

OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

WWW.IBEW45.ORG

FALL 2014

Charter Communications Contract Ratified

TWO-YEAR PROCESS RESULTS IN RAISES, PROMOTIONS

PAGE 03

Meet Local 45's Executive Board

A FEW WORDS FROM THE FOLKS WHO SERVE YOU

PAGE 04-05

Retirees Corner

JUAN LARA AND MARC DRAGHI SIGN OFF

PAGE 07



Labor Day

Members of IBEW Local 45 had a great time marching in the annual Labor Day parade in Wilmington, CA on Sept. 1. Local 45 Business Rep Victor Marrero (left) and Executive Board Vice President Eduardo Nunez flank the head of the Los Angeles County Federation of Labor Maria Elena Durazo.

Photo by IBEW LOCAL 45

A Slap in the Face

City of L.A.'s proposal could put safety in the hands of the lowest bidder

BY MICHAEL MESSINA

The City of Los Angeles has kicked up some dust in its negotiations with IBEW 45 and the Information Technology Agency (ITA) workers the local represents. The Los Angeles/Orange County Building and Construction Trades Council, in conjunction with IBEW 45, is currently in negotiations with the City of Los Angeles, but progress has stalled and a Request For Proposal (RFP) by the City has IBEW 45 and others on edge.

An RFP essentially means the City wants to contract out all of the ITA positions that are currently held by City employees. IBEW 45 Business Manager Elaine Ocasio called it an action of bad faith to attempt to give away members' jobs in the middle

of negotiations. Business Representative Victor Marrero called it a dangerous proposal that would put the well-being of the citizens of Los Angeles at risk in the case of a major emergency.

The jobs in question are ones that ensure that critical communication between the police department, the fire department, 911 and others are working properly. Ocasio and Marrero both spoke at a Los Angeles City Council meeting on Oct. 10 and voiced their displeasure of such a proposal. Twenty members of IBEW 45 were in attendance.

"The contractors would not respond to our needs," Marrero said.

(CONTINUED ON PAGE 3)

Jobsite Visit: USC Medical Center

Medical Electronics Technicians

When considering the most important features of a hospital, great doctors, nurses and other staff come to mind.

But what about all that equipment? Take, for instance, the defibrillator that gets a heart to restart. Or that monitor

that creates a rhythmic beeping sound when things are operating smoothly or a horrible alert when something has gone wrong. These are highly-technical pieces of equipment, machines at their core, and they

(CONTINUED ON PAGE 8)



Photo by TED SOQUI

The IBEW Local 45 team at the USC Medical Center keeps all the high-tech medical equipment in the hospital running. With Local 45 Business Manager Elaine Ocasio and Business Rep Victor Marrero.

IBEW Local 45
6255 Sunset Blvd., Ste. 721
Hollywood, CA 90028

Leading the Charge

By Elaine Ocasio
Business Manager, IBEW Local 45

Greetings Local 45 Members!

I was talking with a friend the other day. I had just gotten off a plane from the Bay Area, where I was working on negotiations with our Northern California Rep, Hugh McGuigan, at KTXL. I told my friend how I was meeting the electronic technicians who work at the USC Medical Center, then meeting with the area's 911 operators before prepping to speak in front of the LA City Council the next day. My friend looked at me slack-jawed and said: "You must be tired!"

The answer is, honestly, both yes and no.

Yes, multiple flights around the region to sit in on seemingly endless meetings can be exhausting. But the truth is, I don't really ever get tired of fighting the good fight when it comes to what's best for Local 45 members. If there is an issue that comes up that impacts the members of this great local, I do not tire in the face of adversity and forces intent on exploiting our workers and eroding our rights as a union.

Come to think of it, here is what I'm truly tired of:

- I'm tired of situations such as the one at KTXL. We were supposed to have a two-day bargaining session on Oct. 6, but talks quickly broke down over the exempt/nonexempt issue. I hope to have a positive update for you in a later issue of *Open Channels*.
- I'm tired of actions such as the one taken by the City of Los Angeles. The City of L.A. sent out a Request for Proposals to contract out our work for its Information Technology Agency right in the middle of our negotiations with them. You can read more about this issue on the front page of this newsletter, but believe me when I say we're not going to

stand for this gesture of bad faith.

- I'm tired of companies like FOX, new owners of Oakland's KTVU, who do not honor successor language.
- I'm tired of companies like Nexstar (KSEE Fresno) and Media General (KRON San Francisco) who want to gut decades-old agreements – asking for non-consecutive days off and no seniority and no jurisdiction!

So why keep fighting? We continue because the victories are so sweet. It's for the ratification of new contracts with Charter Communications (read more about that in this newsletter) and KGET in Bakersfield. It's meeting with folks like those techs at USC and hearing their stories and understanding how valuable they are to the County's health care system, and that they deserve fair compensation, good benefits and overall respect from their employer, as do we all.

Tired? Sure. We all get tired.

Running out of steam? Not even close.

I want to conclude my message with a little holiday cheer. On Saturday, Dec. 13, we are holding our annual holiday party at the Sportsmen's Lodge in Studio City (see the flyer on this page). We are also holding parties in Sacramento on Dec 4th, Fresno on Dec. 5th, the Bay area on Dec 6th and Bakersfield on Dec. 12. Come on out and have some fun with your fellow Local 45 members, and I hope to see you there!

In solidarity,

Elaine Ocasio

Business Manager/Financial Secretary



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*This newsletter produced by
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IBEW LOCAL 45
Annual Holiday Party
Elaine Ocasio, Business Manager of IBEW Local 45 cordially invites you to celebrate with us at our annual holiday party.

Details: Sportsmen's Lodge Hotel Saturday, December 13, 2014
Starlight Cascade Room 6:00 P.M. – Hors D'oeuvres
12825 Ventura Blvd. 7:00 P.M. – Dinner
Studio City, CA 91604

Free Raffle Prizes
(To increase your chances of winning a prize, you may purchase additional raffle tickets at \$1.00 per ticket. Proceeds go to IBEW 45 PAC Fund)

IBEW 45 members must RSVP by calling (323) 851-5515 or by emailing at lperez@ibew45.org no later than December 5th (2 adults per RSVP only) and limited space available. No host bar and 21 and over.



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Have a photo you'd like to share? Email us at info@ibew45.org

Charter Communications Contract Ratified

Nearly two-year process ends with raises, promotions

Members of IBEW 45 recently ratified a new contract with cable company Charter Communications. Negotiations for this contract had been slow going over the course of nearly two years, and while the panning out of the deal did not come to fruition in the ideal timeframe, members voted overwhelmingly in favor of the new pact. IBEW 45 ended up negotiating raises, a signing bonus and for some members, promotions.

The IBEW 45 shop steward at Charter, Nagi Akl, said that while these negotiations were not a model of collaboration, the deal was necessary given an impending merger between cable provider giants Time Warner Cable and Comcast. Charter is involved in that proposal and IBEW 45 wanted to come to an agreement before things became more complicated.

"That is in front of the FCC, and the deci-

sion is pending until early next year," Akl said. "So we needed to wrap it before the changes occurred and guys could get some benefits."

Those benefits included a 2 percent raise on ratification, along with another 2 percent bump in 12 months, as well as a \$600 signing bonus. There were 11 positions, mostly installers, that also received promotions.

IBEW 45 Business Manager Elaine Ocasio said it was not easy going with these negotiations.

"It was rough," Ocasio said. "We had unfair labor practice charges, we had all kinds of things. They knew we needed an agreement, so they were trying to push some heavy duty stuff on us. We pushed a lot of it aside."

Ocasio echoed the sentiment that the ratification of this contract was something that needed to happen now in order to save

trouble down the line.

"It was important that we made a deal so that we're locked in and that we have succession and our guys are protected," Ocasio said. In the end, the local recommended that it be passed and it was ratified easily. "Everyone could see this was a good deal."

Akl said negotiations with Charter often take time, but that this one was particularly lengthy.

"This was probably the longest," he said. And while not entirely satisfied with the results, he is content to move on knowing they procured some wins in the contract.

"Overall, we maintained most of what we had and we were able to get some promotions for the installers," Akl said. "It was a tough battle because the company came with the intent of takeaways mostly. We needed to get the job done and get the guys some of the raises that they wanted. We won the battle, until the next one."

City of LA's RFP

(CONTINUED FROM PAGE 1)

"I gave an example of myself being a City employee in communications for 32 years. When the civil unrest (riots of 1992) happened in the city, we did not get any support from any of the contractors, it was all done by the City employees, including myself. I was one of the first to respond. The telephone companies did not want to send their people out there. You need the City employees who are loyal to the city and loyal to the citizens of L.A."

Ocasio scoffed at the idea of saving a few dollars over the safety of the city.

"When you are hired by the City you take a loyalty oath," she said. "If you work for a contractor you don't take a loyalty oath. You don't have to show up if your boss says you don't have to show up. Our people are really 100 percent dedicated to the city. I said, 'You want to save money, but what's the cost?' You want to bid out

L.A.'s safety to the lowest bidder."

IBEW 45 is exploring multiple avenues of support on the issue, appealing to the members of the City Council in the hopes that they will see the fault in this proposal. It seems they have been, heard as Councilman Mitch Englander has agreed to meet with Marrero, and Marrero hopes to talk with Councilman Bernard Parks as well. The Building Trades are following up with Mayor Eric Garcetti and IBEW 45 also voiced their displeasure with the City Administrator's Office, which then referred them to the Mayor's Office. IBEW 45 has also met with ITA General Manager Steve Reneker to discuss the situation.

In the realm of the actual negotiations, there has been little to no progress as of late, according to Marrero.

"Right now there's nothing new," he said. "We've provided all of our proposals and the City is not ready to respond to our proposals yet. We're kind of waiting for the City to respond."



In October, IBEW Local 45 Business Manager Elaine Ocasio spoke before the L.A. City Council to express her anger at the City's Request for Proposal (RFP) in the middle of negotiations.

Donna Stock Gets Her Pin



At the Local 45 Board meeting on Monday, Sept. 22, Business Manager Elaine Ocasio presented Donna Stock with a pin commemorating her 40 years of union membership.

IBEW LOCAL 45 Agency Fee Payers Objection Plan Information

During the course of the year, objectors will be expected to remit the full amount of fees charged by the Local Union. However, by no later than Jan. 31 (or as soon as possible in the case of timely mid-year objections), the Local Union will mail a check to each individual who perfects a timely objection, reflecting the deduction in the Local's portion of agency fees to which the objector will be entitled for the twelve-month period (or the period remaining in the current calendar year).

Under separate cover, the objector will also

receive a check from the International Office reflecting the reduction in monthly per-capita payments to which the objector is entitled. The annual notice of the procedure for filing objections is published in the October 2014 issue of *The Electrical Worker* or you may find the complete 2015 Agency Fee Payers Objection Plan information on the Local 45 website (www.ibew45.org). From our home page, just click the NEWS & EVENTS section to access the plan.

Meet Your IBEW 45 Executive Board

The Executive Board of IBEW 45 is one of the most essential components to maintaining efficiency in the union. It is comprised of representatives from our various shops at CBS TV-City, KCBS/KCAL, Charter Communications, LA City, LA County and one seat representing our Northern California members.

The board approves applications for membership and honorary withdrawals and most importantly, the E-Board oversees the finances of the local. Each month the business manager/financial secretary reports all expenditures to the board.

The board takes pride in this system of oversight to ensure the safety of all union funds and keeping an open channel of communication. Meet your board members:



Donna Stock, President

CBS TV City

Board experience: 25 years (1 ½ years as president)

We oversee the money that is being spent, as well as political action or educational things, classes for members, programs that will help out medically and any kind of information that would be beneficial to our members. We represent a variety of different areas, and I enjoy hearing reports and about what is happening with the international and the Ninth District and with the different shops that we represent. I see our local getting more involved with shops than we have in the past, which is encouraging, and with new technology coming along, I see people learning new skills.



Eduardo Nunez, Vice President

City of Los Angeles

Board experience: 1 ½ years

Internally, it's helping the local grow stronger, and financially stronger; thinking of new ways to better our communications and brainstorm solutions. Externally, being politically active and being aware of upcoming issues with labor law and trying to be, again, communicating with the members at their shops. That's one of our biggest priorities moving forward, how do we communicate better? Not just giving them information that doesn't pertain to them, but giving them information that is showing progress and that we're working every day and proving it to them through things we've accomplished. If it inspires people to join or become active, to be a part of the solution, great. I feel like we are starting to move again, but we need to increase that momentum.



Nagi Akl

Charter Communications

Board experience: 14 years

I have to serve the broadband area that I represent by bringing to the board our concerns and problems and discussing it with the Board. And I listen to other members as well and learn from their experiences so we can help each other. It's a giving experience and it's a learning experience because you have to be involved and you have to be able to help people, work with others and be a team player. I'm excited for the changes in the broadband and the changes in the industry.



Rodney Cummings

KCBS/KCAL

Board experience: Three years

I'm a video edit supervisor at the duopoly KCBS/ KCAL, and as a member of the executive board I am a voice as well as a very watchful eye for the members. I love that I'm learning that there is a lot of hard listening and people skills that go into being a board member, to make sure everybody gets a fair and honest answer to their questions about dues and what the union has in store for them down the road. I'm trying my best for the members, not just at the duopoly, but across the many contracts we represent at Local 45, making sure there's transparency as well as honesty and integrity on the e-board. That's why I take it seriously and consider it an honor.



Maria Martinez
City of Los Angeles
Board experience: Two months

We serve the members by being attentive to the business matters of the union; making sure we take care of the bills and knowing where the money's going and managing the money for the better of the union. I like it because it gives me a sense of involvement, as a witness and a person that's being informed. I can give information first-hand to the members so they don't have to go on the gossip. As far as growing, now that I'm getting better acquainted with the aspects of the union, I can help people be more informed on how the union is doing things for the members.



Jennifer Mistrot
KPIX
Board experience: Five years

Our offices are located in Hollywood and the members that I serve are up in Northern California. I think it's helpful for folks who live up there to have someone on the board who lives up there and knows the flavor of the area, and to carry that down to Hollywood. I'm constantly thinking of what those members might need and what their issues and concerns are. I love everything about serving on the executive board. We have a great group of people and we're totally committed to the membership both in Northern and Southern California. It's really a wide range of issues that we tackle, and even though I've been on the board only a short time, I feel like this board is the best it's ever been.



Selena Cornish, Recording Secretary
CBS TV City
Board experience: Five years

Everything that is said during the meetings is typed out, so we can go back and discuss them within each meeting, and that's what I do. I really do enjoy it. I get to learn more about different areas of the city and what they contend with. The main reason I enjoy it is that I get to help members. I'm more able to help the members that I deal with on a daily basis. I see a shift happening in terms of people wanting unions – to be a part of a union, and be participating in a work environment, so I actually see IBEW 45 growing in the future.



Steve Hoorn
CBS TV City
Board experience: Three months

I'm fairly new to the board, so it's been a learning process for me. But we get to see what is being done for the union in organizing in our area. We're also overseeing expenses and how the dues are being used. It's oversight to make sure everything is going well and that we're using the money wisely for the union members. Being a member and not being involved, you don't see what's behind the scenes, the inter-workings, and what's actually being done. I know Elaine is pursuing getting more people under the IBEW umbrella and getting people to unionize, which is great.



Basharat Syed, Treasurer
City of Los Angeles
Board experience: 14 years

We have members in many different areas; we have broadcasting, we have public sector, and basically I represent most of the public sector members. What we try to do is improve our communication with the members. We are reaching out to the members in many ways, like keeping our website up to date and organized and informative so that members can utilize it many different ways. They can find new events, see what the union is doing to deal with the employers on different issues. We also go to the members and have meetings at different shops and encourage our members to come to our general membership meetings.



Gevork (George) Mutafyan
County of Los Angeles
Board experience: Two years

My goal is to make everyone understand that we deserve a very healthy working environment, get input from the members, summarize and make it presentable for the executive board. In my shop I do everything possible to make employees understand that they deserve a normal environment. Simple things, like changing the chairs. The direction of IBEW 45 is very good.

Notes From Around the Union: Northern California Report

Here's a round up of recent activity from Northern California Rep. Hugh McGuigan:

KTVU

The station ownership change was completed on October 8, 2014. The new owner (FOX) is not honoring the Collective Bargaining Agreement (CBA). Meetings were held with the membership and the company to discuss the many concerns raised by the employer's action. Local 45 has our legal team working on options should the employer fail to bargain in good faith with us on this matter. The Local Union leadership along with support from the International office will be meeting with the employer on 12/1, 12/2, and 12/3 to begin the bargaining process.

KPIX

After a lot of dialog, letters and e-mails, the writer's agreement is finally in place with all retro paid. This took a long time to get worked out. It was determined that the employer had failed to process the paperwork after negotiations and ratification had completed. Special thanks to Stewards Jennifer Mistrot and Brad Belstock for keeping the pressure on the employer. The negotiations for the Tech agreement are still underway. Economics remains a big hurdle along

with some jurisdictional issues. The parties are scheduled to meet again on 11/20 and 11/21.

KRON

Negotiations for a new agreement are ongoing and proceeding at a snail's pace. The employer is seeking to eliminate the contractual premiums and penalties that are a key to quality of life issue for the membership. They have even gone so far as to propose non-consecutive days off. None of these items would be an issue if not for the fact that the employer is so severely understaffed thus causing employee's schedules and lives to be completely disregarded. We are presently working to schedule additional bargaining sessions.

KCRA

The Local Union continues to work on a grievance against the employer for failure to properly pay overtime. The employer attorneys are using a delay and stall tactic and have now said they will not honor the contract as to moving the issue to arbitration. Some members have grown impatient with the employer and have chosen to file a complaint with the State Labor Commissioner's Office. This is well within an employee's

rights and we understand why employees may choose this action since there is the potential for substantial back pay. The local union can't file complaints with the Labor commissioner or we would have done so on the member's behalf.

DAY WIRELESS

The employer has hired a new local manager. His name is Mike Lewis. Our conversations with him indicate an improved work picture for our members at Day Wireless.

GE

The employer recently announced that GE is selling off the entire appliance side of the business to Electrolux. While it is a bit early to know the impact of this on our members, it is likely to be a rough road. There is a nationwide wage and hour lawsuit against GE and a number of our technicians have joined the suit. Attorneys handling the suit attended recent shop meetings to supply information and answer questions on the issue. Negotiations for a new agreement open next year and we are being told that Electrolux will be at the table.

(CONTINUED ON PAGE 8)

Notes From Around the Union: Public & Southern Cal Report

Here's a round up of recent activity from Public and Southern California Rep. Victor Marrero:

LA CITY

An ITA-RFP meeting was held on September 15, 2014 for contractors to obtain information about bidding on ITA Communication Electricians work that falls under IBEW Local 45's jurisdiction. IBEW 45 is coordinating with the LA/Orange Counties Building Trades to discuss the RFP issue with the Mayor's and CAO's office. IBEW 45 representatives and various level Communication Electricians (which included supervisors and senior supervisors) spoke at the LA City Council meeting on key points against the ITA RFP. IBEW 45 will continue to battle this issue from all angles.

LA COUNTY

Business Manager Elaine Ocasio and I held a meeting with the USC Medical Center Electronics Technicians shop to meet with our members. These members play a key role in keeping the facility functioning properly.

LACCD

LACCD contract negotiations continued on Oct. 30, 2014. We hope to have a settlement package for our members to ratify soon.

LAUSD

Negotiations continue at LAUSD. I was appointed to an IT Committee to collaborate in a technology study to update LAUSD technology in the future. I will be obtaining input from our members on this topic. I am happy to participate in this committee so that I can protect our member's interest.

CHARTER COMMUNICATIONS

The members ratified the new contract on Oct. 10, 2014.

Nagi Akl and I participated in a third level grievance meeting where the company was assigning Maintenance/Technician shifts without consulting with or asking the senior Technicians about it. We settled the grievance with the company and they will abide by the contract.

CBS TV CITY (AC/ELECTRICAL SHOP)

A meet and greet meeting will be held in the near future with AC/Electrical shop foremen who are members of IBEW 45 and part of the bargaining unit.

KGET TV (BAKERSFIELD)

A ratification meeting took place on Oct. 17, 2014 on the new contract with Nexstar regarding the KGET contract. The contract was ratified by the members.

BAKERSFIELD ANNUAL HOLIDAY PARTY

The Bakersfield annual holiday party for KBAK, KERO, and KGET is scheduled for Dec. 12, 2014 at the Wool Growers Restaurant located at 620 E. 19th St., Bakersfield, CA 93305 from 6:00 PM to 10:00 PM. Please RSVP by calling (323) 851-5515 or by emailing lperez@ibew45.org (2 adults per RSVP only and limited space is available).

Retirees Corner



Juan Lara

Juan Lara, an IBEW 45 member since 1981, will be retiring this November. Originally from Tijuana, Mexico, Lara moved to Los Angeles in 1964.

Lara's career started with an internship at CBS in high school. He was hired for the summer of 1968 when Jerry Dunphy was the popular news anchor at KNXT (now KCBS), and then went into the print shop and did printing for 13 years. Eventually, Lara moved over to the technical department in videotape for CBS, recording network shows and playing them back, and has been there ever since.

Lara worked for the travel show "2 on the Town" for 2 ½ years and traveled all over the world, from Hawaii to Japan and the Philippines.

"I enjoy people," Lara said. "I'm a happy guy. Anyone who knows me knows I'm always joking around and trying to make things easy for everyone else. You put in your eight hours and you go home and enjoy life. And that's all I want to do now."

Lara says the union has done well by him and now that he's retiring, he plans on spending some time with his grandkids and at his other house by the ocean in Mexico.



Marc Draghi

Recent retiree Marc Draghi has been a member of IBEW 45 since 1973.

Born in the Flushing, Queens neighborhood of New York City, Draghi graduated with a degree in psychology in 1970 from Cal State Northridge, and married that same year. He spent three years in the U.S. Army and tells about how he got a job as Assistant Business Manager with IBEW.

When Draghi came out of Vietnam, his original plan was to get a job with a government organization like the CIA, FBI or State Department because he was in military intelligence and had an extensive security clearance background.

"I got out and I waited 5 ½ months, and out of total frustration I said to my dad, 'Let me just go to work, 'cause I'm bored to tears, and observe what you do,'" Draghi said. "And the next thing I know, he offered me a job."

He enjoyed becoming skilled and developing some expertise in the different trades with radio, public sector and television, and remembers the explosion in technology and seeing labor adapt with it.

Draghi worked for 30-plus years with CBS, first in videotape, then becoming supervisor – a job he kept until the day he retired.

From Around the Local



Smiley Vaden (left) and Wes Landers of IBEW Local 45 set up equipment in advance of a World Series game between San Francisco and Kansas City in October. The Giants went on to defeat the Royals in seven games to clinch their third World Series title in five years.



From left to right, Selena Cornish, Jennifer Mistrot, IBEW International President Ed Hill, Local 45 Business Manager Elaine Ocasio, and Maria Martinez at the 2014 IBEW Women's Conference in San Antonio Texas.

Steward Training



In October, IBEW Local 45 stewards gathered in Southern California for a Steward Training session, where members learned the ins and outs of their duties as shop stewards.

NATAS Training Notification

Sign-up for free live webcast classes on TV production and post-production. These classes are available to IBEW 45 members at KPIX, KRON, KTVU and Sacramento.

**Writing/Storytelling—Wayne Friedman, KGO ABC 7
(Sat., November 15, 2014)**

**Voiceover—Elaine Clark, Voice One
(Sat., December 6, 2014)**

**Camera/Lighting—Chris Bollini, Academy of Art University
(Sat., January 24, 2015)**

For more information or to RSVP, please email hugh.local45@gmail.com and cc Jen_mistrot@hotmail.com.

USC Medical Center (CONTINUED FROM PAGE 1)

need a talented group of technicians to keep them, and thus the hospital, running.

That's where employees of IBEW Local 45 come in. In the bowels of the USC Medical Center, just east of downtown Los Angeles, a group of trained techs repair hundreds of various types of equipment that are used in every corner of the hospital, from the Operating Room to the Intensive Care Unit.

Open Channels spent some time talking to a few of these unsung health care heroes. Here's what they had to say, in their own words:



Fernando Conrado

The most challenging aspect is attending service calls in the middle of the night or if it happens on the weekends. We have to keep that running. Our ICU's are 24/7.

On Being Union: *The representation in negotiations, the fact that they intercede for us. They do get things for us. Negotiations are something that we need to have. I'm happy I joined. I wish everybody would be a member of it. The more weight the better. I feel better knowing that I'm unionized.*



Greg Sanders

We maintain the entire hospital as far as biomedical equipment. We don't do X-Ray equipment. We do all the biomedical equipment, some life support equipment, mainly defibrillators, EKGs and all infusion pump systems. We work on some of the video monitoring. Everything now is all computer based.

The biggest challenge is to make sure that the nurses are happy. Most of them, when we build a rapport with them, they know us by name, and they'll ask specifically for us. We have different areas that we're responsible to. We have a certain sector that we're responsible for. The greatest difficulty is making sure they get all the equipment where it's suppose to go.

On Being Union: *The main thing is being able to help us with some of our problems, making sure that we get new people in at a regular basis.*



Allan Esparrago

The County calls us Medical Electronics Technicians. We maintain and repair electronic medical equipment. It could be anything as simple as a pump to a network. Even hospital beds have computers on them. There's so many, it's so hard to describe everything.

On Being Union: *When I first came, I noticed there were more benefits than my old job. I've only been working for the County for seven or eight years. Everything from vacation time to medical insurance. That's a big thing, medical insurance. It's part of the package.*



Ema Juarez

Basically I work for four departments. You're very independent. You're always learning new things. You're always going to training, so you're always updating your knowledge.

My kids are also members. They're in the electrical field. They're linemen. They call me "sister."



Nelson Diaz

Mostly it's to prevent any problems that the patients or users may have with the medical equipment. We repair most of the medical equipment.

I like the environment. I like that I make a difference in the health environment.

We are being represented and if we have any situations, we know we have somebody to back us up.

Nor-Cal Report (CONTINUED FROM PAGE 6)

KFSN

Regrettably the station recently announced that they would be hubbing the Master Control operations to a contractor in Atlanta Georgia. This resulted in an announced layoff of some Local 45 members. In an attempt to reduce the impact of this on the employees the local requested that the employer first offer voluntary separations with severance. We are happy to report that 3 members accepted the negotiated offer and received a combined severance in excess of \$43,000. As pleased as we are about being able to get severance for our members being able to save three jobs for members wishing to continue employment is a victory.

KSEE/KGPE

The Local resumed bargaining with the employer on 9/23 & 9/24. This was the first session since the employer attempted to decertify the unit. The session opened with Elaine thanking the employer for doing more to unify the membership at the station than we could have hoped. The employer embarrassed themselves by proposing that we drop all reference to MMJ in the agreement. This says they did not even read the unit description in the NLRB documents. Additional sessions are scheduled.

KTXL

The first contract for the members at the station is close to completion. The holdup at this point is the issue of exempt vs. non-exempt status. The employer continues to believe they can work reporter/MMJ's well beyond 8 hours in a day or 40 in a week and not pay them overtime. The Local Union has researched this issue extensively and we believe the workers at the station do not meet the test of an exempt employee. This matter is likely headed for a court battle as the employer thus far has refused to change the treatment.

OTHER ACTIVITIES

Local 45 members continue to work hard to bring sports broadcast to the TV screen. A large contingent of them recently helped bring the World Series to viewers across the globe.

Nor-Cal Holiday Parties

IBEW Local 45 is holding several holiday lunches/dinners for our Northern California members.

Fresno - Dec. 5 at 8 p.m. at the Piccadilly Inn Airport Hotel. Doors open at 7:30. Info: 559-375-7760

Bay Area -- We will be having a Sunset Dinner Cruise on Saturday December 6. The cruise will board at 2:30 PM from Pier 3 on the Embarcadero in SF. There is a seating limit of 40 for this event, **FIRST COME FIRST SERVE WITH RSVP.** E-mail Business Representative Hugh McGuigan at hugh.local45@gmail.com to confirm. Members may bring a significant other to the event. Since seating is limited please insure you can attend before making a reservation.

SACRAMENTO - Dec.4 at 1 p.m. at the Fats City Bar and Cafe in Old Town Sacramento.

*****THERE WILL BE RAFFLE PRIZES AT EACH EVENT SO COME OUT AND ENJOY THE HOLIDAYS WITH YOUR SISTERS & BROTHERS.*****

We look forward to seeing you. If you have any questions please call Hugh McGuigan at 916-835-5860 and submit your RSVP to hugh.local45@gmail.com