



SURGE

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BUSINESS MANAGER'S REPORT

WE WILL NOT FORGET PROPOSITION 75

State Treasurer *Phil Angelides* For Governor in November!

By Brian D'Arcy
Business Manager, Local 18

In the upcoming November elections, every IBEW Local 18 member and family must be sure we toss out anti-union Governor Schwarzenegger and elect a *real* fighter for our priorities: *Phil Angelides*.

We *haven't* forgotten that the governor placed disastrous initiatives on the ballot last November, highlighted, of course, by the truly *awful* Proposition 75, which would silenced part of organized labor's voice in both political campaigns and in the corridors of power.

That special election cost the state and taxpayers some *\$80 million!* Think how that money could have been better spent!

PHIL ANGELIDES FOR WORKING FAMILIES!

Phil Angelides is the "*anti-Arnold*," and has been so from the get-go. He's *fought* the governor, opposing *slashing* education funds, *ripping* needy people's "safety net," and *attacks* on unions.

Angelides knows California needs more revenue for infrastructure renovation and upgrades. *But he realizes that corporations and wealthy individuals have shouldered far too little of their tax burden! That's why he wants the rich to pay more in taxes, while reducing the financial burden on working families, middle- and low-income people, and seniors!*

Angelides supports lower public-college tuitions fees. He backs affordable, adequate health care for all Californians. He is pro-environment, a strong advocate of sensible alternative-energy, and stands for civil liberties. He is a strong Democrat! *Schwarzenegger not only campaigned for Bush in 2004, he also attacked public-employee pensions, threatening our own retirement security!*

We have not forgotten what this governor tried to do to

us. We will elect a new governor, one we know will not try to stick it to us! The choice is clear: Phil Angelides for Governor on Tuesday, November 7.

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DWP Steps Backwards in Environmental Leadership

The Department and the Los Angeles City Council have taken an unnecessary step *backwards* in a continuing effort to make the big utility an environmentally sound energy provider.

By voting to buy 82 megawatts of wind-generated power for \$280 million over 16 years, DWP is now stuck with a *higher* rate for power production than current costs. That wasted money would better be spent on new "green" (renewable) energy sources or, equally important, upgrading the City's woeful power infrastructure.

This purchase is really a p.r.-driven shell game. Purchasing power from an *already-existing wind farm* does nothing to add "green" power to the grid. Further, it does *nothing* to reduce pollution in the Los Angeles Basin. Finally, we cannot even be sure that this new power really *comes* from the Wyoming wind farm!

With this buy, the Department commits another sin—shifting *away* from self-reliance. This has been a core value of DWP for decades, and its value was proven in recent years when we *avoided* blackouts that plagued many parts of Southern California that relied on purchasing power in the marketplace.

DWP is a *municipal utility*; it operates solely for the benefit of the people it serves, not faraway, faceless shareholders. When the Department operates the plants



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that produce our power, we can be sure that energy is coming into the system at *minimum* production costs. No one should place profits over reliable, cost-effective power.

Here are IBEW Local 18's endorsements in the upcoming statewide political races:

Governor – Phil; Angelides (D)

Lieutenant Governor – John Garamendi (D)

Attorney General – Jerry Brown (D)

Secretary of State – Debra Bowen (D)

Treasurer – Bill Lockyer (D)

Controller – John Chiang (D)

Insurance Commissioner – Cruz Bustamante (D)

Board of Equalization

District 1 – Betty Yee (D)

District 2 – NO endorsement

District 3 – NO endorsement

District 4 – Judy Chu (D)

This is an important election, one affecting every Local 18 member and family. Be sure you are registered to vote! Be sure your family members, friends and neighbors are registered to vote—for Phil Angelides for Governor!

In unity,

JOINT TRAINING INSTITUTE REPORT *By Frank Miramontes, Local 18 President and JTI Administrator*

Where We Have Been, and Where We Are Going



In its first year of existence, the Joint Training Institute (JTI) focused on conducting the first comprehensive Training Needs Analysis in the history of the Department. It included input from all the stakeholders: IBEW Local 18, management supervisors and, most important, the

hard-working employees.

This analysis was accomplished through targeted interviews with labor and management leaders, focus groups, and a survey questionnaire. The resulting Strategic Training Action Plan has these guidelines:

- Setting the foundation for the groundwork for the best training practices, and building them from the ground up
- Focusing on the basics
- Supporting needs-based training programs
- Building and maintaining a support structure
- Setting priorities
- Assessing and measuring results

While many divisions already had training structures in place, others did not. We are working with those divisions to create them.

The "assessing and measuring" part of the Strategic Training Action Plan has been the most challenging. Because we do not have a centralized electronic system that all divisions can use, we have encountered many problems in trying to gather accurate information across them in a timely manner. I am, however,

pleased to report that the process of gathering accurate information has begun, thanks to the support and participation of all the divisions that have recognized the value of obtaining precise training data.

One of our on-going efforts is the Course Catalogue. A course-creation protocol was adopted and courses were re-named appropriately. Training work orders were set up. Timekeepers, Training Coordinators, Budget Coordinators, along with supervisors, were trained on the use of the HRMS Training Module in order to capture data.

Groups are cleaning up their list of courses for duplicate and inactive sessions. A Training Advisory Group was commissioned to be the conduit for the divisions and section with respect to the training courses.

We have also initiated "In the Driver's Seat: Guiding Employee Learning and Development". This is a program designed to help divisions set solid training structures, and also create an Employee Training Plan for every employee in the Department. I believe this is one of the most basic, yet most important programs for a successful training environment.

The one-on-one communication regarding training that goes on between the supervisor and employees is at the heart of setting training plans and developmental goals for every employee. *This is where the rubber meets the road.* The discussion that should continually go on between supervisor and employee brings value and clarity to everyone.

JTI's new initiatives are designed to have it work more closely with each division. The Institute is work-

ing towards:

- Improving the quality and skills of our in-house trainers
- Providing advice and consultation to our divisions on existing and proposed apprenticeship programs
- Developing a formal proposal for a “pre-utility craft, entry-level Civil Service job classification that will address recruitment training and retention of employees, *prior* to their acceptance into apprenticeship programs
- Promoting a single learning system to track training, develop course content, manage training programs, and meet regulatory-compliance issues

- Developing a proposal that will strengthen linkage of DWP with the Los Angeles Unified School District’s various student and adult education courses, and training programs

- Developing partnerships with community groups and organizations within the City of Los Angeles in order to help meet our workforce-development goals

- Building alliances with existing educational institutions

With both labor and management’s commitment to the Joint Training Institute, we can assist in providing our workforce with the necessary skills to be competitive with anyone!

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

Vitamins May Carry Hidden Risks



Do you and/or your family members take a multivitamin every day? It is likely that you do. According to the National Institutes of Health, more than *half* of American adults take dietary supplements, the majority of which are multivitamins/minerals. That is a lot of vitamins.

American adults take multivitamins/minerals in the belief that they will feel better, have greater energy, improve health, and prevent and treat disease. Currently, users spend more than *\$23 billion a year* on supplements.

The problem, unfortunately, is that experts do not know for sure that the public actually benefits from them. In fact, government experts are concerned that some people may be getting *too much* of certain nutrients. Congress limited the U.S. Food and Drug Administration’s oversight of vitamins and other dietary supplements in 1994. Unlike most medications, the vast majority of vitamin and mineral supplements sold today never had to be proven safe, much less shown to provide any health benefit.

However, the government currently wants to learn more about the benefits and problems related to vitamin use, and in late May brought together an independent panel to assess the available evidence on the safety and effectiveness of multivitamins/minerals. After two days of expert presentations, public discussion, and deliberations, the panel made recommendations regarding certain specific supplements, but ultimately concluded that more rigorous scientific research should be done before strong recommendations can be made regarding multivitamin/mineral use—especially to prevent chronic disease.

In the interim, the panel released a state-of-the-science statement that did have some relevant recommendations for IBEW Local 18 members and their families.

Recommendations

The panel recommended the combined use of calcium and vitamin D supplementation for postmenopausal women to protect bone health.

The panel advocated that anti-oxidants and zinc be considered for use by non-smoking adults with intermediate-stage age-related macular degeneration, an eye condition that can cause blindness.

The panel supported the previous recommendation by the Centers for Disease Control that women of childbearing age take daily folate to prevent neural tube defects (birth defects of the brain and spinal cord) in infants.

No Supporting Evidence

The panel found no evidence to recommend beta carotene supplements, a form of vitamin A, for the general population, and strong evidence to caution smokers against taking them. Specifically, beta-carotene was linked to an *increase* in lung cancer among smokers who took the vitamin regularly.

Possible Risks

Most individuals may assume that the components of multivitamins/minerals are safe, because many of the ingredients are found in everyday foods, and the products are available over-the-counter. However, the panel identified several possible risks associated with multivitamins/minerals consumption.

One risk is the *over-consumption of nutrients*, which may sound healthy but can result in the possibility of adverse effects such as organ damage and bleeding problems. Indeed, though health-conscious individuals are likely to focus on ensuring that they meet the recommendations for essential nutrients, the combined effects of eating fortified foods, taking multivitamins/minerals, and consuming single vitamins or minerals in large doses may lead them to unwittingly exceed the “Upper Levels” of nutrients, which can be harmful.

Some vitamins also can interact dangerously with med-

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ications. Therefore, doctors should ask their patients what they take.

According to the government, use of vitamins is higher among women, the elderly, those who have more education, higher income, healthier lifestyles and diets, lower body mass index (BMI), and residents of the far-western states. In contrast, the people most likely to have nutrient deficiencies are the least likely to use multivitamins.

Fortunately for the American public, there is a lot of information available to help answer your questions about dietary supplements and vitamins. However, it is important to ensure that you obtain information from *reliable* sources such as:

Fact sheets on dietary supplements from the National Institutes of Health: [http://dietary-supplements.info.nih.gov/Health Information/Information About Individual Dietary Supplements.aspx](http://dietary-supplements.info.nih.gov/Health%20Information/Information%20About%20Individual%20Dietary%20Supplements.aspx)

Nutrient Recommendations: Dietary Reference Intakes (DRI) and Recommended Dietary Allowances (RDA): [http://dietary-supplements.info.nih.gov/Health Information/Dietary Reference Intakes.aspx](http://dietary-supplements.info.nih.gov/Health%20Information/Dietary%20Reference%20Intakes.aspx)

IBIDS database of dietary supplement literature: [http://dietarysupplements.info.nih.gov/Health Information/IBIDS.aspx](http://dietarysupplements.info.nih.gov/Health%20Information/IBIDS.aspx)

Dietary supplement warnings and safety information from the U.S. Food and Drug Administration:

<http://www.cfsan.fda.gov/~dms/ds-warn.html>

Consumer information from the Federal Trade Commission: <http://www.ftc.gov/bcp/menu-health.html>

In the meantime, take all vitamins using the same caution that you would in taking medications. Do *not* self-diagnose any health condition, and work with your health care provider to determine how best to achieve optimal health. *And always check with your health care provider before taking supplements, especially when combining or substituting them with other foods or medicine.*

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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.

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.

From the Trenches: Reports from your Business Reps

Unit 2 – ESOs

By Bill Lewis

◆ So far, this year has been a good year with respect to switching errors. Since I am *not* superstitious, I am confident this article won't increase our error rate for this year. However, the Department's policy on bringing an Operator to medical after an error for an evaluation has transformed into a "work-fitness" evaluation. Once the medical section hears those words, it triggers a *full* evaluation for impairment due to drugs and/or alcohol.

This practice *violates* previously negotiated drug and alcohol policy. We have filed a grievance, and will pursue the violation of policy and our Memorandum of Understanding. *All Operators need to be aware of their rights.* If you have a switching error, be sure to make your appropriate notifications to the ECC, ACO, and management. Then call your Local 18 representative *before* you are transported to medical. The evaluation conducted at medical could lead to discipline; therefore, you are entitled to union representation under your *Weingarten Rights*.

Unit 4 – General Construction

By Martin Marrufo

◆ Hiring practices at DWP have been inconsistent and unpredictable. After the Board of Commissioners reviewed some of the practices that have gotten some managers into trouble, you would figure that they would walk the line and hire under more careful guidelines. *This has not been the case.* General Construction seems to walk the line pretty carefully and consistently. If you hope to promote or transfer to another location within the Department, you will probably have a hard time figuring out what the process will look like. DWP's Administrative Manual 20-01 lists the order of certification as 1) Departmental Reserve (DWP transfers), 2) Promotional (Promotional List), 3) General Reserve (City Transfers), and 4) Open (Open List). This is not the only rule that affects hiring, but if the Department used this list consistently, there

would be far fewer cries of nepotism and favoritism.

Lead Man status and 1-5 positions are not only about money. Many employees who would love to promote never seem to get the chance to learn about the requirements or challenges associated with supervisory positions. No matter how fairly management seems to think its policies are regarding this issue, someone seems to be left out and unprepared to promote. A number of supervisors—proportional to around 40% of employees—are qualifying for retirement within the next five years. Opportunities will be there for employees who stay, but you need to be prepared *now*, or DWP will suffer. Due to the staffing issues with clerical at Building 17, the lists have not been kept current. This should change when David Thrasher fills the clerical positions that have been vacant for so long.

Unit 6 – Stores

By Shawn McCloud

◆ At our July meeting (Temple Street) and August meeting (Van Nuys), members discussed a number of issues that are very important—and of concern—to them in the workplace. Guess what the number-one issue was: *staffing, and the lack of it!* It has been brought to my attention that the bid plan is being *bypassed*, with transfers and certification taking precedence. If you know of an actual case of this, please call me immediately at 213/387-8274, ext. 111. Thank you.

◆ If you would like to schedule a lunch-time meeting at your work location, please call me. We will set a date. You pack your meal, and we will have a meeting during your lunch time to discuss issues at your worksite. *It's just that simple.*

Unit 8 – Clerical

By Lilly Calvache

Shawn McCloud

Geralyn Washington-Tatum

◆ Clean out your personnel file! Article 21 of the DWP-Local 18 MOU provides for employee review of

his/her personnel file, and the removal of *expired* related to discipline (excluding suspension). You are entitled to review the contents of your personnel file at reasonable intervals. Such a review will be permitted upon request within *three days* of asking, except when an employee is assigned to a remote area.

◆ Shop Stewards are Local 18's—and your—frontline representatives, and some of the most important people you meet on the job. They are familiar with the MOU, and are responsible for seeing that your rights are protected. Stewards are appointed by Local 18's Business Manager. Many have received special training in grievance handling and other skills needed to represent you effectively. Your Shop Steward will represent you when you meet with your supervisor in case of an infringement of your rights. *You have the absolute right to be accompanied by your Shop Steward if you are ever called in by your supervisor for a disciplinary meeting.* Your Shop Stewards will assist in every way possible. They have answers to most of your questions about Local 18 procedures, meetings and benefits. *Get to know your Shop Steward—he or she is a valuable resource.*

◆ If you should become disabled due to an on-the-job accident or illness, notify your supervisor *immediately* about the specific reason for your absence. If your absence exceeds *10 working days*, your timekeeper should notify the Disability Office. The office should mail you a "Disability Notice/Benefit Claim" form that you must complete and return. Also, you will find a "Doctor's Certificate" for your physician to complete and return. It is *your* responsibility to make sure your doctor returns the form to the Disability Office. *If the required forms are not received within three months from the day the disability leaves ends, the Plan prohibits any payment for the claim. If you do not receive these forms, please call the Retirement Office (213/367-1712).*

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◆ Every employee who is out on Workers' Comp, disability, or any other leave of absence may, upon return to active duty, receive an audit of their time. Learn more about this at our upcoming Clerical Unit meeting.

◆ Have you been given the evacuation procedures for your work location? If you are not familiar with them, or if you need a refresher, ask your supervisor. If you have any problems regarding this important matter, please call your Business Rep.

VOC

◆ The Join Labor-Management Committee is addressing the call-out policy and staffing issues, along with creating an information web page. We will keep you posted on progress. If you have any questions, please speak to any of the committee members.

The Districts

By Shawn McCloud

◆ We made site visits to East Valley and West Valley Water Yards, Northridge, Van Nuys Service Center, Lincoln Heights Service Planning, and Palms Service Center. It is really good to see all of the ergonomics work stations in the districts. I will continue to make site visits.

◆ If you would like to schedule a lunch-time meeting at your work location, please call me. We will set a date. You pack your meal, and we will have a meeting during your lunch time to discuss issues at your worksite. *It's just that simple.*

Unit 17 – Field Groups

By Nancy Romero

◆ During the summer, I have worked on some of your major issues. I welcome everyone back from vacation. I hope you got a lot of rest—we have many things to work on!

◆ *Commercial Field Representatives:* We have formed a new working group that is dedicated to improving the handheld devices that you are now using. The group's main objective is

to secure an improved Mobile Data Transmitter (MDT) that will meet your needs in Field Service and Field Collections. We have learned a lot from you in the past couple of years about the Panasonic CF 34. We are looking at the recommendations that have been submitted to the former MDDS team, and we are compiling a list of additional functions that we need to consider as we strive to improve the quality, usability, and functionality of the next generation of handheld.

Group labor representatives are Kevin Cato (San Pedro FSU), Javier Cordova (Metro FCU), Derek Deach (Valley FSU), Joe Garcia (Valley FCU), and John Pegueros (West L.A. FSU). I thank you for your participation, and ask you to keep everyone informed about discussions and progress towards securing the best of what is available to us. I encourage you to ask the working group members questions and bring any issues or concerns about the current handhelds to their attention. Management representatives include all three Field Service/Field Collections Supervisors, Alex Godfrey (MDDS Team), and Bruce Untiedt (Office Automation Group). You can also refer issues to them.

◆ *Attention Metro Field Representatives:* We are closer to resolving the long-standing issue of reimbursement of parking fees due to the accommodation that you have made to alleviate the Temple Street Yard parking situation. We are discussing this issue at the CFR Joint Labor-Management Committee. We hope to resolve it soon.

◆ *Attention Field Collectors:* Reminder—please be considerate of each other! Issues are being raised because collection decisions are being made that negatively impact other members. If you work in someone else's territory, please put into practice the established procedures that would apply if you were working your own territory. For clarification on what those established procedures are, please speak with your Shop Stewards or supervisor. We have had lengthy discussions about this issue; if we need to

further clarify any of the procedures, please contact me or any of the CFR JLMC Labor Members—Kevin Cato, Javier Cordova, John Gallardo, Daniel Montelongo, and Skip Westbrook.

◆ *Field Investigators:* The Senior Commercial Field Representative JLMC has agreed to create a working group that will review the implementation of the Mobile Data Dispatch System in the Field Investigations Unit. While it is still uncertain *when* MDDS will actually be implemented, this group will be ready to review the screens and functionality of the new system, if and when the time comes. Please send your concerns to the JLMC members who are the liaisons back to that committee—Laura Kellgreen (SCFR Field Training Unit), and Nance Walker Bonelli (CFS Metro FI).

◆ *Meter Readers:* Management wants to implement a change to the Meter Reading routes by adding 20 minutes of read time to the routes and eliminating prep time in the front and back end of your day. It tried to do this unilaterally several years ago. It wants to do this while, at the same time, adjusting the routes in the Valley to reflect the move from the AOB to the new Saticoy Yard location.

We sent a Meet and Confer letter to the head of the Employee Relations Office, asking that the Customer Service Division *not* implement any changes until we have exhausted that process. We understand that route changes are needed in the Valley to reflect the change of location, but we do *not* agree with the other change. Speak with your Shop Stewards for more information about this, and to raise any concerns you have about the impact this decision will have on you *today*—and what impact it had when management tried this for a few days a couple of years ago.

I hear concerns about the Division's decision to try again to unilaterally change the routes; it would clearly have an immediate impact on your working conditions. The practical consequences of this decision have to be discussed; we need to reach an

agreement about whether this decision will be fair across the board to all of you, whether or not you are on the incentive program, or you read a commercial or residential route.

◆ Welcome back, Brother George Lemus, returning from one of the most serious dog bites we have had in the Field Groups! Kudos to Team Leader, Brother Derwin Davis, for his quick thinking and strong resolve in rushing to his brother's aid in his time of need, and especially for quickly getting Brother Lemus off the customer's property and into a medical facility. This most recent incident again reminds us how careful we all must be when dealing with dogs!

◆ *Use of Traffic Cones for the Field Groups:* Earlier this year, a memo regarding the use of traffic cones was circulated to Field Employees who use Department vehicles. The Business Unit has *unilaterally* implemented this policy. We have had held several discussions about the practical consequences of the use of the cones.

◆ Specifically, we raised CFRs' concerns about using *two* cones at *every* stop they make. This equates to around 40 stops a day; with two cones, that is 80 lifts a day. Each cone weighs about eight pounds, so that is an extra 640 pounds that a representative lifts in one day!

◆ We have asked CSD management if this policy is a *requirement* or a Department *rule* that the Business Unit has adopted. Initially, we were told that the requirement was imposed on the Business Unit by the *Department-wide* Worker Safety JLMC because too many employees having backing-up accidents. It was believed that cones would help eliminate these types of accidents.

◆ Recently, we learned that the cones policy was implemented by the CSBU; it is *not* Department-wide. But in our discussions, we learned that the Division implemented it as *its* policy—*not* DWP-wide. This policy is currently discussed, and we have not yet reached an agreement on how best to use the cones. Members have imple-

mented this policy in different manners that best accommodate their preference for storing and using them in their assignments. We asked management to have the Department Ergonomist evaluate the manner in which members use the cones. The CFR JLMC will then take the findings and present them as recommendations to the rest of you. If you are concerned about the long-term physical effects of using the cones, please contact your supervisor.

Unit 18 – Clerical supervisory

By GERALYN WASHINGTON-TATUM

◆ *Hooray!* Last month, the Civil Service Commission agreed to adopt the recommendation from Margaret Whelan, General Manager of the Personnel Department, to modify the eligibility requirements for the Management Analyst examination to include: *"Three years of full-time paid experience with the City of Los Angeles as an Executive Administrative Assistant or in a clerical class at least at that level."* In a nutshell, this means that in addition to the education requirements, employees in the PCU, UES, CSS, and other similarly situated classifications *will be eligible to take the upcoming exam.* I encourage you to establish study groups and prepare well. This requirement is subject to evaluation and may be removed in future exams.

Unit 22 – Electric Service Representatives

By BILL LEWIS

◆ The saga continues, concerning the issue of additional work for which ESR's have taken responsibility. The matter has been grieved, sent to the EEC, and grieved *again.* The last grievance was settled in good faith by both parties, with authority afforded by the MOU. The final action to implement the settlement requires management and the DWP Board of Commissioners to approve the changes to the existing Duties Description Record (DDR). Henry Martinez informed Local 18 that he will *not* approve the changes. I have filed another griev-

ance against the Department for violating the grievance process. The issue has been settled, and *requires* the Department to implement the action. Failure to do so is a violation of our process. *Stay tuned!*

Unit 26 – Custodians

By NANCY ROMERO

◆ The grievance we filed on behalf of the members at the JFB was *granted.* It had charged the Department with violating the OM&S MOU when it allowed two seniors to perform custodial work while on overtime Saturday, and did not allow any custodian to work. The Senior Custodian, or any Acting Senior Custodian, will *not* be allowed to work overtime solely to perform custodial duties—with no regular Custodian allowed to work at all. I thank you for bringing this issue to my attention, and for providing necessary information to prove that this violation had occurred.

◆ We have successfully resolved several other grievances on behalf of individual members. Due to the confidentiality of those cases, we can not include any of the details here.

◆ We are still attempting to reach an agreement to resolve the grievance about how the AOTLs are to be used when a) there are emergency Custodians in the different sections and, b) when the overtime is supposed to be performed. We hope to reach acceptable agreements on these grievances.

◆ *Custodial Staffing:* We still have not reached an agreement on when the permanent positions at the JFB will be filled by the division. Currently, there are 4-5 vacant custodial positions available. Right now, there are *no* vacant positions in the outlying facilities. Again, I want to remind you that, currently, the Department's only option to permanently fill these positions is using "transfers" from other City of Los Angeles Departments, *not* from the Emergency Custodians.

◆ *Attention Emergency Custodians:* I want you to know you will *not* have the right to be considered for any per-

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manent position until you have successfully completed the entire civil-service process. This requirement remains the same, regardless of how many times you have been called back to DWP. *Be clear: no one* can guarantee that you will ever be picked up as a Permanent Custodian. Having the written support of the facility managers and other Department employees may only assist you when you interview for the job in the future. Once your current assignment is over, *no one* can guarantee that you will be picked up as a Permanent or Emergency Custodian.

◆ In order to become permanent, an Emergency Custodian must apply for the position at the Personnel Office, take the Custodian test, score high enough to be “reachable,” be called for a “Cert,” and then pass an interview. Further, DWP must fund permanent positions. Note, as of now, the Personnel Office and the Department still do *not* agree about giving the Custodian test. As noted previously, they have proposed that they be allowed to circumvent the current Civil Service Process and implement a program—one that we still can not support.

Unit 28 – Reprographics/ Print Shop

By Lilly Calvache

◆ The Joint Labor-Management Committee (JLMC) has been meeting on a monthly basis. We have been addressing several issues that pertain to the Print Shop and Reprographics. Some of them are ergonomics, training, and new equipment in the shops. As a result of the JLMC process, Department management has committed to holding safety/staff meetings on a monthly basis. If you have any questions regarding this JLMC, or if you have any other issues you want to raise, please do not hesitate to call me at 213/387-8274, ext.140.

Unit 32 – Technical

By Kerry McCorkle

◆ Starting in September, the monthly Technical Unit Meeting will

be held at *JFB Room A-5-A*. I hope to see improved attendance from now on since the meetings will be at JFB. I will begin conducting MOU training at this meeting, and continue it in future ones. Please bring your MOU and any questions you may have.

◆ Due to circumstances beyond our control, the Business Process Improvement (BPI) Standards and Contracts Committees have been disbanded. The latest Department reorganization, re-assignment of key committee members, and a clear lack of support by upper management (the General Manager, the Water/Power/Joint Assistant General Managers) have impaired the capability of these committees to continue to operate at a productive level. The committees were formed in a spirit of partnership with the Department. They were created by appointing individuals, not only for their expertise, but also for their willingness to work together.

The committees successfully created products (IT Standards List, IT Contracts Table) that have saved DWP *millions of dollars*. The Oversight Committee approved a plan to continue efficiencies into the future (IT Operating Model). I commend Local 18 members on these committees for their efforts and commitment to the Joint Labor/Management process (in spite of the lack of support and appreciation by General Manager Ron Deaton!). They have once again proven that our cooperative system is the best-possible method of doing business.

◆ The Department is implementing a new e-mail-archiving system that will automatically archive any e-mail (including attachments) you receive or send at work. ITS states this new system is being implemented to help Legal comply with California Public Records Act Requests. *ITS admitted that this system can also be utilized in discipline packages*. The Department e-mail (as well as Internet) system is to be used *only* for business purposes. We have seen severe discipline (terminations and suspensions)

in cases of violation of this policy. *Please do not put yourself at risk. Do not use any Department equipment for personal use. It is not worth the risk of discipline!*

◆ 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 *JFB Room A-5-A*.

Unit 33 - Administrative

By Shawn McCloud

◆ We held elections for unit officers on August 16. I congratulate our new officers: Unit Chair, Christy Mauk; Vice-Chair, Mark Rubin, and Recorder, Belinda Comoda.

◆ After the election, we discussed training, or to be more precise, the *lack* of it. I realize that, because of a lack of training, you feel that you are unable to compete against City Employees on certification interviews. You made it clear that it seems to be a trend that City Civil Service employees are filling most of the vacancies at DWP. We thoroughly discussed how we can change this trend. If you have a suggestion, please fax it to my attention, at 213/739-6937. I will keep you posted on this matter in the future.

◆ If you would like to schedule a lunch-time meeting at your work location, please call me. We will set a date. You pack your meal, and we will have a meeting during your lunch time to discuss issues at your worksite. *It's just that simple.*

Unit 34 – Supervisory Professional

By Kerry McCorckle

◆ Starting in September, the monthly Technical Unit Meeting will be held at *JFB Room A-5-A*. I hope to see improved attendance from now on since the meetings will be at JFB. I will begin conducting MOU training at this meeting and continue it in future ones. Please bring your MOU and any questions you may have.

◆ Due to circumstances beyond our control, the Business Process Improvement (BPI) Standards and Contracts Committees have been disbanded. The latest Department reorganization, re-assignment of key committee members, and a clear lack of support by upper management (the General Manager, the Water/Power/Joint Assistant General Managers) have impaired the capability of these committees to continue to operate at a productive level. The committees were formed in a spirit of partnership with the Department. They were created by appointing individuals, not only for their expertise, but also for their willingness to work together.

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◆ Please contact me if you would like to provide your home e-mail, so 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 JFB Room A-5-A.

Unit 55 – Communications

By Nancy Romero

◆ I am very pleased to confirm that Brother Mario Mascolo has agreed to become the Telecomm section's Training Coordinator. He brings a wealth of experience to the position, and I know he will do a *great* job as the Training Coordinator. Congratulations, Mario!

◆ During our August meeting, we discussed the averaging-in of employees on the AOTL after an absence of 30 days. Note: if you are away from work for this period of time, you will be averaged into the unit's AOTL per Article 9.4(d) (6) of the OM& S MOU, which states, "Employees returning from leave of absence, temporary, emergency appointment, disability, or vacation of more than thirty (30) days and any qualified new employee shall receive an overtime total equivalent to the average of all employees on their AOTL." If you have questions about this Article, please contact Shop Stew-

ard Gary Schmerbeck, or me. Note that when you get averaged in to the AOTL, the only location that can currently hold this information on the payroll system is in the field designated for declines. This is common Department practice. We have tried to resolve the issue of not having this information kept in this field, but we have not been successful due to the limitations of our antiquated payroll system.

◆ We continue to meet at 4:30 p.m., the *second Wednesday* of the month, at the Boylston Yard. Please forward issues or concerns for discussion to Unit Chair, Frank Govea.

Unit 64 - Azusa

By Bill Lewis

◆ The Customer Service Uniform (professional attire) Committee has finally been formed. It held its first meeting in August. We are currently gathering data on suppliers, costs, and availability of professional attire for the front office. The kick-off meeting went well, and all input is welcomed. If you have any questions or comments, please see your committee members, Janette Padilla or Rosa Scholes.

In Memoriam

"A" MEMBERS

Paul R. Champion, Retired Electrical Mechanic, initiated 06/01/1953 in Local 18.

Passed away 06/23/2006.

Ethan M. Mengel, Retired Cable Foreman, initiated 06/05/1946 in Local 18.

Date of death unknown.

Richard W. Owen, Retired Asst. Dist Supt., initiated 10/11/1946 in Local 18.

Passed away 06/11/2006.

Richard E. Simmons, Retired Line Foreman, initiated 03/05/1947 in Local 18.

Passed away 06/24/2006.

"BA" MEMBERS

Roger Besvold, Sr. Electrical Mechanic, initiated 08/26/1953 in Local 18.

Passed away 06/25/2006.

~ Save the Date ~

Local 18's

Annual Holiday Party

Sheraton Universal Hotel

Thursday, December 7, 2006

4:00 - 8:00 pm.

Local Union 18, IBEW
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Fax: (213) 739-6937
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