



SURGE

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BUSINESS MANAGER'S REPORT

RAZING AND CONSTRUCTION BEGIN SOON

As We Leave Our Home for the Past 58 Years, We Look Back on Union and Political Activities



By Brian D'Arcy
Business Manager, Local 18

Our building has seen a lot. It has witnessed the unparalleled growth in size and influence of our Union. It has been home to countless Union meetings and planning sessions, candidate interviews and political-strategy huddles, and significant sit-downs with a myriad of elected and appointed decision-makers.

Above all, 4189 West 2nd Street, Los Angeles, has been our home away from home, our office, the nerve center and hub of three generations of Union activities, plans, goals, and strikes—all designed to advance our agenda and serve the best interests of every IBEW Local 18 member and family.

But after 58 years, it is time for a new building, a

new home, a new operational center for our Union.

It is time to back up the moving vans and move—temporarily—to offices at the UCLA Labor Center at MacArthur Park. It is time for the contractor and builders to create a new, gleaming, state-of-the-art Union Hall for Local 18. It is time for a change.

IF THESE OLD WALLS COULD TALK....

One of the standout memories of this building is the discussions, planning and boiler-room operation surrounding the formal representation of DWP employees by IBEW Local 18. By way of providing context to this story, we have to remember that things were very much different in the early 1970s with respect to our representation and influence at the Department.

The IBEW nationally, while strong, had not yet or-

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ganized a major public-utility work-site. Certainly not one the size of DWP—the country's largest public utility. When the Los Angeles City Employee Relations Board decided to change its policy of Local 18 representation at DWP, but without a formal contract and collective bargaining, it offered both Local 18

and the national IBEW an unprecedented opportunity to officially organize and bargain on behalf of the employees of a huge public utility.

The Employee Relations Board established a number of white- and blue-collar classifications (as separate bargaining units) at DWP, including clerical, water, steam plant and load personnel, and supervisory—for both white- and blue-collar employees. In the process of establishing these collective-bargaining units, the Board mandated that representative elections had to be held by the affected employees; a specific percentage would have to sign cards saying that they wanted union affiliation/representation.

At that time, the employees had three choices in the election: IBEW Local 18, affiliation with AFSCME, or no union at all.

Our building became a 24-hour-a-day campaign headquarters, think tank and operational center. Union members and volunteers worked around the clock: writing and printing election material; assigning teams of business reps and members to appeal to specific bargaining units, and developing campaign strategy and tactics. The International Union sent in a top organizer to help coordinate the operation.

This was a major campaign; the IBEW had to win representation rights, had to get into a major public utility. *Bottom line: we won!* Local 18 was on its way to being the influential force that it is today, both at DWP—representing some 97% of the utility's employees—and at City Hall. This was the organizing campaign/election that put us on the map as a "player", and we have never looked back!

WALKING THE LINE WHEN PROVOKED

Of course, things do not always run smoothly, and in our world that meant job actions against the Department when we thought we had to act in order to protect the best interests of our members and the extended Local 18 family.

In 1974, 1980 and 1993, Local 18 staged strikes against DWP. In 1974, we won an 11% wage and benefit-package increase. In 1980, we came away with a better contract than the City's last and best pre-strike offer.

In 1993, Local 18 members struck DWP for nine grueling, pressure-packed days. Again, our Union Hall was "strike central", a the nerve center of our effort to secure higher wages and better fringe benefits for our members and their families. And again, we won a fair and equitable contract that recognized our members' hard work, and both rewarded and respected them.

Late last year, we once again showed that we were ready to go out, but fortunately, we never had to strike; our negotiating team reached agreement with the Department, and we got the contract we deserved.

THE POLITICAL PARADE

For some 35 years, politicians at all levels—candidates and office holders—have come to our building, seeking support, endorsements and advice. They have all been here: Los Angeles City Council members and mayors; Los Angeles County Supervisors, State of California Assembly members and senators; statewide office holders, and federal congressional and senate politicians. Even an occasional Presidential candidate has graced the old Union Hall.

The list is endless and varied, including, but not remotely limited to, municipal officeholders and candidates from the 1970s, 1980s, 1990s, and up through today.

Los Angeles County-level and State of California hopefuls and candidates came by, talking to members and staff, and taking part in question-and-answer meetings with Local 18 reps. We have interviewed, supported and helped elect many outstanding pro-union, pro-working people legislators and executive-branch men and women. And, of course, federal-level hopefuls and incumbents came by to hear about our agenda and the goals of organized labor in general and IBEW Local 18 in particular.

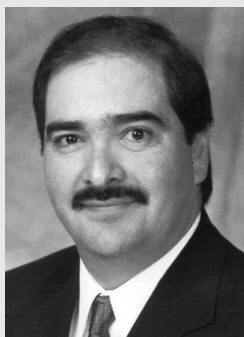
It has been quite a stay at our old Union Hall. And if we leave with some nostalgia and a lot of memories, we all are confident that our new building—to be built right on the site of the current one—will soon provide its share of lore and events and personalities that make up the history of IBEW Local 18 in this new century.

Local 18 Backs Three Candidates in Important DWP Retirement Board Election

Few things are more important to every IBEW Local 18 brother and sister, and family, than their retirement package from the Department. We work long and hard in order to know that our families and futures will be protected with a well-deserved revenue stream when we retire. The members of DWP's Retirement Board are charged with the very important responsibility of ensur-

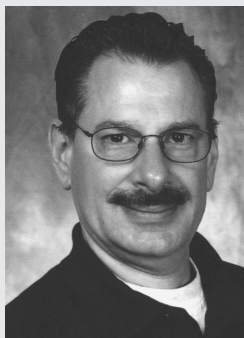
ing that the fund which provides our pensions is carefully and wisely invested. The growth and protection of this fund is vitally important to us, so it is equally important that people we know and trust represent Local 18 and its members' best interests on the Retirement Board.

With an election coming up very soon, your Union recommends these three Retirement Board members:



Incumbent **Javier Romero** is President of the Retirement Board. He has 20 years of service at the Department, with the last 11 in the Power Systems Organization. He has been a member of Local 18 for 19 years, serving as a Shop Steward and Joint Safety Institute Committee member, as well as serving on our Joint Labor-Management and Negotiating Committees. Brother Romero has been President of the Board since mid-2001, and before that was Vice-

President for three years. He has served on the Board's Investment and Benefits Committees, and has taken business and trustee courses at the University of Pennsylvania and Stanford. He has been a featured speaker at pension conferences. Brother Romero will continue his outstanding record of service to you and our retirement system by overseeing prudent and diversified investments that will keep the fund financially strong.



Incumbent **Eugene Canzano** has ably represented your interests by keeping our Plan *safe and growing*. He is a leader in Board deliberations and decision-making. He has learned well from training sessions and college course work that give him the tools to make solid business decisions related to institutional-retirement investing. Brother Canzano has extensive training in fiduciary responsibilities, investing, retire-

ment-pension plans, and health and welfare trusts. He is Local 18's Recording Secretary, a Trustee of the Local 18/DWP Joint Training Institute and Joint Safety Institute, and a Trustee of our Health and Welfare Trust. Brother Canzano also has extensive trustee training and experience. He is committed to growing, maintaining, and *protecting* our retirement fund, as well as ensuring that all your retirement-security needs are met.



Candidate **Cindy Coffin** is running for a position on the DWP Retirement Board. She is a 33-year veteran of the Department. Currently, Sister Coffin is a Senior Commercial Field Representative in the West Los Angeles Field Investigation Unit. She is a long-time member of Local 18, and has served as a Shop Steward, Chair of Unit 17, and a member of the Shop Steward Training Committee, as well as a number of Joint Labor-Management

committees. Sister Coffin pledges that, if elected to the Retirement Board, she will work hard to ensure that all investments are made in a safe and secure manner. She promises effective and careful administrative oversight, as well as an "open door" to every member who has questions or suggestions concerning the fund. Sister Coffin realizes the great importance of this position and will take her responsibilities very seriously.

We urge you to vote the Local 18 slate and elect these three excellent, dedicated and experienced people to the DWP Retirement Board. They will serve us responsibly, and work hard and well for all of us!
In unity,



Local 18 has Moved!

(effective April 3, 2006)



675 S. Park View St.
Los Angeles, CA 90057
(213) 387-8274
www.ibewlocal18.com
(inside the UNITE building)



Please note:
**Local 18 members enter
through side entrance,
location will be posted**

From the Trenches: Reports from your Business Reps

Unit 1 – Electrical Distribution

By Barry Poole

◆ The Lead Splicing Cross Training Module has been approved. This is a positive first step towards putting needed training programs in place. We are still waiting for management to approve the separation of the Lineman and Splicer programs. We also are waiting for Joint Labor-Management Committees to be formed in the Power Distribution Section. Management, however, continues to refuse to sign off on these programs! We will continue to put whatever pressure is possible on management to put these programs in place.

◆ The Los Angeles Department of Water and Power's number-one stated priority is *safety*. The Joint Safety Institute has gone even further by asking everyone to make safety a 24/7 goal. I remind everyone of the need to maintain that attitude. A person can perform only so much work in a day. We need to continue to make sure that crews are appropriately staffed for the job that is being done. *Be sure to call for an extra person or crew if necessary.* Take the time to make sure all safety procedures are being followed. Do *not* allow yourself to be pressured into doing more than what established procedures have determined is safe!

Unit 2 – ESOs

By Bill Lewis

◆ As the new year progresses, so do our past advancements. This year will see new people participate in a new training program. The first class in this new, expanded program is progressing well. I hope that another class will begin by May.

◆ Issues surrounding the OP Logger are being addressed. The updated software should resolve the issues brought forward to date. Let your Joint Labor-Management Committee (JLMC) member know of any problems with the updated software. The JLMC continues to track this issue.

Unit 4 – General Construction

By Martin Marrufo

◆ Our Joint Labor-Management Committee meetings have been very effective at taking care of some important issues and not so effective on others. I have had the honor of being your Representative for a year now, and I have seen that some changes need to be made. If you would like to be involved in this process, or the Worker Safety Group Tours, please contact me so that I can schedule you for the required training.

◆ At our February unit meeting, the membership voted to approve a change in the location and date of our regularly scheduled meetings. The dates of our meetings have been moved to the *second Wednesday* of each month. The new location is Main Street Bldg # 3, upstairs above the Main Street Café.

◆ Over the last few months, there have been some jurisdictional difficulties in General Construction. It seems that having all of these crafts in this section presents a few challenges. ESM crafts have been added to the mix, so this requires clarification of boundaries. As it stands, Painters who normally work in the electrical stations will have the first opportunity to decline work in the RS, DS, IS, CS, or SS stations. Painters reporting to Main Street or Haynes may be utilized if ESM Crews cannot support the work.

◆ Safety has always been a visible issue at General Construction. I thank all of the participants of the Worker Safety Group tours for their dedication. We all want to come to work and return home in the same condition that we arrived—healthy and complete.

Unit 5 – Daily Rate Construction

By Brother Stan Deichen

◆ At the last unit meeting, we discussed the "Lead Man" issue. The superintendent and Mr. Coia are still talking about this issue; *they have*

been talking about it for months. There is Lead Man language already in our MOU. We would like to know what they are talking about for so long.

◆ We also discussed electrical construction crews installing ridge conduit directly in the ground. This practice is *not* in the DWP construction standards. They did not have 12 inches of cover on this conduit. That is *not* in the NEC electrical code.

◆ Our crews are working on new banks at RS-A, Castaic P/P, RS-C, RS-K, P/P-2, Rinaldi S/S, and the Gorge P/P.

◆ The "Pine Tree" wind generator project tentatively is slated to start in June. Staging of material is already in progress. We will keep you posted.

◆ Be sure and observe all your safety rules! *Be safe, work safe.*

Unit 8 – Clerical

By Shawn McCloud,

Geralyn Washington-Tatum & Lilly Calvache

◆ We thank everyone who attended our Saturday, February 4, 2006, Clerical Unit meeting at the Local 18 Hall. Business Representatives gave their reports, followed by a lively discussion among the attendees. Business Reps Geralyn Washington-Tatum and Lilly Calvache reviewed house-keeping items. Geralyn led an exercise about listening skills, and everyone enjoyed it. Business Rep Shawn McCloud led the training on "Understanding Civil Service Appointments."

◆ *Attention all Unit 8 members:* If you are interested in learning more about Clerical Worker Safety Tours, how you can become more involved in *your* Union, or if you want to schedule a group meeting at your work location for a "brown bag lunch" (on your lunch time), please call 213/387-8274:

Lilly (ext. 140), if you work at JFB—except for the Customer Services Business Unit and the Retirement Office.

Geralyn (ext. 105), if you work in

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the Retirement Office of the Customer Service Business Unit.

Shawn (ext. 111), if you work in any building outside of JFB—with the exception of the Customer Service Business Unit.

◆ From GERALYN: It's done! The final Letter of Agreement for Half-time Civil Service was signed in December, 2005. The process of transitioning employees who request to go from Full-Time to Half-Time began January 9, 2006. Please remember, the only classifications that have been approved for Civil Service Half-Time are Clerk and Customer Service Representative.

◆ The IBEW Electrical Workers Minority Caucus (EWMC) promotes equal opportunity and employment within the IBEW. EWMC encourages greater activism in community and political affairs, and builds alliances to support civil and women's-rights causes both within and outside of organized labor. It also fosters leadership development in order to empower minority members to advance into leadership positions in the IBEW.

◆ The Retirement Plan Office is responsible for all administrative details of the plan, which means that it keeps track of your contributions and interests, invests the funds, and maintains all plan records, including disability benefits. If you have questions about any part of the plan, please call the Retirement Plan Office. If you believe that you are *not* receiving all the plan benefits that you are entitled to, you may file a *written* appeal with the Board of Administration of the Retirement Plan. The appeal should be sent or delivered to the Retirement Plan Office, but addressed to the Board of Administration. A hearing before the Board or one of its Committees will be scheduled after you file your appeal.

◆ Again, we want to remind you that DWP management has been coming down hard on discipline. One of the many areas has been what you say in the workplace. *We strongly advise you to be aware of what you say*

and how you say it! Please remember, what you say might not sound offensive to you, but it may very well offend others.

Unit 8/18 – Clerical Supervisory

By GERALYN Washington-Tatum

◆ It is a new year. Just a reminder: each employee is responsible for keeping track of his or her available time—vacation, personal business, and accumulated. *Choose the utilization of your time wisely.* Some employees have been disciplined for excessive no-shift, no-pay occurrences. Your timekeeper has access to your balance of available allowed time through the end of the last pay period. Check with your supervisor about how to obtain this balance, and periodically request a copy of your Daily Attendance Record.

General information:

The IBEW Electrical Workers Minority Caucus (EWMC) promotes equal opportunity and employment within the IBEW. EWMC encourages greater activism in community and political affairs, and builds alliances to support civil and women's-rights causes both within and outside of organized labor. It also fosters leadership development in order to empower minority members to advance into leadership positions in the IBEW.

Unit 9 – Generation

By Gus Corona

After months of discussions and a strong presentation by IBEW Local 18, Department management has decided to hire a new class of Steam Plant Assistants (SPAs). This class is long overdue! Considering all the current vacancies, and pending retirements, we hope that management now realizes that there must be an annual SPA class so that we can keep up with these vacancies. The Department has been aware of this problem for quite some time, but it has failed to act in a timely manner, if at all. Unfortunately, it is the remaining employees (to their credit) who will be asked to pick up the slack. We will continue to

make this issue a priority at all our Plant and In-Basin Joint Labor-Management Committee meetings.

Unit 14 – Transportation

By Bill Lewis

The past year produced some favorable rulings with respect to recapturing your work. We will continue to be diligent *this year* in our effort to increase staff and regain work. The bids are out, and there has been some concern with positions transferring to the fuel trucks. The positions that are *not* bid will be filled on a temporary basis. In July, we should see new drivers in the Department, some of whom will be assigned to the vacant fuel truck bids. If you are assigned to the bid temporarily, your bid will be protected, and you will go back to that position once the new drivers are assigned.

Unit 15/20 – Pasadena

By Barry Poole

At long last Pasadena has an enhanced retirement plan!

The package was *approved* by the City Council Monday, February 6th. Now, the enhanced-retirement benefit is being sent out to you for a vote.

We started over a year ago when management decided that City of Pasadena employees should pay half for the 2% @ 55. But woe upon the one who kicks the sleeping lion (us!).

Employees represented by IBEW Local 18, SEIU, LIUNA, Operating Engineers and the Pasadena Management Association began to fight the city over this issue. We formed a coalition, and I was honored to be elected spokesperson.

We demonstrated conclusively that Pasadena employees were in line to receive an enhanced retirement. Members of the coalition filled City Hall to let management know that we were serious in our pursuit of this benefit.

Negotiations went on for over a year. Finally, we came to impasse and a State Mediator had to be called in.

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During the final day, we negotiated for 10 straight hours. It seemed that we could not reach agreement. However, at the 11th hour, the City finally sent over a proposal we all felt we could accept.

The agreement includes a 2.5% @ 55 retirement formula, EPMC, Military buy-back, Option II Survivor benefit, 1959 Survivor benefit level IV, and credit for Unused Sick Leave.

I especially thank Brother Mohammed Youines for all his work on this project. He was a *huge* factor in seeing these negotiations through to the end. And I thank every unit member for showing up throughout this process whenever necessary. *We could not have done it without your unity and support!*

This is a major win for Pasadena employees. The incredible legacy of a 2.5% @ 55 retirement formula will benefit all of us now, as well as future generations of working people!

Unit 17 – Field Groups

By Nancy Romero

◆ *Reminder:* all members who are required to wear the low-voltage gloves (CFRs and SCFRs)— *please do so!* A memo was prepared by the CSBU Safety Office, and it was reviewed and approved by the members of the CSBU Joint Labor-Management Committee at the February 14, 2006 meeting. I am encouraged by the collaboration that was shown between labor and management regarding this very important issue.

Supervisors should be speaking about this memo and reviewing it during the monthly safety meetings with everyone who is required to wear the low-voltage gloves.

◆ *MDDS Implementation in Field Investigations Unit:* labor members of the SCFR Joint Labor-Management Committee have raised many questions and concerns regarding management's insistence on moving forward with implementing MDDS in the Field Investigations Unit. A primary concern is management's *own* uncertainty regarding the MDDS

functionality and capabilities. Members want to continue to have a computer system that works *for* them, and does not set them back. The main issues seem to center around the capability to do customer letters and Underground Leaks (UGLs). The new system is limited to the number of letters it will make accessible and track. UGLs will *not* be as user-friendly to do as they are now. Unit Chair Cindy Coffin often reminds management that implementing this would be like squeezing a square peg into the round hole. It is a matter of "it won't be perfect but it will fit."

Unit 19B – CR&FS, FMBG

By Martin Marrufo

◆ I have been your representative for a year. In that time, I have just started to understand some of the larger issues that face CR&FS. I thank our Shop Stewards and all of you who have kept in contact with me through this year.

◆ The distinctions between the work of electricians and electrical repairers are now slightly less muddy to me. Along with these challenges, come the different requirements and duties of members in the Cranes and Elevators sections. I thank Ralph Ronda, Richard David, Brian Ziliotto, Zaven Hagopian, and many more.

◆ On the MRS side of the house, there are different but no less challenging issues to address. Gregory Fuller and Donald Taylor have been extremely valuable resources for information and guidance in the Main Street facility. They continue to patiently help me.

◆ Glenn Carlisle and Pete Holguin have done their best to bring me into the world of FMBG. I have to say that this has been a particularly difficult thing. There is currently no Joint Labor-Management Committee meeting at FMBG, and I find it has been beneficial for me in other groups. Meeting on a monthly basis keeps me focused on the issues and work scope of the organizations.

◆ Ultimately, the issues that seem

to come to my attention revolve around staffing. We all want to see CR&FS and FMBG progress and maintain their importance and value for DWP. It seems impossible to do that unless we pass on some of the vast knowledge accumulated over the years to the next generation of IBEW Local 18 members at the Department.

◆ The gears of this machine turn very slowly. Keep on calling me so that I will have more tools in my bag, and I can be a better-informed representative of your interests. I am not running for office, but I sincerely want to do the best job that I can for you.

Unit 22 – ESRs

By Bill Lewis

At our February unit meeting, we had a presentation on the Skelly Rules and related disciplinary matters. We plan to continue the training courses at the unit meetings. Please plan to attend, because valuable information is presented. Not only is the information very useful for all members, but it will help for any promotional opportunity. Unit meetings are held the *first Thursday* of each month.

Unit 25 – Landscape

By Nancy Romero

◆ I thank every member who participated in our Annual Unit 25 Dinner Meeting.

◆ Please know that after February, 2006, *we will no longer conduct any unit meetings in the Valley.* This decision was based on past turnout, and after a vote of the membership in January.

◆ We will continue to meet on a monthly basis at 4:30 p.m., at the Temple Street Yard on the *third Tuesday* of the Month at 4:30. All unit members are welcome, and encouraged, to join us and participate in our very important meetings.

Unit 26 – Custodians

By Nancy Romero

◆ I thank all members who have called me to express concern for their

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brothers and sisters who find themselves in emergency Custodian assignments. Unfortunately, as of now, the Department has yet to notify us about when they will be returned to work. Until then, please continue to do the best that you can in your respective areas.

◆ I want you to know that several grievances have been filed on behalf of the unit. We are attempting to remove the Emergency Custodians from the AOTL with the Permanents in an effort to assure that the available overtime is assigned in accordance with the OM&S MOU, by whoever normally performs the work (permanent Custodians). Once all of the permanent Custodians have been offered the overtime, *then* will it be extended to the emergency Custodians. We mean *all* Permanent Custodians, regardless of the work location or Business Unit. We have had some rumblings from management on the coordination of this effort, but we strongly believe that with a little communication, it can be done. We need to work together to remove the differences that have caused dissension between the JFB Custodians and the Custodian Supervisors who supervise the outside facilities. There is plenty of work to do, and we can all share in the overtime assignments.

◆ Please be aware that Department management has raised some concerns regarding Custodians performing their overtime assignment during their regular shift. This issue has already been addressed with several members, and it has been made clear to them that it has to stop.

These cases have prompted the Department to look into this matter. Along with this item, there have been some recent allegations overheard in the sections that the "Union" is keeping the supervisors from assigning work as they see fit. *This information is false and a far cry from the truth.* There have been absolutely *no* attempts to stymie or interfere with any supervisor's responsibility for directing their staff and making job assign-

ments. We are attempting to block supervisors from preparing sign-time roll records that do not accurately reflect when the actual overtime assignments were worked. We also want to keep members from getting written up for being out of their assigned work locations without proper authorization.

We are attempting to resolve the real underlying issue: *access*. If members are not able to enter a facility to perform their work assignments because of an access problem, they need to contact their immediate supervisor. To date, only two locations have been identified as having access problems. It is your supervisor's responsibility to assure that all facilities where custodial work is provided be accessible. If your supervisor cannot provide you the access, he can inform his superintendent. They have to work collaboratively with the respective Business Units in order for them to understand that if they are expecting to have their facility cleaned, then they must grant you the access that you need—whether it is on a regular shift or on overtime.

Unit 31 – Professional

By Leslie Abbott

◆ The General Manager has instructed all DWP business units to actively track all Associate employees who qualify for the Professional Architect or Professional Engineer License Premiums (see Pro MOU, Article 34). There are two purposes for this: the first is to assist in reminding employees to *renew* their licenses when they are about to lapse. The second is that the Department is *suspending* payment of premiums during the period when a license has elapsed. It is also beginning to *recover* premium payments made during past periods of elapsed licenses.

We have filed a grievance over this issue, and the final outcome has yet to be decided. However, none of you want to risk this for yourselves. *In every single case where this has happened, the affected employee failed to notify the De-*

partment of Consumer Affairs of their new address when they moved. And they did not receive their renewal notice. It is important that you make sure that your current address is on file with the State License Board.

Engineers can check the status of their PEs at the California Department of Consumer Affairs website (www.dca.ca.gov/pels), Click on license look-up and enter your name. The license expiration date should be listed. Print out a copy for your reference. DCA also provides you with wallet cards that you can reference.

Finally, please be aware that PE license renewals are happening more frequently now. The span of a valid license has dropped from four years to two.

◆ The DWP intranet has a number of on-line reference resources that used to be available only in hard-copy format. Two useful ones are: Engineering Standards and Construction Standards (<http://issweb/Content/Links/Standards.htm>), and DWP Operating Orders (<http://ecc/policies>). Remember, you *cannot* get the DWP intranet from your home computer. So bring these addresses into work!

Unit 32 – Technical

By Kerry McCorkle

◆ I thank every one of you who has contributed to, assisted, supported and participated in *your* Union's activities. As a Union family, we accomplished great things through determination, solidarity, unity, and hard work. I am proud to work with your leadership (Shop Stewards and officers) on the issues we are presently trying to resolve. You are fortunate to have a group of dedicated brothers who are committed to helping me represent you. That said, *your support and participation is important all year around, not just when we have a contract we are fighting for, or an election we are trying to win.* Your attendance at our monthly unit meetings is even more important because it is your opportunity to participate in *your* Union. We have other important issues to

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consider, in particular negotiating a new Bid Plan that has a major impact on you. Be part of the process! Be part of the discussion! Please attend the monthly Technical Unit meeting!

◆ The labor side of the Bid Plan Committee has been approved. I am waiting for management to form its side of the committee. One of its proposed members is retiring very soon. I am in contact with Labor Relations, and will get the process of negotiating a new Bid Plan moving forward. As I have mentioned previously, your attendance at unit meetings is important because it is the ideal venue for helping us understand your issues and concerns.

◆ I want to get Worker Safety Group Tours going in the areas where Technical Unit members work. I will be looking for members who are willing to be trained and participate in these very important and productive tours.

◆ If you would like monthly 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 34 – Supervisory Professional

By Kerry McCorckle

◆ I thank every one of you who has contributed to, assisted, supported and participated in *your* Union's activities. As a Union family, we accomplished great things through determination, solidarity, unity, and hard work. I am proud to work with your leadership (Brothers Brad Packer and John Miller) on the issues we are presently trying to resolve. You are fortunate to have a group of dedicated brothers who are committed to helping me represent you. That said, *your support and participation is important all year around, not just when we have a contract we are fighting for, or an election we are trying to win.* Your attendance at our monthly unit meetings is even more important because

it is your opportunity to participate in *your* Union. We actively discuss a wide variety of issues and topics of importance to you. Be part of the process! Be part of the discussion! Please attend the monthly Supervisory Professional Unit meeting!

◆ An Engineering Focus Group has been convened by the Joint Training Institute (JTI) to discuss issues, problems, and concerns with engineering educational and training programs. We have met several times as a committee, and are finalizing possible solutions and strategies in order to improve engineering training. I acknowledge Brothers Brad Packer and Jeu Foon, and Sister Karen Iseri, for their participation and excellent suggestions.

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

◆ 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

Attention anyone who plans to retire (I assume that means all of you!): With the workforce demographic being what it is, many DWP employees are looking at retirement in the relatively near future. The Retirement Office has gotten a lot of requests for estimates of retirement earnings, and there have been a few regrettable errors that have had a major adverse impact on the affected employees/retirees. Therefore, *I strongly advise you to make an appointment to meet with a Retirement Counselor in person.* Get your appropriate monetary figures *in writing* and go over them with the counselor to make sure that *you both clearly understand and agree with them.*

Unit 50 – Burbank

By Gus Corona

A new year, a new three-year contract, and now a new Business Rep for

your unit. A few months ago, you all demonstrated what solidarity is all about, and the power that it carries. We cannot, however, rest on our past accomplishments. We need to use this time to focus on issues that will make *your* Union, *your* workplace and *your* community better for you and your families. I urge all of you to become involved. Please attend your unit meetings so that you have a voice in what we decide to do. Get involved in union-sponsored community service, and most importantly, when the time comes, get involved politically! We have some challenges we need to face in the near future, but I have no doubt that by working together we will master them. See you all at the unit meetings!

Unit 53 – Water

By Ken Delgado

◆ I have learned that we still have some Senior Water Utility Workers (SWUWs) operating the crane for more than 10% to 15% of the day—an amount of time equal to approximately *one* hour. *Operating the crane starts as soon as the outriggers are set on the ground.* If you step off the equipment, and the outriggers are still down, that crane still is in operation. The intent of our Letter of Agreement (LOA) is for *incidental* operation only—plate setting and hydrant installation, operations that will *not* exceed one hour.

Further, if you operate a crane throughout the day, the time of *total* operation for that day should *not* exceed one hour. If your job consists of operating a crane for more than one hour, then put in a request for a "B" Operator to run it for the day. *You are putting yourself and others at risk when you operate a crane for more than the agreed-upon one hour. You are SWUWs, not operators.* The push is to hire more "B" Operators to do a job that is in *their* classification, not to have *you* work out of classification. Please stay within the language of our Letter of Agreement. If you don't

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know what it says, ask for a copy from a manager.

◆ I look forward to seeing every member at our next unit meeting.

Unit 55 – Communications

By Nancy Romero

◆ I want to thank all unit members who joined us for our Annual Dinner Meeting in January. After a great meal, we got down to business. Updates were given on several Joint Labor-Management Committee issues, as well as issues concerning our entire membership. I look forward to seeing more members participate in our Dinner meeting next year!

◆ We continue to meet on a monthly basis at the Boylston Yard, on the *second Wednesday*. Please join us for a lively discussion and update on our unit's issues!



Unit 55 Members attend Annual Dinner Meeting in January, 2006.

Unit 64 – Azusa

By Bill Lewis

Congratulations on securing a great four-year contract! Our Negotiating Committee, consisting of Paul Braconier, Ed Beterbide, Janette Padilla and John Lyda, did a wonderful job of putting together a package, one that was overwhelmingly accepted. They all deserve recognition and thanks for their hard work, often times conducted in a very contentious atmosphere.

In Memoriam

Death of Members Report Dec. 22, 2005

"A" MEMBER

Jack Corwin, Garage Attendant, initiated 12/31/2005 by Local 18.

Passed away 12/31/2005.

Arthur V. Swanson, Gen. E. M. Supv., initiated 7/1/1961 by Local 18.

Passed away 2/3/2006.

Robert P. Wild, Sr., Lineman, initiated 7/1/49 by Local 18.

Passed away 1/22/2006.

"BA" MEMBERS

Cynthia Festich, Commercial Service Rep., initiated 4/1/2001 by Local 18.

Passed away 12/6/2005.

Russell L. Fleming, Mchl Helper, initiated 5/1/2002 by Local 18. *Passed away 1/4/2006.*

Josef D. Wohland, Welder, initiated 2/1/1983 by Local 18. *Passed away 11/29/2005.*

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.

Taking That Extra Pain Pill Could Be Toxic!



With the advent of acetaminophen—the most widely used pain reliever in the United States—many people do not think twice before popping a few “extra” pills in order to relieve moderate pain and reduce fever. *But IBEW Local 18 members should know that before they reach for this medication, which can be found in such over-the-counter medications as Tylenol®, Midol®, Anacin® and Excedrin®, they should think again.*

Why?

Because, according to a study in the December, 2005 issue of *Hepatology* (the official journal of the American Association for the Study of Liver Diseases), acetaminophen poisoning has become the *most common cause of acute liver failure in the United States*. While attempted suicides still account for many cases, notes a *Hepatology* news release, almost *half* of the cases of acute liver failure are the result of an unintentional acetaminophen overdose.

Used correctly, acetaminophen is one of the safest painkillers available. And, in fact, this safety profile may lull you or a family member into a sense of security with this medication; *after all, what is one more pill?* However, taking more than the recommended dose can lead to *fatal* liver injury.

In the *Hepatology* article, lead author Anne M. Larson, M.D., of the University of Washington, and her colleagues, determined the incidence, risk factors and outcomes of acetaminophen-induced acute liver failure at 22 health care facilities in the United States. The researchers found that acute liver failure cases attributed to acetaminophen *increased from 28% in 1998 to 51% in 2003*.

These patients were mostly female (74%) and Caucasian (88%). While 44% had intentionally overdosed on the drug in suicide attempts, 48% had overdosed *unintentionally*, either by taking combinations of products containing acetaminophen, or taking *more* than the recommended dosage of a single product over time. Interestingly, while the median (average dose) taken that resulted in acute liver failure was 24 grams (which is the equivalent of 48 extra-strength tablets), some patients reported taking less than four grams of acetaminophen per day before falling ill.

The authors stated, “Our data suggests that there is a narrow therapeutic margin, and that consistent use of as little as 7.5g per day may be hazardous.”

An additional fact is that 63% of the unintentional overdoses involved narcotics like Vicodin and Percocet, both of which contain from 325 mg to 750 mg of acetaminophen inside each pill.

This study should be a wake-up call to all IBEW Local 18 members and their families who may not be aware of the potential problems associated with acetaminophen.

The National Institutes of Health cautions that the symptoms of an acetaminophen overdose include sweating, convulsions and abdominal pain. Individuals may also experience diarrhea, upset stomach, appetite loss, nausea and/or vomiting. Irritability and coma are two other symptoms.

It is important to note that symptoms may be delayed for 12 or more hours after the acetaminophen is swallowed. This time factor was of major concern to the authors, who suspected that patients with acute liver failure from *unintentional* acetaminophen overdoses would have *more* severe disease and worse outcomes than patients who intentionally overdosed because the symptoms were not recognized in a timely manner.

If you do suspect acetaminophen overdose, *call your local poison control center*. And if the individual has collapsed or is not breathing, call local emergency services at 911.

The National Institutes of Health also has these recommendations:

Before taking acetaminophen:

- Tell your doctor and pharmacist if you are allergic to acetaminophen or any other drugs.
- Tell your doctor and pharmacist what prescription and nonprescription medications you are taking, especially carbamazepine (Tegretol), phenobarbital, phenytoin (Dilantin), rifampin (Rifadin, Rimactane), sulfinpyrazone (Anturane), and vitamins.
- Tell your doctor if you have or have ever had liver disease, or if you have a history of alcohol abuse.
- Tell your doctor if you are pregnant, plan to become pregnant, or are breast-feeding. If you become pregnant while taking acetaminophen, call your doctor.
- If you drink *three or more* alcohol beverages every day, ask your doctor if you should take acetaminophen. You should not drink alcohol beverages while taking acetaminophen.

Finally, for a list of medicines containing acetaminophen, visit the National Institutes of Health website at <http://www.nlm.nih.gov/medlineplus/druginfo/medmaster/a681004.html>

And remember, when it comes to taking acetaminophen, *more is not necessarily better!*

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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.

OFFICIAL NOTICE OF LOCAL UNION ELECTION OF DELEGATES TO THE INTERNATIONAL CONVENTION

This is your official notice of the forthcoming nomination of Delegates to the International Convention to be held in Cleveland, Ohio in September 2006.

The meeting for nomination of Delegates shall be held in the Local Union meeting hall, **675 S. Park View Street, Los Angeles, CA 90057 Friday, May 12, 2006 at 6:00 PM.**

In accord with the IBEW Constitution, a member shall be eligible for nomination only if he/she has been a member in continuous good standing for at least two (2) years in the Local Union immediately prior to nominations. A candidate must be present at the nominating meeting or signify in writing his/her willingness to be nominated. Any qualified member who wishes to be a candidate, but who cannot be present on May 12, 2006, must write to the Recording Secretary of the Local Union prior to the nomination meeting stating that he/she will accept nomination and, if elected, that he/she will serve as a Delegate to the International Convention. Such letter

must be addressed to the Recording Secretary, Local Union 18, IBEW, 675 S. Park View Street, Los Angeles, CA 90057, and must be received prior to the May 12, 2006 nominating meeting.

After nominations have closed, a Judge and as many tellers as needed shall be elected immediately to conduct the election. No Candidate for Delegate to the International Convention shall be eligible to serve on the Election Board. After nominees are found to be qualified, the Election Board shall have ballots prepared listing, in alphabetical order, the names of the candidates.

The election judge will then mail to each eligible voter an official ballot and two envelopes. One envelope will be smaller than the other and will have the words "OFFICIAL BALLOT ENVELOPE" printed on it. The larger envelope will be preaddressed to the Election Board. Members will have a minimum of two weeks to mark and return their ballots. Ballots will be counted Monday, June 19, 2006.

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