



# SURGE

May-July 2006 • Published for the members of IBEW Local 18 and their families

## BUSINESS MANAGER'S REPORT

### OUR "LEADERS" HAVE IT ALL WRONG!

# The Problem is Infrastructure and Staffing, Stupid; And Eliminating Many Local 18 Jobs is No Answer!

By Brian D'Arcy  
Business Manager, Local 18

What, exactly, are we (as members of IBEW Local 18, and ratepayers and residents served by DWP) supposed to do when our so-called "leaders" don't lead, and our so-called "planners" have no vision—or sense?

In a nutshell, this is the reason why thousands of homes and businesses have been experiencing power outages recently: *no leadership, no planning, no common sense.*

Let's start with the mayor's appointed DWP Commission. President Mary Nichols apparently cannot leave well-enough alone. She has the Department take small environmental steps forward, but *regresses* a mile! And that mile is on *our* backs: in her zeal to "green-power" Los Angeles, she would ultimately like to eliminate all the gas-fired power plants in the Los Angeles Basin. These are plants that DWP ratepayers just spent \$1.3 billion to re-power them as the cleanest, most efficient gas plants in the west!

This harebrained proposal is a disaster-in-the-works. By eliminating these plants, she would be *eliminating many of your jobs.* She would adversely affect the reliability of the electrical system, with resulting endangerment to public health and safety! That's right: consider how many of you work long, hard and skillfully at—and in support of—those generating stations that Ms. Nichols so cavalierly wants to shut down.

*What she wants to do isn't just regressive nonsense, it's akin to a declaration of war against our Union and its members!*

As if Local 18's dedicated staffing of DWP hasn't already taken enough hits. Ten years ago, the Department employed some 12,000 people; today, the staffing is about two-thirds decreased—to about 8,000. As important as the loss of 4,000 needed positions, what is equally significant is the tremendous loss in workplace experience and expertise, along with "institutional memory," the collective wisdom accumulated by decades of on-the-job familiarity.

During the recent heat wave, our crew members worked long, grueling, dangerous 16-hours-a-day, seven-days-a-week

shifts to coax and restore power from a crumbling and often-antiquated Department power-distribution infrastructure. *Put simply, they busted their buns and served with distinction.*

So how has this dedication and skilled work been rewarded? Another of the mayor's appointed Commissioners, Nick Patsouras, has come up with the ridiculous, dead-on-arrival idea of *contracting-out the transformer-replacement work that we at Local 18 have been doing so well and for so long.*

Part two of the declaration of war against our Union and you!

For years, Local 18 has warned the Department, City Hall, the bureaucracy, the media—and anyone else who would listen—that our electric-generating infrastructure was outmoded and crumbling like a Roman ruin. We warned against massive employee layoffs in the name of "cost-efficiency" and "we can get by with fewer people." Were we listened to? No, and that's a major part of the reason why people sweltered and businesses lost money recently.

Not only have we been ignored, the mayor's DWP Commission, which we would hope would know better, has piled on, suggesting that our hard-working employees were part of the problem. And since the Commission has to put the blame *somewhere* in order to cover up its own lack of vision and ineptitude, guess where the finger has pointed.

The truth is, the mayor is wrong-headedly *denying* that the Department's shaky, over-burdened infrastructure is at fault. Rather than accept evidence that is everywhere, he chooses to follow the "lead" of his Commission and point the finger at...us.



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### LET'S TALK—SERIOUSLY

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Local 18 expects—*demands*—to be a contributing partner in DWP's continuing deliberations and decision-making with respect to the purchase and use of "green energy", infrastructure upgrades and staffing matters. Nothing short of this is acceptable, considering our obligations to the social

*continued on page 2*

and economic welfare of our members. We have a big-time stake in this important dialogue! After all, this is what Mayor Antonio Villaraigosa, *the candidate*, promised.

Clearly, cost-effectiveness and customer-rate considerations *must* be factored into decisions affecting the future of DWP. Equally clear, management, the Commission and City Hall *must* halt provocative statements and work *with us* to ensure a functioning DWP in the years to come.

***This is no alternative here: policies must be worked out between DWP and Local 18, which represents so many of its employees. Absent clear-sighted planning, DWP will continue on its treadmill to nowhere (or to bankruptcy!), lurching from one dubious idea to another. By ignoring reality, it will neither serve its customers well today, nor be able to do so tomorrow if the "blame game" continues while infrastructure crumbles and veteran employees leave.***

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## LOCAL 18 SELECTS DELEGATES TO SEPTEMBER IBEW CONVENTION

Every five years, the International Brotherhood of Electrical Workers holds its International Convention. At this convention, changes to the Constitution, pensions, death benefits, etc. Elections for IBEW officers are also held. At Local 18, we held an election for delegates to attend this year's convention, which will take place in Cleveland. The following Local 18 members were elected:

Leslie Abbott, Jim Barham, Russ Butow, Lilly Calvache, Gene Canzano, Gus Corona, Dave Huff, Judy Litowitz, Barry Poole, Local 18 President Frank Miramontes, and myself.

*In unity,*

## HEALTH CHECK *By John Fickewirth, Local 18 Insurance Consultant*

# Blue Cross Members Can Now Access Health Information Tools Powered by WebMD®



Let's face it: there are some things you do not have control over right now, like high gas prices. But there are things that you *do* have control over, and this includes your health.

Indeed, did you know that many health threats are *preventable*? IBEW Local 18 members may be interested to know that, according to the Mayo Clinic website,

many of the top-10 leading killers of Americans are *preventable*. Further, you should be interested in an article from the November, 2005 issue of the esteemed English medical journal, *The Lancet*, which reported that more than a *third* of the seven-million cancer deaths each year worldwide could be prevented.

These reports indicate that in many instances, *you* hold the key to your own good health. The decisions you make every day of every week of every month of every year often have a direct impact on your health status. This is quite a responsibility, and one that should not be taken lightly.

Fortunately, a fantastic resource offered through Blue Cross of California offers members terrific tools to help understand and manage health issues, make responsible health care decisions, and reach their healthcare goals. All IBEW Local 18 members Blue Cross members have access to WebMD's *Personal Health Manager*™. This resource includes health information tools such as *Healthwise*® Knowledgebase (also available in Spanish), *Condition Centers*®, *Health Assessment* and the *Personal Health Record*.

Visitors logging onto the Blue Cross website home page ([www.bluecrossca.com](http://www.bluecrossca.com)) may access limited features of the

WebMD® health information resources, and may even take abbreviated health assessments. *However*, once behind the member log-in page, Blue Cross members can access the comprehensive health risk assessments, trackers and reminder tools that, in part, make up WebMD's *Personal Health Manager*™.

With these types of healthy-living online health information resources, IBEW Local 18 members who are Blue Cross subscribers (and their covered family members) now have access to a wealth of personalized, profile-driven content.

This means that you can start taking control of your health *today* by clicking on the Blue Cross website and exploring the outstanding, informative content, which is designed to help you live a healthy lifestyle. While it might sound like a cliché to say, "There's no time like the present," these words have never been truer.

For example, according to the Mayo Clinic website, which provides statistics from the Centers for Disease Control and Prevention, the 10 leading causes of death among American men in 2002 included:

- Heart disease
- Cancer
- Unintentional injuries
- Stroke
- Chronic obstructive pulmonary disease
- Diabetes
- Influenza and pneumonia
- Suicide
- Kidney disease
- Chronic liver disease and cirrhosis

Women also are dying from some preventable diseases. The Centers for Disease Control and Prevention statistics for 2002 indicate that the 10 leading causes of death among

American women included:

- Heart disease
- Cancer
- Stroke
- Chronic obstructive respiratory diseases
- Diabetes
- Influenza and pneumonia
- Alzheimer's disease
- Accidents
- Kidney disease
- Septicemia (clinical name for blood poisoning)

Yet there is no need for *you* or a loved one to become a statistic, whether you are a man or a woman! The Mayo Clinic offers some suggestions for staying healthy, suggestions that IBEW Local 18 members may want to incorporate into their lifestyles. They include:

- Do not smoke or use other tobacco products.
- Eat a varied diet, rich in fruits, vegetables and low-fat foods.
- Maintain a healthy weight.
- Get at least 30 minutes of exercise most days of the week.
- Keep your cholesterol levels in normal ranges.
- Control your blood sugar if you have diabetes.
- Control your blood pressure.
- Drink alcohol only in moderation, if at all.
- Undergo regular preventive health screenings.

In *The Lancet* study, researchers calculated that smoking, alcohol, obesity, poor diet, unsafe sex, lack of exercise and other factors contributed to 2.43 million of the 7 million cancer deaths worldwide in 2001. They added that smoking, which is linked to lung, mouth, stomach, pancreatic and bladder cancers, represents the biggest avoidable risk factors, followed by alcohol and not eating enough fruits and vegetables.

These amazing findings from both sources vividly illustrate the importance of taking a *proactive* approach to your health-care. Of course, your best source for more information is your primary-care physician. But please take a moment and check out the innovative health information resources right on the Blue Cross website. *It is a member benefit not to be missed.*

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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.*

## From the Trenches: Reports from your Business Reps

### Unit 1 – Electric Distribution

By Barry Poole

#### Lineman's Rodeo

◆ The Lineman's Rodeo was held Saturday, May 6th at the Truesdale Training Center. A total of 20 journey and 33 apprentice teams competed. They represented a number of cities and utilities, including the Los Angeles Department of Water and Power, Burbank Water and Power, Pasadena Water and Power, Southern California Edison, San Diego Gas and Electric, Arizona (APS), the City of Anaheim, Glendale Water and Power, Colton and others.

Journey teams that qualified from the Los Angeles Department of Water and Power, to go to the National Linemen's Rodeo Finals in Kansas City, are:

**First-place overall winning team:** Sean Nicklaw, Graham Peace, and Dave Schneider.

**Second-place team:** Randy Pierson, Sotero Ramos and Sean Schray.

**Third-place team:** Troy Couch, Ben Rodriguez, and Scott Osborn.

Apprentice team qualifiers are:

**Team 1:** Robert Charles and Robert Lowrey.

**Team 2:** Christian Mobus and Jess Zitlau.

*Congratulations to the winners and everyone who tested their skills!*

For the kids who attended, there were burro rides, a petting zoo, rock-climbing area and jumpers. Good food was served at a moderate cost.

Special thanks go to all the members and volunteers who helped organize this event at the EDMT training center.

◆ Management has *pulled* the separation of the Lineman/Splicer program off the table after making demands to eliminate the bid system and reduce pay for our members in this program.

### Unit 2 – ESOs

By Bill Lewis

◆ The Department's inaction has led to morale issues. Last March, a new class of Operators was scheduled to start. Since then, the class was postponed, and now it appears we will not see a new class before August. With the projected attrition over the next few years, the staffing level of operators will reach *critical* shortages.

◆ As with the matter of staffing, top Department management has taken no action on adjusting the *per diem* for using personal vehicles. A proposal to modify the formula using current available data was submitted some time back, but the general manager has taken *no* action to resolve the issue. In addition, management has decided *not* to allow *per diem* for trainees.

◆ The sub-station automation project continues to experience operational problems. The software is now on its 97th revision, with major stations operating on software as low as the obsolete 40th revision. There are no plans for updating the software,

nor is there staffing to accomplish the task. The last tally shows 26 stations completed; however, seven of those are not useable.

### Unit 3 – Testers

By Bill Lewis

◆ The Department's lack of leadership is reflected throughout the entire operation, including the Tester series. Staffing levels are crucially low, with little help projected in the future. Through the Joint Labor-Management process, we developed a comprehensive training program for Testers. As with many issues involving the Department, top management has *refused* to approve the program, allowing it to languish in the wind. It is anyone's guess when the program will be implemented.

### Unit 4 – General Construction

By Martin Marrufo

◆ In my last report, I recognized a few of our members and thanked them for volunteering their time to help prepare our Union Hall for occupation. I failed to mention the driving force for the small, elite crew. I gratefully thank Daniel Rodriguez for lending his time and expertise in order to help Local 18 repaint and beautify our new temporary location.

◆ There are times when corrective discipline is warranted. There are certain rules and guidelines that must be followed when such

*continued on page 4*

discipline is doled out. There is *no* reason to embarrass, or humiliate an employee who has made a mistake. If you feel that you are on the receiving end of this type of treatment, you should know your rights and what the rules are. Ask a Shop Steward to give you a *Weingarten Rights* card. Call Local 18 (213/387-8274) and ask for me at ext. 107. I am here to help.

◆ Take a look around you. The people who you work with share a lot of the same responsibilities and worries that you do. If you feel that a brother or sister might be acting out of character, take the time to ask what is going on. If you are not comfortable with that, ask a friend of theirs to speak to them. If that is not possible, talk to a Shop Steward or call me. *Any day of the week could be the hardest day of a brother or sister's life.* Please watch each other's back.

#### Unit 6 - Stores

by Shawn McCloud

◆ The unit meeting held on May 11, at the Temple Street Yard, was very successful. We trained on the Weingarten Rights. I thank all of the guys who came from the Valley and Castaic to attend. Our next meeting was held at Store 3—the Van Nuys Store—on June 8th. We started reviewing articles in the MOU.

◆ At our last Joint Labor-Management Committee meeting, we had a special segment to open up the communications between the Water System and Materials Management and Logistics. Although we were disappointed that only two managers from the Water Organization showed up, we did decide to form a sub-committee to talk about resolution of common issues. We will keep you posted on the names of the committee members and their progress.

◆ Management and Labor continue to work on the Letter of Agreement for the Trainer position. We are working as expeditiously as possible to deal with unresolved issues. 90% of the work is complete, and I expect we will reach consensus on the other 10% by the time you read this.

#### Unit 8 – Clerical

By Lily Calvache, Shawn McCloud, & GERALYN WASHINGTON-TATUM

◆ Please come to the next clerical meeting, which is set for 6:00 p.m., *Tuesday, September 12*, at the JFB, Room A5-A. We will discuss the hot topics that pertain to you and your job. Discipline is running rampant; please attend and learn how rules and regulations apply to you. We will continue our MOU training; bring your MOU and be prepared. Arm yourself with knowledge! Bring a co-worker, and we will see you on

September 12.

◆ Future Clerical Unit meetings are scheduled for 9:00 a.m., *Saturday October 27*, at a location to be determined (a brunch meeting), 6:00 p.m., *Tuesday November 14*, at JFB Room A5B, and 6:00 p.m., *Tuesday January 9, 2007*, at JFB Room A5A. There is no meeting in December. Please mark your calendar.

◆ All of the Clerical Business representatives gratefully thank everyone who attended our May clerical unit meeting at our new location. The training was good, and there were a lot of good questions asked and answered. Your support at our June meeting was truly appreciated!

◆ We also want to thank all the labor and management personnel who continue to participate in the Clerical Worker Safety Tours; your commitment is awesome!

#### CSBU

By Gerayln Washington-Tatum

◆ Congratulations to the group of CSR's who recently passed probation. With retirements and promotions to other classifications, the years needed for seniority qualification will drop, and there will be lots of opportunity for movement.

◆ The implementation of the Division/Business Unit tardy policy has created a stir. The one- and two-minute documentation is enough to make you scream. Remember, if you have been disciplined, you have the right to representation. Contact a Shop Steward or call us at the Union Hall (213/387-8274).

#### The Districts

By Shawn McCloud

#### I BE a Ware (Owens Valley Districts)

◆ Our annual road trip to the Owens Valley was once again well received. Gerayln and I visited every work site to discuss workplace issues. This visit was extremely special, because we were able to incorporate clerical safety tours at each location. A tremendously big "thank you" goes out to Donna Davis of the Power Section and Loretta Dotson of the Water Section for their commitment to the safety-tour process. Donna Davis toured every Owens Valley facility with us and the employees expressed their appreciation. Remember, Mark Hendon will be following up with an ergonomic tour.

◆ Since the last issue, we also visited East Valley Water, West Valley Water, Main Street Building, Palmetto, and Ripple Yard & Hoover Street. In the local districts, we want to express a thank you to Loretta Dotson, Donna Davis and Donna Fama-Gaitan for helping with the safety tours.

◆ Continuing on that safety note, we want to express a sincere thank to Rose Garcia, Ada McAllister and Sheryl Anderson for

helping with previous safety tours. Hopefully, your schedule will free up so you can conduct safety tours in the future.

◆ Last but not least, a thanks to all the members who continue to be committed to ensuring that all clerical received an safety tour and are informed about safety issues. Lynette Lee, Billie Washington, Reuben Sepulveda, Lorena Rosas—all of you are awesome!

#### Unit 13 – Automotive

#### Unit 24 – Water Supply

#### Unit 52 – Owens Valley

#### Unit 52A – Mojave

#### Unit 53 – Water

#### Unit 60 – Waterworks Mechanics

By Ken Delgado

The on-going infrastructure problems continue to grow. Basic preventive maintenance (PM) and corrective maintenance for major overhauls of equipment cannot be performed because of understaffing, and the fact that crews are putting out fires, and conducting damage control.

There are new pipe installation projects on the table from 6-inch to 96-inch pipe. Currently, Water Operating has 20-plus years of trunkline work. Water Distribution has miles of pipe to be replaced. An inspection and repair crew has been put together to identify all the problems on the trunklines, from the large gates to blowoffs. The Service Reliabilities and Maintenance Guarantees Joint Labor Management Committee has been conducting an assessment inspection of all the distribution stations in Power and all the pump stations in Water.

To compile and categorize the reliability of these stations and prioritize work, what stations need to be fixed first? What we have found is that the systems are 20 to 50 years old, with equipment that cannot be repaired because the equipment is obsolete or parts are no longer manufactured. Inspections at the first 20 Pump Stations revealed that nearly 30% of them have already exceeded their design capacity, and that a total of 75% of the stations are already at 75% or greater of their design capacity. The Aqueduct is 100 years old and on a steady decline; the dams are slated for retrofitting. The work is not going away, but the general manager refuses to hire more personnel.

Fleet Services are working continuously to try and keep up with PM on department vehicles. The Mechanics are working on vehicles without manuals or software to diagnose them properly. The field trucks are being worked *every day* in some sections. With all the overtime being worked, it is putting a strain on the trucks, causing them to break

continued on page 5

down more frequently. The overtime gets cut back, but contracting-out gets a bigger budget—and *still* the general manager refuses to hire more employees. There are so many factors facing us today that we must all be on the same page; we must be sure to do what we were hired here to do.

The general manager's stance of not hiring and thinking that all is well with our infrastructure is making it hard for all of us. Next thing you know, you will be asked to do *someone else's* job because someone called in sick or is on vacation. And, as consciences working people, we will do it. *Unfortunately, all we are doing is getting the general manager off the hook.* Because you do such a good job at keeping the system up and running, he thinks that water is running and the power is on. In fact, he thinks, let's *cut back* on the overtime that helps keep this Department out of trouble. Let's *not* work with the union, and just do what I want to do. Let's micro-manage the whole Department and take away division or section head authority.

We want to work within our duties description and make sure that management is following the MOU. We want to stay unified and back each other up when we are challenged by management. *Attend your unit meetings and stay informed about what is happening in your work place. See you at the next unit meeting.*

#### Unit 14 – Transportation

By Bill Lewis

◆ Over the last couple of years, we have been able to regain some work that other sections had taken over. The staffing levels are growing; in fact, there are plans to hire another 12 truck operators within the next couple of months. However, contracting-out fully operated rentals is on the rise again. The latest numbers show the Department is contracting-out the equivalent of 33 positions daily. The new DWP budget, going into effect this July, does *not* address the critical need for staffing increases.

#### Unit 15/20 – Pasadena

By Barry Poole

◆ Your Negotiations Committee continues to bargain with the city for a new contract. A comprehensive opening proposal has been submitted to the city and counter-proposals have been made. Committee members are: Mohamed Youines, Chris Alexander, Geoffrey Barsi, Sonny Brassie, Larry Husted, and Jason Ridley, Percy Matthews and Paul Tomach. If you have any questions or input, please discuss it with one of the Negotiating Committee members, or at the upcoming Unit 15 meetings. Please plan on attending

our unit meeting at 4:15 p.m., on the *first Thursday* of the month, for details regarding these negotiations.

◆ Special congratulations go to Brian Williams and Scott Williams. They finished first overall in the Apprentice Written Test at the Lineman's Rodeo at Los Angeles Department of Water and Power. *Good work, men!*

#### Unit 18 – Clerical Supervisory

By GERALYN WASHINGTON-TATUM

◆ Thank you for the fantastic showing at our first Unit 18 meeting, which was held May 10, at the JFB. We introduced each other, so that we all could put names with faces. Members hugged—meeting people they hadn't seen in years. When it was time to get down to business, the discussion about the upcoming commissioners meeting and the Agenda item 'Recommended changes to the Management Analyst Bulletin' was met with enthusiasm. We scheduled a follow-up meeting for May 24. In addition, we will also discuss future Unit 18 meetings.

◆ The May 24 meeting was equally successful. We discussed developing study groups, if the changes to the Management Analyst exam would allow UES, PCUs and other similarly situated classifications to meet the exam requirements. I know that City Personnel has a proposal for the commissioners, however, I do not know when it will be presented. I will keep you informed.

◆ There will be a unit meeting at 5 p.m., *Wednesday, August 23* at the JFB. Look for a reminder notice in the mail.

#### Unit 19 – Station Maintenance

By Gus Corona

Knowing that maintenance of the infrastructure is essential to system reliability, and recognizing that the Department's infrastructure is older than the industry average, the Service Reliability Joint Labor-Management Committee set out to do audits of receiving and distribution stations throughout the Department.

The core group consisted of experienced representatives from various fields, such as Station Maintenance, Engineering, Hazardous Waste Management Group, and Station Test. All the receiving stations have been surveyed, and problems identified. Now, the group will focus on all the distribution stations. Some of the key items that were identified dealt with safety and security issues, condition of equipment like transformers and breakers, and environmental issues. These audits prove once again, that when Department management is willing to work together with our Union, we can make DWP a reliable, efficient utility while providing a safe working environment for our members.

#### Unit 19B – Shops

By Martin Marrufo

◆ Once again, contracting-out is playing a part at CR&FS, as well as at the rest of DWP. Because we are deemed a support organization, our work is often contracted-out by other organizations within the Department. This is *not* a matter of who is responsible for contracting-out this work. This *is* a matter of whose charge number is going to be used to make up the OT that is owed to our membership. This is a fight that will not go away, and I ask you not to ignore it.

◆ Following in line is the same old argument about us not making nuts and bolts even though we have that capability. This is not a valid argument, when we clearly have the skills and tools to perform the work that is contracted-out. Clearly, the issue here is *staffing*. DWP had better take action before the vast knowledge of our systems, equipment and safe-work processes is depleted by the mass retirements that will be coming in the next few years.

◆ FMBG at JFB seems to be experiencing a meltdown on disciplinary actions. The process that DWP has in place is designed to implement progressive, corrective discipline when informal or verbal attempts to correct improper behavior are not successful. FMBG is imposing harsh discipline *without* giving employees a chance to correct their actions and remain valuable assets to the Department.

#### Unit 22 – ESRs

By Bill Lewis

◆ Along with the rest of the Department, Electric Service Representatives (ESRs) are facing a work overload. Recently, the Department hired five new ESRs, but the influx of new people will not resolve the backlog of work. The estimates of Service Inspections (SI) work show that by taking the five new ESRs and placing them in a dedicated group—doing nothing but SI work—they would be able to handle the new SI jobs that are received annually. However, the backlog of SI work, currently projected around 19,000 inspections, will not see a reduction. Of course, these new employees will be assigned to the vacancies in each area, and SI backlog will continue to grow—with no plan to catch up, other than overtime.

#### Unit 31 – Professional

By Leslie Abbott

◆ I frequently get two types of questions about the Associate I level of the engineering and architectural series. The applicable governance is quoted below, and comes from two sets of documents: the Associate class

*continued on page 6*

specifications and the Civil Service Rules.

◆ The first question has to do with the term of being “at will” in the Associate classification. Associate I employees are in “temporary training positions”, and as such do *not* complete probationary periods. The *minimum* training period is two years, and the *maximum* is three. Once an employee successfully completes the Associate I pay level position requirements, he or she advances to the Associate II pay level. The employee *then* begins a six-month probationary period. Even though an Associate is not technically serving two and a half or three years of probation, he or she *is* an at-will employee for that amount of time.

◆ The second question has to do with completing the requirements to move to the II level, and what happens if the requirements are not met. Engineering Associates must pass the EIT and serve two years as an Associate I in order to move to Associate II. If an Associate I does not pass his or her EIT exam prior to the three-year maximum training period, he or she will be terminated. The Architectural Associate is similar, except that—instead of the EIT—they must pass two divisions of California state exams (see specifics below).

◆ Excerpts from class specifications for Engineering Associates, about the Associate I level:

“Positions at this level are three year temporary training positions under Civil Service Rule 5.30.”

“Employees with two years of full time paid City experience as a [discipline] Associate I and an Engineer-in-Training (EIT) Certificate, would automatically move to the [discipline] Engineering Associate II level.”

◆ Excerpts from the class specification for Architectural Associate, about the Associate I level:

“Positions at this level are three year temporary training positions under Civil Service Rule 5.30.”

“Employees with two years of full-time paid City experience as a Architectural Associate I and who have passed any two (2) of the nine (9) divisions of the Architectural Registration Exam leading to a California Architect’s licenses; or; passing two (2) divisions of any other license examination for architects recognized by the State of California as set forth in Title 16, Division 2, Article 3 of the California Code of Regulations will automatically promote to Architectural Associate II level.”

(To review the class specs, go to <http://labrel.ladwp.com/>. See the quotes above on page one, first paragraph under “Distinguishing Characteristics.”)

◆ Excerpt from Civil Service Rule 5.30

“The Board [of Civil Service Commissioners] may designate, as temporary training position, those positions which are authorized for the express purpose of training persons for a limited period of time. In accordance with the provisions of Charter Section 1013(c), a person shall not complete a probationary period, accumulate seniority, or appeal a suspension or discharge while service in any position so designated.”

(To review the Civil Service Rules, go to <http://www.lacity.org/per/csvcrules.pdf>)

◆ Another point, while we’re on the subject of Associates.

When any Engineering Associate turns in paperwork proving that he or she has passed the EIT or the PE exam (or if you have renewed a lapsed PE), *make absolutely sure that you get proof of the date that you turn in the paperwork in your business unit.* There has been a real problem lately with lags in processing paperwork. In the current atmosphere in the Department, it is already extremely difficult to try to rectify the lag in moving the affected employee to the proper level of compensation. It makes it far more difficult if there is no proof of the date when the employee is entitled to the increase in pay.

#### Unit 32 – Technical

By Kerry McCorkle

◆ We finally were able to get the schedules aligned for all of the Technical Unit Bid

Plan Committee Members. We held our first meeting in May. Please be sure to attend your monthly Technical Unit Meeting so you can detail your issues and concerns.

◆ Committees are also being formed to negotiate new Accumulated Overtime Log language and Stand-By Pay language.

◆ The Joint Training Institute is offering the ALEKS/Net Tutor math tutorial program. ALEKS is a step-by-step, self-paced, private on-line math tutor. You can refresh your math skills and learn some new ones.

You can find ALEKS by logging on to the JTI Intranet Site at ‘<http://jti.ladwp.com/>’. Click on ALEKS/Net Tutor. While you are on the JTI Intranet site, check out the additional training information that is provided.

◆ 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 33 – Administrative

By Shawn McCloud

◆ At our May unit meeting, we had our first quorum.

#### Unit 34 – Supervisory Professional

By Kerry McCorkle

◆ Committees are also being formed to negotiate new Accumulated Overtime Log  
*continued on page 8*

## IBEW, Local 18’s Shop Stewards’ 7th Annual Injured Worker Fund Golf Tournament

By Jennifer Hadley

For the past six years, we have encouraged our members to participate in this golf tournament for the Injured Worker Fund. The Fund’s purpose is to help *all* IBEW Local 18 members. It is a Shop Steward-sponsored fund, and its function is to promote the *general welfare* of members. The Fund Committee is made up of five people: Local 18’s Business Manager and President; the Shop Stewards’ Council Chairperson, and two selected Shop Stewards.

The committee reviews requests to determine eligibility and disbursements of funds under the following conditions: funds will be dispersed to members who sustain *on-the-job* injuries; the *maximum* allocation per request is \$500.00, and there is *no* maximum number of times that an injured member may request financial assistance. All requests must be submitted in writing to the committee.

This Fund is another great benefit for Local 18 members. If you are not a golfer, please contribute to this fund and purchase a raffle ticket (the raffle will be held at our annual Holiday Party). Please contact our office for more details (213/387-8274).

# LOCAL 18, IBEW



**SHOP STEWARDS' INJURED WORKER FUND**

## **GOLF TOURNAMENT**

**September 30, 2006**

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

**Entry Fee: \$110.00 per person (includes green fees, golf cart and dinner).**

**Split tee tournament with long drive and closest to the hole.**

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

**Split tee start at 10:00 AM. Please indicate on the entry form if you have a group preference.**

**For additional information contact Local 18 office at 213.387.8274 ext. 108.**

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**Make check payable to: Local 18 IBEW and mail to 675 S. Park View St., Suite 200, Los Angeles, CA 90057.  
Full payment must accompany entry.**

<b>PLAYERS</b>	<b>AFFILIATION/PHONE</b>
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

**ENTRY DEADLINE - SEPTEMBER 22, 2006**

language and Stand-By Pay language.

◆ The Joint Training Institute is offering the ALEKS/Net Tutor math tutorial program. ALEKS is a step by step, self-paced and private on-line math tutor. You can refresh your math skills and learn some new skills.

You can find ALEKS by logging on to the JTI Intranet Site at 'http://jti.ladwp.com'. Click on ALEKS/Net Tutor. While you are on the JTI Intranet site, check out the additional training information that is provided.

◆ Please contact me if you would like to provide your home e-mail, so I may 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 35 – Supervisory Technical**

*By Leslie Abbott*

Super Tech tried something new for its July unit meeting: a no-host dinner at a restaurant close to the JFB. We went to a place in Little Tokyo. We had a really nice time—adding a little social interaction in with updates of DWP and Union issues. Unit members suggested that our August meeting should be held at a different

restaurant—let's mix it up! Please let me have your ideas. You will be notified of the location a few days before the meeting.

### **Unit 50 – Burbank**

*By Gus Corona*

◆ IBEW Local 18 has filed an Unfair Labor Practice charge against the City of Burbank for misrepresenting the facts at the bargaining table. When your negotiating committee put "favorite-nation" language on the table in regard to the retirement enhancement, city negotiators responded that we didn't need it, saying, "No one will get a better deal than the IBEW." Your committee took them at their word.

However, some groups *did* get a better deal on the retirement enhancement, namely *management* and *unrepresented employees*. Now, the city's position is that we do *not* have a favorite-nation clause. Clearly, city negotiators knowingly gave your negotiating committee false information; they knew it would have delayed or prevented an agreement. Local 18 is determined to send a message to the city: *we will not stand idly by and allow this type of behavior to go unchallenged*. We will discuss this issue further at our unit meeting, so I urge all of you to attend.

## **In Memoriam**

### **"A" MEMBERS**

William E. Bowers, retired Electrical Mechanic, initiated 10/15/1938 by Local 18.

*Passed away 3/22/06*

John A. Evanoff, retired Journeyman Lineman, initiated 8/1/1953 by Local 18.

*Passed away 4/4/06*

Burton R. McChesney, retired Journeyman Lineman, initiated 8/1/1947 by Local 18.

*Passed away 3/29/06*

John H. Jones, retired Towerline Mechanic Foreman, initiated 7/1/1952 by Local 18.

*Passed away 5/3/06*

### **"BA" MEMBERS**

Dennis Dubon, Clerk Typist, initiated 3/1/1994 by Local 18.

*Passed away 4/2/06*

John F. Edwards, retired Welder, initiated 7/1/1981 by Local 18.

*Date of death unknown.*

**Local Union 18, IBEW**  
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