the disastrous deregulation scheme that has plagued the state for years, and making utilities really serve *us*. Props. 79

and 80 deserve your vote.

It is essential that every union member and family get the word out about Prop. 75, why it is wrong and unfair, and why it must be defeated! We must stop the governor and make damn sure that Prop. 75 (and the others) go down!

Be sure to vote in November, and make sure your family members, friends and neighbors join you in stopping the governor and his ill-advised, viciously anti-working people agenda!

• • • •

Herb Wesson and José Huizar for Los Angeles City Council

IBEW Local 18 has endorsed candidates to fill the vacancies on the Los Angeles City Council. If you live in either the 10th or 14th Council District, please support these labor-backed candidates. It is always important that our Union maintain a majority of friends and allies on the Council.

Tenth District (replacing Martin Ludlow, who now heads the County Federation of Labor): Herb Wesson.

Fourteenth District (replacing Antonio Villaraigosa, who now is mayor): José Huizar.

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City Council Approves Our Contract by a 10-3 Vote

On September 20, the Los Angeles City Council approved our strong five-year contract with the Department of Water and Power. Council members voted 10-3 to accept the deal that we had negotiated with DWP management.

Some members, in comments to the *Los Angeles Times*, noted that our contract had been freely agreed to by both sides, and that by helping to hold rates down some 25% below other regional utilities, *our members obviously have been doing something right*. They also stated that to go back on an agreed-to deal would be not only morally wrong but very likely legally indefensible.

We salute the 10 City Council members who stood with us and realized the correctness of our position. Once again, congratulations to our negotiating team for securing a very good contract!

In unity,

From the Trenches: Reports from your Business Reps

Unit 2 – ESOs

By Bill Lewis

The new class of trainees has prompted management to move forward on the Field Trainer agreement. As of October 3, the following operators were assigned to Field Trainer positions: Area 1, Gabriel Solis; Area 2, Danny Bickel; Area 3, Robert Stephens; Area 4, Rudy Geronca, and Area 5, Clark Bertram. Congratulations and thanks to everyone who stepped up to volunteer for this important position. Training new people is one of the most important jobs for any journey person.

Unit 4 – General Construction

By Martin Marrufo

◆ The Union participation at General Construction has increased steadily in the last few months. We were *very well represented* at the Labor Day Rally. I cannot begin to tell you how incredible it was to see a mass of people in black “No Contract, No Work” shirts walking down First Street! All the support of our membership was reflected in the positive decision of the City Council on September 20. Thanks to all of you who showed such strong support at both events!

◆ Now that we have the agreement behind us, it is time to move on to the business of positioning ourselves for the *next* contract negotiations in 2010. Once again, we are being attacked by big business. In the coming weeks, you will hear from your Shop Stewards and co-workers about Proposition 75. Please pay close attention to its content and provisions. It attacks our ability to represent and advocate our interests in the political arena. Please stand strong with our Union and vote NO on Prop. 75!

◆ We all have had the opportunity to reflect on the financial impact of a strike. Although a strike would have hurt us all in the short term, there would have been a definite end to that impact. Now is the time to consider your family’s future in the event that your income might be lost, even for a short time. There are private plans that provide short- and long-

term disability benefits that could meet your needs. Please review your benefits and consider what options would best benefit your family in the event of an accident.

Unit 6 – Stores

By Shawn McCloud

◆ A *special thank you* to every member who participated in the Labor Day Rally, and who showed up at City Hall to support our effort to ensure that our contract passed. *Your solidarity and support were awesome!*

◆ At our August Joint Labor-Management Committee (JLMC) meeting, Frank Miramontes, President of Local 18 and Administrator of the Joint Training Institute (JTI) addressed the committee about training concerns. Our JLMC’s Training Subcommittee will meet with JTI personnel in order to discuss the training matrix for Warehouse and Tool Room workers and Storekeepers. Mark Hendon, the Department’s Agronomist, also attended, in order to discuss his role and worksite services he provides. All Storekeepers are encouraged to call Mr. Hendon to schedule a workplace evaluation for their staff.

◆ I hope all Storekeepers applied for the *emergency appointment* in the purchasing office. We fought hard to ensure that you qualified for the position.

◆ In the last newspaper, I was *not* trying to imply that everyone spilt orders. My intent simply was to imply that I had been made aware that some employees have to be trained in this manner, and therefore a formal training program should be conducted on this matter. Finally, if this were not an issue, the General Manager would not have put out a bulletin.

Unit 8 – Clerical

By Shawn McCloud, Lilly Calvache and Geralyn Washington-Tatum

◆ We want to thank all of you who participated in the Labor Day Solidarity March. It was a big success, and everyone knew that Clerical was in the house!

◆ We also want to thank the clerical employees who attended the City

Council Meeting on September 20. *We appreciate your dedication and support!*

◆ We are looking for Clerical members who want to be a part of the Clerical Worker Safety Tour team. If you are interested in safety matters, and would like to be trained, please call your Business Representative—Geraldyn (213/387-8274, ext.105), Lilly (ext. 140), or Shawn ext. 111).

◆ Your Business Representatives are available for *group lunch time meetings at your work location*. If you and your co-workers want to schedule a meeting, please call your Rep. in order to schedule an appointment. Choose a date and bring your lunch!

◆ Training on the MOU will resume on our next Clerical meeting. Please bring your MOU training materials. Now that our contract has been approved, it is still very important to continue to attend unit and Parent Body Meetings. This is the only way that you can participate and express the concerns that are important to you.

The Districts

By Shawn McCloud

◆ As many of you are aware, I am the Business Representative for all outlying clerical locations, with the exception of Customer Services Business Unit Offices. I am starting to make my rounds, and I have been sending clerical worker teams to the district locations in order to conduct safety tours. My goal is to visit each office location and discuss workplace issues. My visits for September included the Temple Street Building.

◆ Kudos to Mike Coia, and Gloria Velasco from his staff, for a speedy response to the on-going elevator problem in the building. The clerical staff there appreciates all efforts made to locate the cause of intermittent elevator problem.

◆ Recently, I visited East Valley Water, along with 2nd Street ITS. I am looking for members who are willing to distribute information to clerical co-workers at district locations that do *not* have a Shop Steward. My goal is

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to make sure that clerical in the districts offices are kept in the loop. If you are interested, and a Local 18 member, please call me (213/387-8274, ext. 111).

CSBU

By GERALYN WASHINGTON-TATUM

◆ The full-time to half-time transition meeting held on Saturday, September 17, was a big success. A special *thank you* goes to Lance Brown, Mike Buccat, Sue Muszalski, Heather Fritch, Kevin Shost, Ann Woodmore, Ray Lee, Conney Williams, Pam Sanchez, Norma Gonzales, Shawn McCloud and Shop Stewards Lorena Rosas and Reuben Sepulveda. This was another good example of labor and management working together to disseminate information that allows employees to make informed decisions. If you completed an interest memo, and were not invited to this meeting, please contact a CSBU Shop Steward or me (213/387-8274, ext. 105).

◆ On another note, we are working on half-time to full-time to half-time transition. The Transition Committee has been working diligently to iron out details. We have reached slight bump in the road with labor relations, but we are, however, working with Hal Lindsey, Assistant Employee Relations General Manager, in order to resolve the concerns of Peter Lakotos of the Labor Relations Office. Labor and Management will continue to work together to resolve all issues in order to make this transition possible. We will keep you updated.

Units 8 & 18 – Clerical Supervisory

By SHAWN MCCLOUD, LILLY CALVACHE and GERALYN WASHINGTON-TATUM

◆ If you have a Department-issued cell phone, please remember that they are for *DWP business only*. Management can—and will—produce records of all incoming and outgoing calls that you make. The cell phone is a tool to get your work done. It is *not* for personal use. *The same applies for e-mail usage.*

◆ If you park in the JFB and have

individual parking, or are in a carpool or vanpool, please follow the Commuter and Reservations Services (CARS) policies. If you have any questions regarding your parking privileges, please call the Parking Office for information.

◆ *In case of emergency do you know what to do?* Have you been given instructions on what to do and where to report? If not, please ask your supervisor about the evacuation plan for your office. If you have problems, please contact your business representative for assistance. We want everyone to be safe. Being safe means being prepared.

◆ GERALYN WASHINGTON-TATUM, Business Representative for Unit 18, is looking for people who want to become a Worker Safety Tour team member. Please contact her (213/387-8274, ext. 105) if you are interested.

Unit 13 – Automotive

By KEN DELGADO

◆ *Thanks to all of you for your support during contract negotiations, and congratulations on a job well done!*

◆ **Our next rally will focus on defeating the awful Proposition 75! Imagine what it would have been like if we had been silenced during our contract negotiations! Get the truth and the “big picture” now. Know why it is so important to vote NO on Prop. 75! Please spread the word to your friends and neighbors! Keep the voice of organized labor alive!**



Unit 15/20 – Pasadena

By BARRY POOLE

◆ IBEW Local 18 continues to meet with other organizations representing employees in the City of Pasadena. We are discussing cost sharing for 2% @ 55 or the possibility of a retirement enhancement. Meetings were held on August 12, 26, and September 7. Currently, we are waiting on actuarial studies for the cost of the various enhanced-retirement programs. Our next meeting is scheduled for October 18.

◆ Please plan on attending your regularly scheduled Unit meeting on the *first Thursday* of the month, at 4:30 p.m.

Unit 19 – Station Maintenance

By GUS CORONA

◆ With the October bids approaching, the vacancy requests have gone out to all the business groups. The vacancies will be posted for 21 days, beginning October 1. If you are interested in placing a bid for an existing vacancy, you must submit a bid form to your supervisor prior to the closing date posted on the bid announcement.

◆ Congratulations to the class of 2005 for completing the EMT program! This class, as did previous ones, demonstrated the quality of the education that is being given in the Training Center. These new journey-level Electrical Mechanics have long careers ahead, which will benefit them, as well as the Department. Also, I want to congratulate Dave Hanson for being selected Most Valuable Trainee by his classmates!

Class of 2005

Back Row (left to right): *Brian D’Arcy, Chris Iannari and Dave Hanson*

Middle Row (left to right): *Gus Baldwin, Mario Fonseca, John Kord and Charles Dubriel*

Front Row (left to right): *Dong Joung, Bill Biner and Vince Felix*

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Unit 19B - Shops

By Martin Marrufo

◆ Thanks to the members who attended both events that led up to the approval of our contract at the City Council. Our presence at the Labor Day Rally was quite impressive. If there were any doubt about the dedication of Shops personnel, it was put to rest on September 5! On September 20, there was a repeat performance: we were very well represented, and the City Council was *aware* of our presence!

◆ Now that we have the agreement behind us, it is time to move on to the business of positioning ourselves for the *next* contract negotiations in 2010. Once again, we are being attacked by big business. In the coming weeks, you will hear from your Shop Stewards and co-workers about Proposition 75. Please pay close attention to its content and provisions. It attacks our ability to represent and advocate our interests in the political arena. Please stand strong with our Union and vote NO on Prop. 75!

Unit 22 – ESRs

By Bill Lewis

The recent fight over the new contract put issues before the Joint Resolution Board (JRB) on the back burner. The grievance resolution to upgrade Electric Service Representatives to the next higher DDR remains in discussion at the JRB. As new information becomes available, I will keep all of you informed. Please remember, our unit meets on the *first Thursday* of each month.

Unit 24 – Water Supply

By Ken Delgado

◆ The Water Operating Joint Labor-Management Committee (JLMC) is now meeting for its second month, and things are starting to proceed in a much more efficient manner. Department management is now addressing the JLMC's issues directly, and the response time is much quicker. If you have any questions, suggestions or job-related issues in mind, please contact your committee labor representa-

tion in writing. Then, your Rep. can submit your item at the next JLMC meeting. The committee meets every month, on the *second Tuesday*. Your committee members are Roger Jeka, Ed Weber, Jack Edmonds, Phil Reina, Hector Miranda, Paul Yanes, and Mike Wall.

◆ *Thanks for all of your support during our contract negotiations, and congratulations on a job well done!*

◆ **Our next rally will focus on defeating the awful Proposition 75! Imagine what it would have been like if we had been silenced during our contract negotiations! Get the truth and the "big picture" now. Know why it is so important to vote NO on Prop. 75! Please spread the word to your friends and neighbors! Keep the voice of organized labor alive!**

Unit 28 – Reprographics/Print Shop

By Lilly Calvache

The Joint Labor-Management Committee (JLMC) for the Print Shop and Reprographics will start meeting monthly. Our meetings are scheduled on the *third Tuesday* of the month, at 1:00 p.m. If you would like the committee to address your particular concerns, please contact your JLMC member or call me (213/387-8274, ext. 140). Please remember that Parent Body meetings are held at 6:00 p.m., on the *fourth Thursday* of the month at the Union Hall. I encourage you to attend so that you can learn about upcoming events and important issues.

Unit 31 – Professional

By Leslie Abbott

◆ *Attention Engineering and Architectural Associates:* DWP management has conducted an audit of all Associate employees who have been receiving the Professional Architect or Professional Engineer License Premiums in order to identify employees who have received the premium during license lapses. *It is important that you be aware of where you are in the renewal cycle, and that you notify the State License Board of your current address so*

that renewal notices reach you. To review governance and administration of your professional licenses, please check the website for the California Department of Consumer Affairs. (Reference Pro Unit MOU Article 34)

◆ Welcome to two new Professional Unit Shop Stewards! Marco Ruiz is a Civil Engineering Associate, and works as a Construction Inspector in Water Engineering & Technical Services. Sigfredo Menendez is an Electrical Engineering Associate who has been in Power for years, and is moving to Water in October. We now have 11 stewards in the Pro Unit! *Great thanks* to all Shop Stewards and unit officers who are taking leadership roles in our Union!

Unit 32 – Technical

By Kerry McCorkle

◆ I want to thank the members of the Technical Unit who showed tremendous solidarity as we fought to ratify our contract. Many of you participated in both the Labor Day Solidarity March and Rally, as well as the City Council Meeting on September 20. I especially would like to acknowledge Unit Chair John Lockett, and Shop Stewards Robert Estrada, Norman Lim, Gerry Pallones, Luis Partida, Walter Ramirez, Dennis Skelton (also Unit Recorder), and Bruce Untiedt.

◆ I regret to announce the untimely death of Unit Vice Chair/Shop Steward Ed Sosa. He was dedicated and passionate about his work at DWP. Ed was very knowledgeable about Department procedures and practices. He was instrumental in forming this unit, and he provided crucial leadership in its early days. Ed will be missed by all of us who knew him!

◆ I want to remind you all about the G.M. Bulletin regarding Use of Electronic Mail (e-Mail). You may reference Administrative Manual Policies 160-02 and 160-04; they address both e-mail and internet usage. DWP's e-mail and Internet systems are Department property, and are only to

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be used for *official business*. *The Department has the right to monitor and review your usage, and pursue disciplinary action against you for violating this policy.* Recently, Local 18 has represented several members facing disciplinary action because of inappropriate usage. Please do *not* take chances by using DWP's e-mail and Internet inappropriately!

◆ We have also seen an increase in employees being disciplined for inappropriate Department *cell phone* usage. If you are issued a DWP cell phone, it is *Department* property, and it is issued for *business* purposes. Please do *not* take a chance on facing discipline for inappropriate usage!

◆ If you would like periodic e-mail updates sent to your home, please contact me with your home e-mail address.

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

Unit 33 – Administrative

By Shawn McCloud

◆ *Your solidarity and support was awesome!* Thank you for your participation in the Labor Day Rally, and to those of you who showed up at City Hall to support our effort to ensure that our contract passed.

◆ There has been a suggestion to increase participation in your unit by alternating our meetings. Please come to your unit meeting in order to discuss your concerns.

Unit 34 – Supervisory Professional

By Kerry McCorkle

◆ I want to thank the members of the Supervisory Professional Unit who showed their solidarity as we fought to ratify our contract. Many of you participated in the Labor Day Solidarity March and Rally, a number of you attended the City Council meeting on September 20. I want to recognize Unit Chair Brad Packer, Vice-Chair John Miller, and Recorder Jack Waizenegger for their assistance in mobilizing the unit, as well as their assistance on the Bargaining Committee.

◆ I want to remind you all about

the G.M. Bulletin regarding Use of Electronic Mail (e-Mail). You may reference Administrative Manual Policies 160-02 and 160-04; they address both e-mail and internet usage. DWP's e-mail and Internet systems are *Department* property, and are only to be used for *official business*. *The Department has the right to monitor and review your usage, and pursue disciplinary action against you for violating this policy.* Recently, Local 18 has represented several members facing disciplinary action due to inappropriate usage. Please do *not* take chances by using the DWP's e-mail and Internet inappropriately!

◆ We have also seen an increase in employees being disciplined for inappropriate Department *cell phone* usage. If you are issued a DWP cell phone, it is *Department* property, and it is issued for *business* purposes. Please do *not* take a chance on facing discipline for inappropriate usage!

◆ Please contact me if you want to provide your home e-mail so that I can send you periodic updates.

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

Unit 50 – Burbank

By Barry Poole

◆ On a hot July 23 morning, IBEW Local 18 members from Unit 50 volunteered to help one of Burbank's senior citizens. After being released from the hospital, this recently widowed senior was unable to care for herself, her handicapped son, or her house. She was given the aid of a social worker, who told us that the house needed repairs, and that the yard had become cluttered and overgrown with vegetation. Unit members Bruce Redmann, Barry Heller, Chris Besvold, Kirk Jenson, Andy Harmon, Juan Gallegos, Ken Kramer, Karamjit Chahal, Joe Bradley, Randy Kubler, Dale King and Rene Spruch, went to help. The volunteers worked from 8:00 a.m. until noon, filling a tree chipper truck, two dumpsters, and a dump truck. It was all worth it when the homeowner said, with tears in her eyes, "you gave me my yard



Pictured from left to right: Karamjit Chahal, Barry Heller, Bruce Redmann, Rene Spruch, Chris Besvold.

back!" *Nice work, guys!*

◆ Our Negotiations Committee met with city representatives on August 11. After hearing the city's counterproposal, Local 18 members decided to meet again on August 17 and 31 before meeting again with the city on September 1.

◆ The Burbank Employees' Retiree Medical Trust continues to meet concerning contributions to the Trust.

◆ We are meeting with other municipal organizations about a request to negotiate with the city for enhanced-retirement plans.

◆ Please be sure to attend your Unit 50 meetings. They are normally scheduled on the *second Tuesday* of the month, at 4:30 p.m. These meetings keep you updated with regard to these and other important issues.

Unit 53 – Water

By Ken Delgado

◆ Currently, we are in the grievance process concerning the Water Utility Worker inequity. Management has *not* been able to establish a mechanism to resolve this problem. The grievance process will do is document the argument of the inequity and the discrepancies between the Journey level and the Maintenance and Construction Helpers. The grievance procedure will take this issue to a conclusion one way or another. I greatly appreciate your patience in this matter; I wholeheartedly recognize your frustration here!

◆ The Ascot Training Facility has in-

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stituted a new way of training the new M&C's. It is bringing Senior Water Utility workers in from the field to do hands-on training. The response has been exceptional! Good job to those seniors who have already done the training! The rotation will continue until the end of the training. Thanks to all of you who have participated!

◆ *Thanks to all of you for your support during contract negotiations, and congratulations on a job well done!*

◆ **Our next rally will focus on defeating the awful Proposition 75! Imagine what it would have been like if we had been silenced during our contract negotiations! Get the truth and the "big picture" now. Know why it is so important to vote NO on Prop. 75! Please spread the word to your friends and neighbors! Keep the voice of organized labor alive!**

Unit 60 – Waterworks Mechanics

By Ken Delgado

◆ Because of a lack of participation, we recently changed our meeting location to the L.A.A.F.P. The request was made from the Water Works Mechanics who have reporting locations on the Valley side of town. Hopefully, this will

increase participation at unit meetings so we can work—as a unit—on the problems and changes that need to be addressed.

◆ The Water Operating Joint Labor-Management Committee (JLMC) is progressing smoothly. The JLMC process is working as it should, and we are putting *management* to work! If you have any questions, suggestions or issues that are work-related, please get in touch with your JLMC representatives. They are Mike Fitzpatrick, Larry Goetz and Mike Stoddard. *Write down your request and give it to a rep. so that he can bring it to the next JLMC meeting. The committee meets every month, on the second Thursday.*

◆ *Thanks to all of you for your support during contract negotiations, and congratulations on a job well done!*

◆ **Our next rally will focus on defeating the awful Proposition 75! Imagine what it would have been like if we had been silenced during our contract negotiations! Get the truth and the "big picture" now. Know why it is so important to vote NO on Prop. 75! Please spread the word to your friends and neighbors! Keep the voice of organized labor alive!**

Don't Lose Your Vacation!

Beware of losing your vacation accrual!

- First, for all absences without leave.
- Second, for that portion of absence in *excess of*:

An aggregate of thirty (30) days in any one service year, on leave for reasons that are personal to the employee.

An aggregate of ninety (90) days sick leave in any one service year.

An aggregate of ninety (90) days in any one service year, culminating all absences on sick leave and all absences that are personal to the employee.

- Third, for all absences during any service year in which an employee was not on active duty for at least one hundred eighty (180) calendar days.

- It is *your* responsibility to check your vacation ledger or check stub after each pay day in order to make certain that you have the correct balance, and that you do not lose vacation time. You will receive a lump sum of vacation time after you complete your 5th and 19th years of service. You will also receive *one* day in your 13th year, two days in your 14th year, and so on until your 16th year of service. Please read your MOU!

- If you are at your maximum accrual at the time of your lump sum, you will *lose* all time over your maximum accrual.

- *Each employee has a different service year.* It depends on when your Department employment or re-employment began.

Please remember: you are responsible for your vacation time!

In Memoriam

Death of Members Report September 22, 2005

"A" MEMBERS

Robert Rymas, retired Electrical Mechanic, initiated 9/1/51 by Local 18. *Passed away 8/6/05.*

Kenneth F. Smith, retired Journeyman Lineman, initiated 2/22/55 by Local 889, L.A. *Passed away 9/13/05.*

Eugene Wald, retired Electric Serviceman, initiated 10/16/42 by Local 18. *Passed away 8/9/05.*

"BA" MEMBERS

W. Boyde Amerson, retired Pk Maint. Supervisor, initiated 7/1/84 by Local 18. *Passed away 6/23/05.*

Helen Bailey, Clerk, initiated 11/1/88 by Local 18. *Passed away 8/30/05.*

Warren Bayton, retired Electric Service Worker, initiated 9/1/79 by Local 18. *Passed away 6/05.*

Karen David, Electrical Craft Helper, initiated 9/1/85 by Local 18. *Passed away 9/2/05.*

William Gowdy, retired Machinist, initiated 9/1/75 by Local 18. *Passed away 8/2/05.*

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

Robert D. Werndorf, retired Equipment Mechanic, initiated 7/1/77 by Local 18. *Passed away 9/5/05.*

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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