



SURGE

July-August 2007 • Published for the members of IBEW Local 18 and their families

BUSINESS MANAGER'S REPORT

IBEW SOUNDS THE ALARM:

LADWP Must Invest In Infrastructure and Staffing!

By Brian D'Arcy
Business Manager, Local 18

We produced the eight-minute video "LADWP Crisis" to publicize a serious issue affecting all residents of the City of Los Angeles: the devastating impact of chronic understaffing and inadequate maintenance on the reliability of the city's only source of water and power.

Los Angeles ratepayers want and deserve reliable power and safe drinking water. The policies pursued by the DWP have endangered both. Just 13 years ago, the response of DWP employees to the Northridge earthquake won rave reviews. Sadly, DWP employees believe that today the system is not ready for another heat wave, let alone a terrorist attack, earthquake, or other major catastrophe.

The members of IBEW Local 18 are angry and frustrated because they do not feel that their voice has been heard when they have raised these concerns with the management of the DWP. We intend to distribute the eight-minute video to the public and to the decision makers to ensure that everyone is aware what is at stake.

The DWP's focus on buying transformers is a "red herring." The problems are much deeper than just transformers and involve the whole water and power system. The chronic understaffing and the resulting failure to perform

proper testing, maintenance, and replacement of outdated equipment endanger the whole system.

Even with transformers, the DWP is in denial. While the DWP has purchased 3000 new transformers, the chronic understaffing means that they don't have the trained crews to install them. According to those doing the work, there is still a backlog of over 100 faulty transformers from last summer, and that number is growing by 2 to 3 per day.

The greatest tragedy is that the burden of the failures in the system falls heaviest on those who are most vulnerable: the elderly, the very young and those in poor health.

The time for action is now. The DWP needs to immediately reinvest in both its infrastructure and its workforce. Currently, there are 1500 unfilled positions. While the DWP has budgeted filling 750 of those positions, they haven't taken the steps necessary to recruit and hire any of these badly needed staff.

Things won't get better if we delay further. 40% of DWP workers are eligible to retire in the next five years. The hotter and drier environment predicted by scientists for Los Angeles combined with continued growth will put ever greater pressure on a system that is simply not ready to handle it.



Business Rep. Geralyn Washington-Tatum Returns to DWP as Commercial Service Supervisor



Geralyn Washington-Tatum, a strong and effective IBEW Local 18 Business Rep., has

left our Union to rejoin the Department as a Commercial Service Supervisor.

Sister Washington-Tatum ably served our Union and the members of Units 8 and 18 (Clerical/ Clerical Supervisory) for seven years, almost continuously since 2000. She represented her units with strength

and dedication, building strong bonds among the members, and acting as a reliable and highly respected liaison between Local 18 and Department management.

Geralyn began her career at DWP in 1980, as a Clerk Typist. She worked her way up the ranks to Senior Clerk Typist and then, in 1986, became a Customer Service Representative. Coming from a strong union family, Sister Washington-Tatum was a tower of strength during our 1993 strike, commuting daily to walk our picket lines.

She was elected Unit 8

Recording Secretary at her first Clerical Unit meeting, and became a Local 18 Shop Steward in 1998. Geralyn became a Business Rep. in 2000, briefly returned to the Department as a Commercial Service Supervisor, and then rejoined our Union in early 2001. She now has returned to DWP in order to fulfill specific educational promises she made to herself.

Sister Geralyn Washington-Tatum has been a union leader of exceptional determination and ability. We all wish her the best in her new job and educational pursuits. *Good Luck, Geralyn; you will be missed!*



*We're
going
home...
(finally)!*

From the Trenches: Reports from your Business Reps

Unit 1 – Electrical Distribution

By Bill Lewis

◆ Over the past few months, a committee comprised of EDMT committee and management, has been working on developing a new apprentice program. The new program separates the overhead and underground into two apprenticeships. The committee has developed new bulletins which include the requirement of *18 months* as an Electrical Craft Helper with DWP prior to appointment as an apprentice. In addition, the 18 months must include *six months* working in the overhead discipline and *six months* in the underground discipline.

◆ The old Duties Description Records (DDR) have been updated to reflect new technology, and currently the Human Resource (HR) Department is working with the City's Personnel Department to determine the appropriate classification and testing requirements. As soon as HR finishes its work, tests will be administered to establish a new list for each apprentice discipline. Hopefully, we will hire the first class sometime in early 2008.

◆ The requirement for six months as a helper in both overhead and underground and 18 months in class for the helpers must provide for flexibility in assignments. Therefore, any new helper hired will *not* be able to bid until they have *two years* seniority as a helper. Of course, *all current helpers are grandfathered into their bids*. This requirement will take effect *only* when the entire "split" program is in effect.

Unit 2 – Electric Station Operators

By Bill Lewis

◆ As throughout the entire De-

partment, projected retirements for this year are only adding to an *already understaffed* organization. We have begun to see the effects of management's *mismanagement* concerning staffing and training new operators. Two non-bid operators have been transferred to West L.A.

◆ The critical shortage at Castaic has prompted management to discuss creating a special training class specifically for turbine operators. My first reaction raised more questions than answers, but nothing happens in a vacuum, and input from Operators will be required. Should management choose to open discussions on this issue, we will develop a committee to address this matter.

Unit 3 – Testers

By Leslie Abbott

◆ *Hooray for the recent surge of activity on the Tester Apprenticeship Program!* The initial proposal, primarily developed in a joint labor-management process in 2004, was submitted to the Joint Resolution Board in early 2005—only to languish without the support of JRB's management side of the table. Then in January, 2007, when labor called management on the carpet about the Tester training program in a Commission meeting, and the Commission became interested, upper management became, *miraculously*, more interested, too.

Since then, things have progressed considerably. The program is being seriously fleshed out. The Test Labs have committed considerable staff resources to this priority program. The committee has gotten assistance from the Joint Training Institute (JTI) and the Power Training & Safety section. Two new training positions have

been allocated in the 2007-08 APR. The goal is to have everything in place by the end of 2007.

I heartily acknowledge all of the Testers—past and present—who have participated in putting this program together: Dave Almanzan; Steve Andersen; Alex Castro; Gilman Jung; Hoi Lee; Peter Liwag; Randy Lubs; Roger Luna; Cris Martinez; Jesse Perez; Romeo Segui; Bill Stark, and Trung Ta. Testers perform very specialized and critical roles in the Department. This program is a *great* investment in the future of DWP.

◆ In January, the Test Labs kicked off their first Worker Safety Tour program. The goal is pretty ambitious: to visit each of the employees annually, with each tour team touring once a month. Initially, there are two team members per lab, with participation from our members in Unit 3/Testers and Unit 34/Supervisory Professional: Roger Luna and Doug Kirby; Peter Liwag and Dick Dernbach; Rolando Cruz and Cris Martinez; Steve Andersen and Art Gross, and Viroj Petch and Isaac Tasinga. Manager Jack Waiznegger and I are making a point of touring with each team, too. The conversations with the members have gone very well. Every team-member has just the right WST attitude, and the teams are doing a great job!

◆ As you know, your use of the DWP e-mail system is *not confidential* and is subject to audit by management. A General Manager bulletin was released in July, 2006; it referenced discipline as a result of violation of Department e-mail policies. Therefore, I have been collecting your *home* e-mail addresses so I can send updates on union and DWP-related issues.

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Quite a few of you have not yet given me your addresses. Please do so, so you can be in the loop! Send the addresses to me at lab-bott@ibewlocal18.com

◆ Your unit meeting is now held in *even* months at 1630 North Main, Building 7, 3rd Floor Meeting Space, and in *odd* months at 2633 Artesian Street, 3rd Floor Meeting Space. The basic schedule, 4:00 p.m., the *third Wednesday* of the month, remains the same.

Unit 6 – Stores

By Shawn McCloud

◆ A special *thank you* to all the Storekeepers, Buyers, and Managers—especially Arnie Netka, Manager of Materials Management and Logistics, and Frank Miramontes, President of Local 18 — who went before the Los Angeles City Civil Service Commission to oppose the bulletin requirements for Assistant Utility Buyer and Utility Buyer. It was awesome to see Utility Buyers, Lucy Matsuura and Clarence Jackson, speak out on how valuable it would be to have Storekeepers' experience and expertise to be an effective Buyer. Another special *thank you* goes to everyone who participated in our plight for the Storekeepers to qualify for the Assistant Utility Buyer exam. *Job well done.* All of you were awesome. Now the Commission and the Personnel Department know that Local 18 members will continue to appear and be in their face regarding personnel changes effecting DWP employees. Thanks to all of you.

◆ The Facilities Sub-Committee of our Materials Management Joint Labor-Management Committee (JLMC) continues to get the needed repairs done at our warehouse/store locations. The Materials Management JLMC members are doing an outstanding job.

◆ As you probably noticed, vacancies for the Senior Storekeeper positions were advertised differently, and it gave everyone the opportunity to show their interest in moving to another location. This process was a result of discussion at our joint labor-management committee. We will continue to work to fine tune our distribution of job openings. The committee continues to work together to make MM&L run as smoothly as a well-oiled train.

◆ We had training at our February and March unit meetings. Training will continue, so please bring a pen or pencil to the next meeting, and come get armed with knowledge.

◆ Mark Miller, Unit Chair, and I visited the Temple Street fleet parts employees on the swing shift. It was a good visit, and we had some great dialogue.

Unit 8 – Clerical

By Lilly Calvache, Adrienne Johnson and Shawn McCloud

◆ One of our talented control clerks gave us an excellent training session. The time-keeping *boot camp* is just one of the many training tools we provide for you. Please be sure to attend your next unit meeting, and arm yourself with knowledge.

◆ We have worked very hard on the Clerical Worker Safety Committee to ensure that the districts are provided with the same training that is available to JFB employees. All of you received a letter offering first-aid and CPR training, and the response from the districts was sad. I urge all of you to take advantage of this training. *Remember:* knowledge is power, and you may have to use what you learned in class to *help save a loved one.* The Clerical Worker Safety Committee fought hard to have this class made avail-

able to you. If you do not participate, some managers will then say, *I told you so, why bother?* Please be *proactive*, take control, and arm yourself with knowledge! Contact Gloria Velasco at x77624, and tell her that *you are interested in being trained in first aid and CPR.* When the class is scheduled, you and your supervisor will be notified. It's that simple.

Unit 8 – The Districts

By Shawn McCloud

Remember: you can schedule an appointment for lunch-time meetings by calling me at 213/387-8274, ext. 111.

Unit 13 – Automotive

By Ken Delgado

◆ Currently, your Local 18 Business Reps. are Ken Delgado (Mechanics), Martin Marrufo, (Transportation), and Russ Butow, (Aqueduct). We work along with your Fleet Labor Reps. We all are in discussions with fleet management concerning Bid Plans.

◆ Regarding the consolidation of the Owens Valley Fleet Maintenance Section and the Metro/Valley Fleet Maintenance Section, there are many proposals and suggestions being discussed. The main issue with consolidating the fleet maintenance groups is displacing someone due to seniority. As you all know, the Fleet Bid Plan, *but not the Aqueduct Bid Plan*, is strictly based on seniority. Although this is a situation which rarely happens, we do not want anyone, at any time, to be forced to work either down here from Owens Valley, or up there from the Metro/Valley area because of seniority bumping rights. The other issue concerns interviewing for a job that someone in Fleet Maintenance already holds, when the po-

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sitions come open for bid in the Owens Valley. One suggestion is that the three groups each have their own bid plans. As you can see, we have some work to do to ensure that all our union brothers and sisters are being treated fairly, no matter what is decided. Once we reach a consensus, we will put it out for all of you to review and approve. I will keep you updated.

Unit 17 – Field Groups

By Nancy Romero

◆ Please submit any recommendations you may have regarding safety recognition to any of the members of the Meter-Reading, CFR Committee or SCFR Committees. All ideas will be evaluated and be proposed for implementation, provided that it is consistent with established guidelines and procedures. I thank those of you who have already shared a few ideas with committee members; we will work on them in our respective committees.

◆ As of now, the Meter Reading bulletin is being updated at the City Personnel Office. Local 18 has been asked for recommendations we may have regarding proposed changes. We see *no* conflict over changing current bulletin requirements from “may require a high school diploma” to “requiring six months of full-time experience working as a meter reader for a utility.” We immediately contacted CSD management with the good news about this change. We have held positive conversations regarding the proposed changes to the bulletin. We are equally concerned about severely impacting the number of applicants who would ultimately end up on a list of eligible candidates. We expect that the new language will allow the Department to continue to have a large enough candidate pool to fill positions well into the near future.

◆ According to our contact, the new language allows for *part-time* Meter Readers to apply —if they have worked for a *year*, instead of six months for *full-time* employees. This will significantly add to the candidate pool. I wish the current Meter Readers, currently employed on an emergency basis, the best of luck in preparing and taking the Meter Reading exam!

Unit 22 – Electric Service Reps

By Shawn McCloud

◆ We continue to work together to resolve the overtime issues in the unit. Please join your unit meetings to find out what’s happening, and bring issues of concern to the table. Hope to see you at our next meeting!

Unit 25 – Landscape

By Nancy Romero

◆ I thank all of you who have been attending our unit meetings at the Temple Street and Saticoy Yards. We have had good participation, and want representation from all the sections. I hope we will eventually reach this goal. I encourage you to continue to participate in the meetings, and I ask those who have not yet attended, to join us at some point during the year.

◆ We alternate the location of our unit meetings. In *odd-numbered* months, we meet at the Saticoy yard; in *even* months, at the Temple Street Yard. We will keep to this schedule until further notice.

◆ During our May meeting, we discussed the Department Safety Recognition Program. Many of you have called to take issue with the fact that the Department is no longer providing member gift cards at the end of the year as a safety incentive.

Per the 2005 Safety Recognition Program, gift cards and other similar monetary items will no longer

be provided to Department employees. Instead, the guidelines allow for many other items to be secured, provided that they are all directly related to employee safety.

◆ The policy aimed to have employees who wanted to participate in the decision-making process concerning safety items would do so in their business units, and in a way consistent with the principles of the Mutual Gains Bargaining, though a joint labor-management process. To that end, we have been working with divisional JLMCs to collectively implement the policy. In divisions without JLMCs, like Landscape, I ask you to submit ideas directly to your supervisor, manager, Shop Steward, or Business Representative.

In light of this new information, we unanimously recommended that jackets be considered part of the Safety Recognition Program. We verbally told management about our decision, and our desire to move jointly on this matter; management agreed to make this a joint recommendation. We thank Brothers Ramon Barajas and Mike Bowers for volunteering to research this issue and put together the necessary information for us to move on this item.

Unit 26 – Custodial

By Nancy Romero

◆ The grievance we filed regarding the removal of the Emergency Custodians from the current AOTLs has been appealed to the next level of the grievance procedure. The remedy sought in this grievance involves removing the emergency Custodial Service Attendants from the AOTLs of the permanent Custodians. If and when this happens, we anticipate that all of the permanent Custodians in the Department would be

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offered overtime before any Custodial Service Attendant on an emergency assignment. We believe that the MOU is clear about this issue: they should have not been placed on the same AOTL in the first place. There would summarily be two AOTLs: one for the permanent and one for the Emergency Custodians.

◆ We welcome five Permanent Custodians who joined us on the JFB afternoon shift. It was a momentous occasion when they came to DWP as transfers from the city, since they are the largest group of Permanent Custodians hired in the last five years. As Permanent Custodians, they will not serve a probationary period, and can immediately bid on open custodial stations (despite what they were told by some supervisors!). We welcome our new brothers and sisters, and recognize what it took to get them here. Five and a half years ago, most DWP facilities were contracted-out to *private* cleaning companies.

◆ We sincerely desire uncomplicated discussions with management regarding opening up the bid process at JFB. Several new employees have already expressed an interest in bidding on open stations. As of now, discussions have begun and seem promising.

As your Union moved to stop all of those contracts, DWP then hired Custodians on “limited” assignments. The Department did that even though:

It had a valid eligibility list of candidates for the Custodian classification.

It was aware that the city was having issues with giving the test for Custodians because of the huge interest from the general public, and that it was probably not going to give the custodial test again.

It had an opportunity to hire

“limiteds” as *permanent* employees and failed to do so.

It knew we were not going to support any more contracting-out to clean their facilities

Then the list of eligible candidates ran out. A new test was not given, despite the fact that bulletin requirements were modified in 2005. The test was still not given. With no test, there could be no list. The ‘limiteds’ became “Emergency” Custodians, with absolutely no guarantee of future employment. They have been hiring Custodians on an emergency basis ever since.

We hope that managers realize that their experiment with contracting-out our work, and later hiring limited and emergency custodians through a revolving door, has not worked. They need to address this problem with a real, long-term real solution, unlike what they have proposed in the past five years. We need to find a solution to this problem together. We have proposed real solutions for many years. We congratulate managers for *finally* implementing one of those solutions: filing permanent positions by transferring permanent Custodians from the city!

◆ Another issue needs your input: concerns have been raised about supervisors using “availability-sign up sheets” when making decisions regarding overtime assignments. *There is no obligation for you to tell your supervisor that you are (or are not) available, before an offer of overtime is made to you. To be clear: the OM&S does call for you to “sign up” on Monday for a “possible” overtime assignment on Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday.*

Supervisors claim that this duplicative procedure assists in assigning the overtime, but they fail to realize that for Custodians,

where overtime is worked on a daily basis, the procedure described in the MOU suits them perfectly. The only difference in implementing this language, is that they (Custodians) must maintain their AOTL on a daily basis, because of the frequency of the overtime assignments.

Supervisors *must* keep the members of each AOTL within 40 hours of each other—see Article 9.4(c). In order to do this, they need to update the AOTLs more frequently, in some cases daily.

Please note that if you are reachable on the AOTL and you didn’t “sign up”, the MOU obligates them to *still* make you the offer even if it will be declined.

Management pointed to members who don’t want to be “bothered” with receiving an offer since they never accept overtime assignments. In those cases, we have agreed that those members must let their supervisor know, *in writing*, that until further written notice, they agree *not* to receive an offer for an overtime assignment. These members agree to not getting offers, and if their names come up next on the AOTL, they will automatically get a decline.

Your supervisor must make you a specific offer of a scheduled overtime assignment only if you are reachable on the AOTL—see Article 9.4 (b). By signing an availability list, you are *not* guaranteed the overtime assignment, and since you are not receiving a specific offer of an overtime assignment, you therefore are *not* supposed to receive a decline—see Article 9.4(d) 5. The MOU specifically states that it is also up to management to determine how they are keeping the AOTLs, either by supervisor or location, *not* shift!—see Article 9.4(a).

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I hope this helps explain this issue, since these availability lists have caused much confusion and aggravation for both the members and supervisors.

◆ Updating another outstanding group grievance: regretfully, we were unable to reach a resolution to grievance #8-116-05—when an overtime assignment is to be made. This grievance was filed because management unilaterally made decisions to not allow the Custodians at the JFB to work overtime immediately after their regular assignment. Instead they “rolled over” the assignments, and they were done by the following shift on regular time. We strongly feel that this is a direct violation of the JFB Bid Plan, since it states “if a station is open during a shift, the work of that station will be done on overtime by one or more assigned-station CS after their regular work has been completed, or by Utility Crew members on regular time or overtime.”

We believe that this language is clear: the assigned-station CSAs, with one exception, are all assigned to the afternoon shift. Therefore, if there is an opening on that shift, then supervisors have two options: they either assign those open stations to a utility Custodian on that shift, or they to assign it to an assigned-station CSA after they finish their station. This means that if you are an assigned-station CSA, you will be working an overtime assignment after your shift or before you start your shift on the following day, or possibly on a Friday, if the station is open that day. If all assigned station CSAs are offered to work overtime in the open stations, and there are still open stations, then they can assign that work to the day shift on regular time or overtime. If there are still not enough custodians to do the available overtime assign-

ments, then they can ask the senior on that shift. If they still need additional assistance, they can ask the Senior Custodian on the other shift.

◆ Grievance #8-0152-05: Local 18 Business Manager Brian D’Arcy will meet with GM Ron Deaton to try to resolve this grievance at their level. This grievance was not resolved at the JLMC level, nor at the Business Unit level of review. This is why it was appealed, and is now at the Business Manager/General Manager Level.

The issue concerns whether the Emergency Custodians should be placed on the same AOTLS as the Permanent Custodians. We say *no*. DWP insists that they remain on the same AOTLS. We want a consistent decision from management over what they do with permanent DWP employees being offered overtime before “limited” or “emergency” employees. To date, the decision has been contradictory: we have a 2004 grievance for security that was resolved with one decision, and a 2006 decision from the same manager with a different resolution. This simply cannot be

left like this. I will update you about these two important grievances.

Unit 31 – Professional

By Leslie Abbott

Student Engineer Summer, 2007 Pilot Program

As you are aware, a few years ago, all of the DWP student-worker programs were put on hold because, as is so often the case, administration of the program was all over the place—and there were some abuses that impacted both the student workers and bargaining-unit employees. Thanks largely to Local 18 President and Joint Training Institute Labor Administrator, Frank Miramontes—who is very aware of the impact of a *lack* of a student-engineering program is having on recruiting Associate I candidates—the Student Engineer Program was broken out of the pack. Last November, a subcommittee of the DWP-IBEW Local 18 Joint Resolution Board (JRB) began meeting to discuss a pilot summer program for 2007.

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Student engineers pose at the Stone Canyon Reservoir Project.

Luckily, the 1994 “Student Engineering Program Supervisor Handbook” contained lots of well-thought-through, well-articulated information. We have seriously updated and reformatted it, added in missing oversight mechanisms, and made a proposal.

Here are two major changes, both of which make it easier to create compliance and consistency:

All of the requirements of the *old* program—that used to be spread throughout the old handbook—are now on a *one-page* checklist that a supervisor has to turn in every two weeks. For example: the students are supposed to meet regularly with their supervisors, go to project meetings, go out in the field, and attend water- and power-system tours. All of these general categories are on the sheet, with a space for the supervisor to list specifics of compliance; the supervisor and student both sign and date it. Then it is turned into the appropriate water/power/joint system coordinator.

There is joint labor-management oversight. Yes, you read it correctly. It is amazing how management agrees to something when *it* wants to! Anyhow, we meet periodically to review the overall program and each of the above checklists that are turned in.

The pilot program was adopted by the JRB on March 22. Power and water each had identified 10 positions for the pilot, so that is the starting point for this summer.

At the end of this summer, the committee will hold a debrief/lessons learned/tweak-and-improve session. If all is well, it can be institutionalized. We also agreed to discuss the possibility of a year-round program after this summer. So it is important that, if you have a student engineer in your section, you make sure that the supervisor is faithfully following the guidelines!

The 2007 working documents are on the DWP intranet, at the Human Resources site. Go to HR web, then to Employment Services, then to recruitment. It is at the bottom of the page.

Unit 32 – Technical

By Kerry McCorkle

◆ I have been conducting MOU training since September, and will continue to do so at each monthly Technical Unit meeting. So far, I have covered *Appendix B* (Contracting Out) and *Article 5* (Grievance). Please bring your MOU and any questions you may have. If there are specific topics that you want me to cover, please let me know.

◆ I heartily commend Brothers John Lockett, Robert Estrada, Gerry Pallones, Mario Espinoza, and Jesus Lim for their participation in our Get Out The Vote Precinct Walk on Saturday March 3, 2007, in support of Richard Alarcon in his successful campaign for Los Angeles City Council District 7.

◆ 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 5:30, on the *second Wednesday* of every month, back at the original Local 18 Union Hall, 4189 West 2nd Street

Unit 33 – Administrative

By Shawn McCloud

◆ You have expressed a need for training at our unit meetings. If you have a topic that you think could use some training, please notify me at 213/387-8274, ext. 111.

◆ From now on, unit meetings will be held on a quarterly basis.

◆ If you would like to have a lunch meeting at your work location, please call me to schedule an appointment.

Unit 34 – Supervisory Professional

By Kerry McCorkle

◆ I have been conducting MOU training since September, and will continue to do so at each monthly Supervisory Professional Unit meeting. Please bring your MOU and any questions you may have. If there are specific topics that you want me to cover, please let me know.

◆ The Department and Local 18 have successfully negotiating a Student Engineering Summer 2007 Pilot Program. A Joint Labor Management Committee consisting of Management, Union members, and Local 18 Business Representatives was formed to resolve issues and make recommendations to the Joint Resolution Board. Local 18 President Frank Miramontes co-chaired the Committee. Business Representative Leslie Abbot and I represented Local 18. Unit 34 Chair Brad Packer and Vice-Chair John Miller participated and performed various tasks on the Committee. Jee Foon provided valuable assistance to the Committee.

◆ I heartily commend Brothers John Miller and Fred Barker for volunteering their time to assist in phone bank efforts at the Los Angeles County Federation of Labor in support of Richard Alarcon in his successful campaign for Los Angeles City Council District 7.

◆ 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.

Unit 35 – Supervisory Technical

By Leslie Abbott

◆ Several members have ex-

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pressed interest in pursuing a bid plan for our unit. The Professional, Technical and Administrative Units each have identical bid plans that were negotiated by EAA and carried over into the IBEW Local 18-DWP Pro, Tech and Admin MOUs (Appendix E). Neither the Supervisory Professional nor the Supervisory Technical Unit has had them. Further, Local 18 has numerous other bid plans that cover different occupational groups in other bargaining units. In upcoming unit meetings, we will discuss a possible Super Tech Bid Plan. Please bring your concerns and ideas to your unit meetings (5:00 p.m., the second Wednesday of the month, at JFB).

Unit 52 – Owens Valley

By Ken Delgado

◆ Currently, your Local 18 Business Reps. are Ken Delgado (Mechanics), Martin Marrufo, (Transportation), and Russ Butow, (Aqueduct). We work along with your Fleet Labor Reps. We all are in discussions with fleet management concerning Bid Plans.

◆ Regarding the consolidation of the Owens Valley Fleet Maintenance Section and the Metro/Valley Fleet Maintenance Section, there are many proposals and suggestions being discussed. The main issue with consolidating the fleet maintenance groups is displacing someone due to seniority. As you all know, the Fleet Bid Plan, *but not the Aqueduct Bid Plan*, is strictly based on seniority. Although this is a situation which rarely happens, we do not want anyone, at any time, to be forced to work either down here from Owens Valley, or up there from the Metro/Valley area because of seniority bumping rights. The other issue concerns interviewing for a job that someone in Fleet Maintenance already holds, when the po-

sitions come open for bid in the Owens Valley. One suggestion is that the three groups each have their own bid plans. As you can see, we have some work to do to ensure that all our union brothers and sisters are being treated fairly, no matter what is decided. Once we reach a consensus, we will put it out for all of you to review and approve. I will keep you updated.

◆ Unfortunately, we will *not* have a unit meeting next month because we will be moving back into your new Union Hall. Our next unit meeting is set for Wednesday, August 1.

Unit 55 – Telecomm

By Nancy Romero

◆ The current Telecomm Standards are now available online through the ITS website. I thank you for participating in the documenting of the current tagging standards. I thank Mike Herrmann for taking this Telecomm JLM item and ensuring it was added to the power spec book, and for getting all of the standards online.

◆ I regret to tell you that a grievance was filed on your behalf because DWP *reneged* on our agreement, reached through the mutual-gains process, regarding adding a Training Coordinator to the ITS Division, specifically for the Telecomm Section. It is a travesty that Henry Martinez was relied on by DWP to stop the approval of the special assignment of Brother Mario Mascolo into that Training Coordinator's position. Mr. Martinez, who is *not* in the Telecomm chain of command, has been blamed for making the decision. *For shame!* I will keep you informed on this matter as we go through the grievance process.

◆ I encourage you to continue to support the Worker Safety Tours. Some tours are *not* being completed when scheduled. Please

know that both labor and management fully support getting back on schedule for successful tours. Please get feedback from your supervisors after tours are completed and forms are turned in. Remember that the tours do not end until all issues raised are ultimately resolved. Please follow up on items of concern that were raised during the tours; do *not* wait until the next tour group shows up—that may be a year later.

Unit 64 – Azusa

By Nancy Romero

◆ We have had several internal discussions regarding how best to deal with the fact that the City of Azusa is losing its lineman. As of now, we are down to two Foremen, two Journeymen and three Apprentices. We must find a solution that will work for you and ease the city's concerns. To date, city management had not officially contacted us about this matter. We believe that they are equally concerned about this issue, and we look forward to finding a mutually beneficial solution.

◆ During our last meeting, we also discussed the Uniform Policy for the Customer Service CSRs. We agreed to move forward with the process work with management on its proposed Uniform Policy. We strongly believe if there ever is a need to raise a concern about uniforms, we will contact management and attempt to resolve the issues promptly. I thank you for your patience and understanding; we hope to resolve the matter shortly.



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.

Official Notice of Local Union Election

This is your official notice of the forthcoming nomination of Local Union Officers. Local 18's By-Laws provide that in September of election year, to Local Union meetings will be held: one for nomination of officers and the other for transaction of Union business.

The meeting for nomination of Local Union Officers, for the three-year term as provided by the IBEW Constitution, shall be held in the Local Union meeting hall, 4189 W. 2nd Street, Los Angeles, on Friday, September 14, 2007, at 6:00 p.m.

Offices for which nominations are open are Business Manager/Financial Secretary, President, Vice-President, Treasurer, Recording Secretary, and six (6) Executive Board positions. As provided in Article VII, Section 3 of the Local 18 By-Laws, the elected Business Manager and President of the Local Union shall, by virtue of their offices, serve as delegates to the International Convention.

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. The office of Business Manager/Financial Secretary must be filled by a member participating in the Pension Benefit Fund ("A" member). No member shall be nominated for office unless he/she is present at the September

14th meeting, or signifies in writing his/her willingness to be nominated and serve, if elected. Such letter must be addressed to the Local 18 Recording Secretary, 4189 W. 2nd Street, Los Angeles, CA 90004, and must be received prior to the September 14, 2007 nominating meeting.

No member shall be a candidate for more than one office, except when such offices have been combined with the approval of the International Office.

After nominations have closed, a Judge and as many tellers as needed shall be elected immediately to conduct the election. No Candidate for Local Union Office 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 candidates for each respective office, beginning with the office of President and continuing in the order named in the IBEW Constitution.

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, October 22, 2007, at Local 18 headquarters.

In Memoriam

“A” MEMBERS

Clarence Chedsey, Retired Electrical Mechanic, initiated 8/15/1935 into Local 18.	<i>Passed away 6/26/06.</i>
John Daugherty, Retired Line Foreman, initiated 07/01/1945 in Local 18.	<i>Date of death unknown.</i>
Francis Eliassen, Retired Elec. Mech., initiated 06/16/1947 in Local 18.	<i>Date of death unknown.</i>
Bernard Michaels, Retired Elec. Mech., initiated 10/01/1965 in Local 18.	<i>Date of death unknown.</i>
William G. Mills, Retired Line Mchc. Supv., initiated 03/01/1960 in Local 18.	<i>Date of death unknown.</i>
James Redmond, Retired Senior Line Foreman, initiated 7/1/1961 into Local 18.	<i>Passed away 11/11/06.</i>
Billy Reno, Retired Line Foreman, initiated 3/1/1959 into Local 18.	<i>Passed away 11/30/06.</i>
Albert L. Warren, Retired Electrical Mechanic, initiated 02/01/1961 in Local 11.	<i>Passed away 03/04/07.</i>

“BA” MEMBERS

Donne Ballard, M&C Helper, initiated 11/1/2006 into Local 18.	<i>Passed away 12/9/06.</i>
Fred Beller, Retired Electrical Craft Helper, initiated 5/1/1984 into Local 18.	<i>Passed away 11/15/06.</i>
L.S. Bradach, Retired Journeyman Lineman, initiated 2/1/1983 into Local 18.	<i>Date of death unknown.</i>
Barbara Fowler, Senior Clerk Typist, initiated 3/1/1986 into Local 18.	<i>Passed away 12/12/06.</i>
Sylvia Franco, Customer Service Rep, initiated 10/1/1998 into Local 18.	<i>Passed away 10/10/06.</i>
Gerald Freitas, Heavy Duty Equipment Mechanic, initiated 4/1/1985 into Local 18.	<i>Passed away 11/21/06.</i>
Robert O. Fricker, Customer Service Rep., initiated 04/01/1988 in Local 18.	<i>Passed away 02/20/07.</i>
Franklin Healy, Retired Head Caulker, initiated 4/4/1955 into Local 18.	<i>Passed away 12/10/06.</i>
Harlan Hobbs, Retired Trouble Lineman, initiated 11/1/1949 into Local 18.	<i>Date of death unknown.</i>
Ernest Romero, Retired Caulker & Repairman, initiated 10/1/1975 into Local 18.	<i>Date of death unknown.</i>
Howard Routt, Retired Journeyman Operator, initiated 02/01/1958 in Local 18.	<i>Passed away 02/28/07.</i>
Samuel Valdespino, EDMT, initiated 10/1/2001 into Local 18.	<i>Passed away 11/26/06.</i>
Josephine Valverde, Clerk Typist, initiated 7/1/1994 into Local 18.	<i>Passed away 11/8/06.</i>

Local Union 18, IBEW
4189 West 2nd Street
Los Angeles, CA 90004

Phone: (213) 387-8274
Fax: (213) 739-6937
Website: ibewlocal18.com

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