

# OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

WWW.IBEW45.ORG

SPRING 2017

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PHOTOS BY MICHAEL MESSINA

From left: Tony Wainaina, Marceil Wright, Rebecca Lehrmann, Elaine Ocasio, Victor Marrero and Lupe Perez at Local 45's new office.



Above: Local 45's new conference room. Right: A touch of inspiration behind Executive Administrative Assistant Lupe Perez's work area.

# Changes

## IBEW Local 45 Settles Into New Offices

BY MICHAEL MESSINA

After 33 years at the location in Hollywood, the office crew of IBEW Local 45 has been breaking in their new digs on Laurel Canyon Blvd. in North Hollywood. They moved in Feb. 1 and the benefits of the new space are already apparent.

While the old space was in a prime location, the Hollywood real estate market made staying in the neighborhood too unmanageable. That was the main reason for the move, and the savings are substantial.

"I knew when I took office five years ago that we were going to have to move," said Local 45 Business Manager Elaine Ocasio.

"The rent was already too high, but we were locked into a contract. Parking was expensive."

Rents were going through the roof, so about a year ago, Ocasio and Business Rep. Victor Marrero began to search for a new, more suitable place. One of the first ones they looked at and liked is the new location today.

"More square footage for half the rent," said Ocasio. "And if we had stayed at the other place it would have gone even higher. That was 2400 (square feet), this is 2800. It's only 400 more square feet, but it seems even bigger."

With members from Lancaster to Downtown L.A. to TV City, the new location will be more accommodating to all members who might want to come by. And with its close proximity to Hollywood Burbank Airport (Bob Hope), it's a great convenience to those flying in.

With an open door policy, Ocasio and Marrero said all members are welcome to come by, as well as to the monthly membership meetings.

All in all, Ocasio said the bigger space is inspiring.

"I like the idea of having more space because I like the idea of growing. There are a lot of possibilities here. It is a fresh start."

(CONTINUED ON PAGE 8)



### The new IBEW Local 45 office is at:

6350 Laurel Canyon Blvd., Ste. 350  
North Hollywood, CA 91606

IBEW Local 45  
6350 Laurel Canyon Blvd., Ste. 350  
North Hollywood, CA 91606

# Leading the Charge

By Elaine Ocasio  
Business Manager, IBEW Local 45

In April, I had the privilege of attending the 2017 Joint Legislative Conference, sponsored by the California Labor Federation and the State Building and Construction Trades Council. This is a two-day annual event held in Sacramento, and the theme this year is “Resist, Rebuild.” We spent the first day looking at an overview of Labor’s legislative priorities, followed by briefings and other informational sessions. The second day was the all-important Lobby Day during which Labor leaders got face time with elected officials.

The shadow hanging over this year’s Legislative Conference is the attacks on the Labor Movement across the country, particularly at the federal level. As the conference brochure so aptly stated, “Now more than ever we must stand united together and advance a shared agenda to fight back and protect workers’ rights. We must build a strong and united Labor Movement to protect decades of progress for working people.”

This is why we do what we do – to ensure the rights and protections that we’ve fought long and hard to achieve for all workers. As we face a world of political attacks against organized labor, we must stay strong. This is what sisterhood and brotherhood is about.

The bargaining unit at CBS Interactive has been in a two-year contract struggle, and recently voted to authorize a strike. The vote was unanimous. We’re hoping to not take such an action as a strike, but the unanimous vote shows that we have solidarity. If we must, we’ll be stronger together.

I’m happy to see that the repair division of General Electric was able to hammer out a new contract, which you can read about in this issue of the newsletter. We are preparing for a CBS national agreement, so there will be more news to come.

The other big story in this edition of *Open Channels* is that IBEW Local 45 has found a new home. After more than three decades in Hollywood, we’ve moved to Laurel Canyon Blvd. in North Hollywood. I feel a vibrant energy in this space, and I’m so excited to make this new location our home. I invite everyone out to our May 17 Open House (see the announcement on this page) to help celebrate our new digs and our 70th anniversary!

In Solidarity,  
Elaine Ocasio



**70 YEAR ANNIVERSARY**

BUSINESS MANAGER ELAINE OCASIO, OFFICERS AND STAFF OF

**IBEW LOCAL 45**

Invite you to an Open House to celebrate our 70-year anniversary.  
Join us at our new office location.

**WEDNESDAY, MAY 17 • 8 AM – 7 PM**

Come see our historical collection • enter a prize raffle • eat food • have fun

6350 Laurel Canyon Blvd., Ste. 350 North Hollywood, CA 91606

RSVP BY MAY 12, 2017  
(323) 851-5515  
info@ibew45.org

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## Staff

IBEW Local 45  
6350 Laurel Canyon Blvd., Ste. 350  
North Hollywood, CA 91606  
(323) 851-5515

**Business Manager/Financial Secretary**  
Elaine Ocasio

**Executive Assistant**  
Lupe Perez

**Dues Administrator**  
Marceil Wright

**Bookkeeper**  
Anthony Wainaina

**Membership Department**  
Rebecca Lehrmann

## Business Representatives

**Southern California**  
Victor Marrero

**Northern California**  
Hugh McGuigan

*This newsletter produced by  
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*Publisher - Cherri Senders*

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## UNION DUES UPDATE

**BASE DUES** are \$19.00

**WORKING DUES** are 1.25% of your monthly gross earnings. The total of both **BASE DUES AND WORKING DUES** are due monthly

**Due Date:** On or before the 15th day of the month or as indicated on your statement

### PER CAPITA INCREASE JANUARY 1, 2018

### Amendments to Article IX of the IBEW Constitution

Effective January 1, 2018 – IBEW International Office Per Capita Dues Increase

“BA” MEMBERS            BASE DUES \$20.00

“A” MEMBERS            BASE DUES \$38.00

(Includes Pension Contribution)

“FP” (Fee Payers)        BASE FEE \$20.00

WORKING DUES will remain at 1.25% of Monthly Gross Earnings

## WAGE INCREASES FOR PUBLIC SECTOR EMPLOYEES

Your monthly union dues will increase as a result of an increase in your monthly earnings

CITY OF LA – Wage Increase of 2% Effective  
June 25, 2017

CITY OF LA – Wage Increase of 2.75% Effective  
January 8, 2018

CITY OF LA - AEG Convention Center – Increase of 6%  
Effective July 1, 2017

COUNTY OF LA – Wage Increase of 2% Effective  
October 1, 2017

### **IMPORTANT:**

Members must notify the Local 45 office if there is a change in your employment status, i.e. rate increase/decrease, lay-off, leave of absence etc.



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Have a photo you’d like to share? Email us at [info@ibew45.org](mailto:info@ibew45.org)



# Highly Successful Negotiations Underscore New Contract with G.E.

## Collective Effort Results in Beneficial Agreement

BY MICHAEL MESSINA

After several months of negotiations, union members in the appliance repair division of General Electric have a new contract. Talks began in September of last year after the Chinese electronics company Haier bought G.E., and the company and the unions involved came to their first nationwide agreement earlier this year.

IBEW representatives from across the country including local 45 participated in the talks, along with five other unions and 26 total locals from around the country. Negotiations took place in Louisville, Ky. where representatives from the International Association of Machinists; United Electrical, Radio and Machine Workers of America; the Industrial Division of the Communications Workers of America; Teamsters; and United Association of Plumbers joined the IBEW team over a six-month period to hash out a deal.

With IBEW representing the largest

number of technicians the negotiations were chaired by IBEW Director of manufacturing Randy Middleton. Locally, 27 members are affected by the contract, which became effective on April 3 and will be in place for 39 months.

Local 45's Northern California Rep. Hugh McGuigan was present and made a point to underscore the excellent job Middleton did at the table, calling his team highly professional and intensely focused.

"Middleton early on made the decision to have actual techs join the union leadership at the table," McGuigan said. "This proved to be very important. Mixing these experienced workers that know the job best with the many years of experience of the union officials proved to be a strong offense against an aggressive employer. I personally want to thank Middleton for his stellar leadership."

Details of the contract include a first-ever performance bonus plan that will

*"As Local 45's participant in these talks and having worked on labor agreements for many years, I have never seen a more diverse, cohesive, professional and dedicated group of people come together for a common purpose."*

**– Local 45 Northern California Rep. Hugh McGuigan, on the G.E. Negotiations**



Members of the IBEW team that helped to successfully negotiate a new national contract with General Electric. Front and center, Local 45 Northern California Rep. Hugh McGuigan.

include quarterly bonuses of up to 9 percent; a \$1,500 signing bonus as well as up-front payments of \$1,000 on the 2018 and 2019 contract anniversaries.

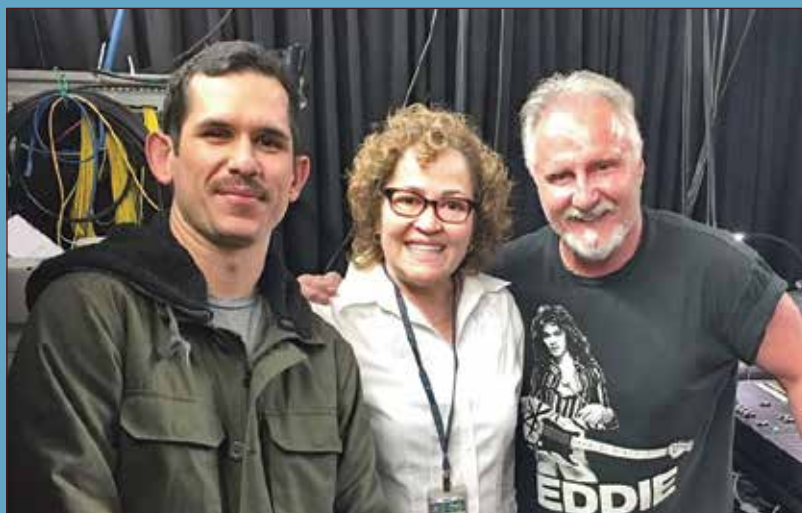
The contract also includes a nationwide drive time agreement for the first time, which means members will not spend unfair amounts of unpaid time driving to and from their work. Employees will have no more than 45 minutes of uncompensated drive time on any given day.

Members across the country put their support behind the contract and every local had their own vote on the matter. The contract passed without

conflict.

In the end, the union team successfully countered an employer that sought many large concessions, and much of the contract from the previous employer was kept intact. McGuigan called it one of the most successful contract negotiations he's ever seen.

"As Local 45's participant in these talks and having worked on labor agreements for many years, I have never seen a more diverse, cohesive, professional and dedicated group of people come together for a common purpose."



Business Manager Elaine Ocasio paid a visit to the set of the "Late Late Show with James Corden." Tim Murphy on the left, Business Manager Elaine Ocasio and Chris Maddalone on the right.



### RENEW/NEXTGEN: Building Bridges to our Future

Are you an IBEW Local 45 member 18 – 30 years of age who is interested in furthering your training and education? If so, join the Renew/NextGen Conference to participate in workshops and activities that invest in your future of our industry.

**DETAILS**

September 21, 2017 – September 23, 2017

Westin Convention Center Pittsburgh  
1000 Penn Avenue  
Pittsburgh, PA

If you are interested in attending, please contact IBEW Local 45 at (323) 851-5515 or send us an email at [info@ibew45.org](mailto:info@ibew45.org) no later than July 1, 2017.

Limited space is available





# Spotlight on Stewards

Three Members Who Get the Job Done BY MICHAEL MESSINA



## Bryan Frank KCBS/KCAL

As a news photographer for KCBS/KCAL in Los Angeles, Bryan Frank has seen a lot of the world. It's a perk that comes with the job and Frank has been at his current post for 20 years now. This experience made him the perfect steward candidate for IBEW Local 45.

Frank has been a member of Local 45 his entire tenure with KCBS/KCAL, but only became a shop steward about six months ago. Over the years he's seen the benefits of being part of a collective bargaining unit, and when the local was looking for someone to fill the position – specifically a news photographer – they recruited him, he accepted, and he says it's been working out pretty well so far.

"I feel like I'm a trusted steward, definitely I'm available for people to talk to," Frank said. "Whenever there's a conflict, I can step in and, if not solve it, at least bring some level-headedness that might be missing or might be needed."

Frank shoots, edits and does live shots for the newscast. More specifically, he has been working exclusively alongside their political reporter for the last three years. He extensively covered the presidential election of the last year and attended the Democrat and Republican conventions. He also shot the inauguration in Washington, D.C. and covered the Women's March the next day.

"I was in the crowd in front of the capitol, in front of the dais where Trump took the oath of office. And then the next day I was in the same place with everyone who was protesting Trump's presidency," Frank said. "It was pretty breathtaking. It was definitely a once-in-a-lifetime type of experience. You kind of saw both sides of the coin."

Born and raised in Los Angeles, Frank graduated from CSU Long Beach and learned his trade in Bakersfield before taking his position at KCBS/KCAL.

"I really enjoy what I do. I've traveled extensively for work and I've seen a good deal of the world doing what I do. I just appreciate the opportunity to have been a witness to a lot of history that happened while I've been a news photographer."



## Dan Twomey KRON

Born in San Francisco, Dan Twomey has spent his whole life in the Bay Area and currently serves as a steward for IBEW Local 45 at the news station KRON. Twomey has been there for 10 years now (all with Local 45) and helps run the show as a morning news director.

"We get a rundown of the show and it's our job to make the show happen," Twomey said. "Make sure cameras are correct, lighting's right. We're the last line before it goes out over the air."

Twomey got his start in master control at KCSM in San Mateo before coming over to KRON where he started as a stage manager and prompter operator, and has been the shop steward for two years now. He said he acts as a mediator between the management and the staff. He gets information from the company and passes it along to members and vice versa. Twomey said he mostly explains what is in the contract and makes sure everyone is staying true to that contract, on both sides.

"It's a lot of communication between the two parties," he said. "We've tried to be vocal. I think people are appreciative of that. I've had a lot of fun and enjoyed being a steward. It can be challenging at times, but it's nice to get to talk to everyone and meet everyone."

He noted communication and the collective voice are some the most important facets of being part of a union in general.

"The open dialogue between all the different opinions is very good. As a group we have a stronger voice than an individual person," Twomey said. "It seems like individuals tend to not know as much information, then once we start talking to people and letting them know other people's issues, it informs more people. The collective group is really what binds us together."



## Henry Janczewski L.A. County

**I**BEW Local 45 member and steward Henry Janczewski has another one of those jobs that most people don't often think about, but is critical to the citizens of Los Angeles County. As an electronic communications technician, Janczewski and his crew maintain radio infrastructure and microwave backbone infrastructure for the entire county.

At his shop in Antelope Valley, where he is a steward for the local, they also do field mobile repairs on fire engines and public works vehicles. Originally hired as a technician for the sheriff's department, Janczewski has been working for LA County since 2001, now with the Internal Services Department, and has been a member of Local 45 for four years.

"I joined as a full member because I wanted to be an actual part of the process of negotiating our contracts and understanding how it all works," he said. "A lot of guys complain. Well, don't just complain about it. If you don't like something, go be a part of the process."

Janczewski has been the steward for just a few months now, but if devoting himself to the process, attending a steward training class and getting to know Local 45 Business Manager Elaine Ocasio and Business Representative Vic Marrero.

"I like to keep everyone in my shop, in my unit, apprised of what's going on. If they can't make it to the meetings, I make an effort to get out to the meetings and bring the information back," he said. "Also, to communicate to Vic what our concerns are, so that he can accurately voice the things that we're concerned about. I view myself as being that bridge between everybody in the shop and Vic and Elaine so that they're not getting barraged by a dozen different phone calls."

Janczewski has lived in Antelope Valley for 30 years now, but comes from West Virginia where he grew up in a union household, the son of a union sheet metal mechanic. He's keenly aware of the value of unions and the need for good stewards.

"The union, they want to represent us, and they can do that job better for us when we're a part of that process and part of the communication. I've been really happy with how Vic and Elaine have responded to everything that we've brought to them. It's a caring bunch of people who want to do a good job."

## Retiree Corner

BY MICHAEL MESSINA



## Ron Romero, General Electric

**O**n January 31, Ron Romero worked his last day as an appliance technician for General Electric, a job he held for more than 30 years. As he tells it, if someone had a refrigerator that didn't work, he's the guy they got. He made sure to do the job right and very much earned his newfound retirement.

"I liked being able to go in there, repair something, and know that I was able to take care of the customer and they were happy with what I was able to do for them," Romero said. "It's fixed, they're happy. It gave me kind of a sense of pride. That was the good part of it."

Romero currently resides in Pleasanton in the East Bay Area and has lived in California his whole life. He and his wife recently sold their house and will be moving to Oakdale, just northeast of Modesto and not far from Yosemite, where they are looking forward to hiking, the lakes and fishing, among other things. Romero's father left him a 1947 Plymouth that he's looking forward to working on in his shop at the new house.

Romero's dad was a union man himself and prompted Romero to go to trade school after high school.

"I grew up in a union household. And my dad wasn't really an activist, but he believed in the union and that the union protected his job to a certain degree," Romero said. "He always said, 'You go to work to work. You're not there to make problems. The union will help you advance through your job, but they're not there to save your job if you're making problems. They're there to help you get a better wage, get benefits, things like that.'"

Romero knows that G.E. and Local 45 helped him live the life he has and is greatly appreciative of the stability it's afforded him.

"IBEW 45 allowed me to earn a good living, to have the benefits," he said. "I know that if they weren't there, things would have been a whole lot different. I've always respected the union as well as General Electric."

At the end of his career, Romero's advice to anyone coming into the business is simple.

"Be patient. If you're not patient, you miss things. If you're just trying to get through work you're not really taking care of the customer. There's no reason to rush through the day. I've always just tried to be honest and work hard at what I did."



# Notes From Around the Union: Northern California Report

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



## **GE**

Local 45 is happy to announce that a new nationwide agreement with GE/Haier has been reached and implemented. Preliminary discussions began in June of last year when Haier completed the acquisition. The long and often difficult process of bargaining this agreement began in September and concluded in February. As with any new agreement with a new employer we have been experiencing some hiccups but we are working through them. I would like to thank the members of Local 45 and in particular those in Northern California for their patience while I was on this important assignment.

## **KTVU**

We are planning a Labor/Management meeting for early spring. Shop Steward Jim Wagner has been assisting us with agenda items. Local 45 would like to thank John Klossner for his many years as member and Steward at KTVU. John retired in January of this year and we wish him a long and prosperous retirement.

## **KPIX**

A new agreement was successfully negotiated and implemented for the Writers and Production

assistants. The Local is currently processing a grievance with the employer regarding non-union personnel doing the jurisdictional work of the Writers at the station. Negotiations for a new agreement covering the technicians will take place early this summer.

## **KRON**

The ownership change has now been completed and operations are now being carried out by Nexstar. Members have been experiencing some payroll problems with the new ownership. We have guided some with problems in the filing of complaints with the State. The existing agreement with KRON expires in November and we expect to see significant changes requested by the employer. Local 45 has experienced working with Nexstar at our KSEE/KGPE shop in Fresno. Those discussions were particularly nasty and it is likely that these new discussions will again be difficult.

## **KCRA**

A meeting with Shop Stewards was held recently to begin the process of gathering input for our upcoming negotiations. The contract expires in July and we are hopeful to convene early so as to be

# Notes From Around the Union: Public Sector & Southern Cal Report

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



## **LA CITY**

A member received a 3-day suspension at a Skelly Hearing at the ITA City Personnel Office in C.H.E. We filed a grievance on the basis of the lack of progressive discipline and unfair treatment.

I visited the Fire Department's Dispatch Center due to the shift changes that management imposed on our members.

A grievance was filed against the Fire Department for hiring a contractor to do installations on the Fire Department vehicles. This is a violation of the M.O.U. The Fire Department did not meet or confer this matter with the Building Trades or the Union.

I am meeting with management and the H.R. Personnel person to discuss future LAPD dispatch rotations of our members.

I visited the Piper Tech-ITA Telephone and Security shop. They hired one new communication electrician employee and a Hiring Hall employee.

I received a complaint from a Hyperion communication electrician regarding a change in the M.O.U. and with the hazardous bonus. It turns out that the City made a mistake and made it so that it was not pensionable. I spoke with Chris Hannan from the Building Trades and he said that he is working with the City to correct the matter.

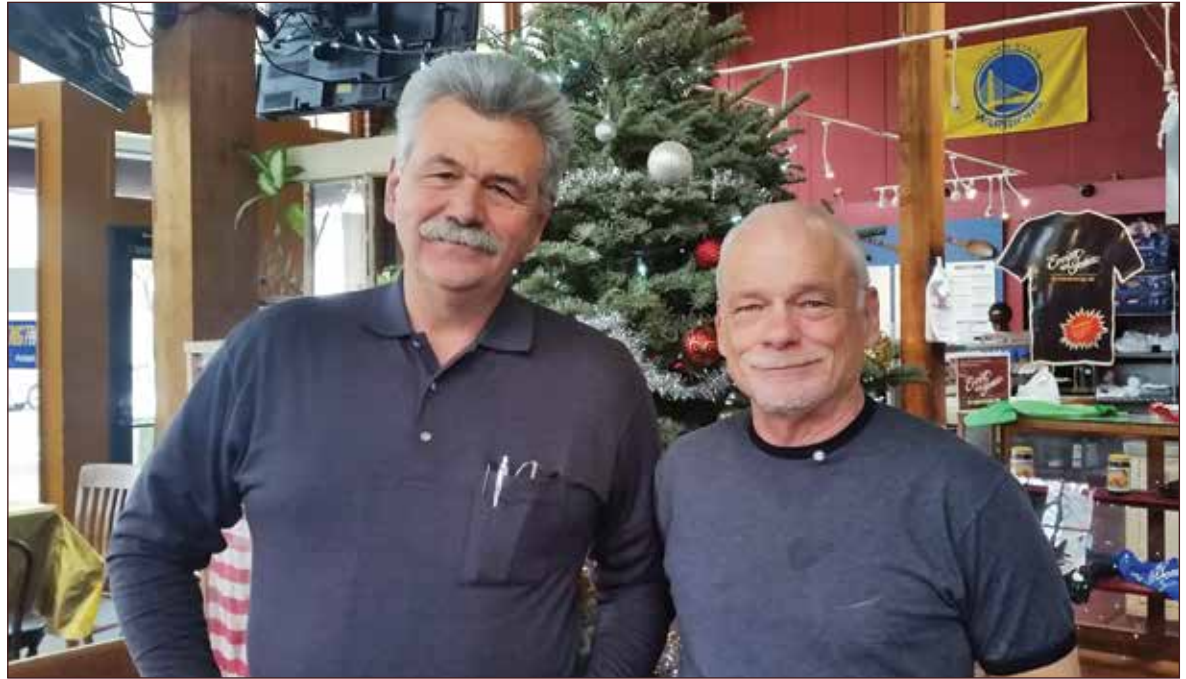
done by the expiration date. A shop meeting with the membership is being planned to get further input.

### **KFSN**

A shop meeting was held on April 10, 2017 to gather input for upcoming negotiations. The membership provided us with a fair and reasonable list of issues that we will be presenting to the employer. My discussion with management thus far indicates that the employer does not have a big list of concerns and we are hopeful that this will lead to reaching a new agreement promptly.

### **KSEE/KGPE**

A meeting was held with Shop Stewards on April 10th to discuss station operations. There has been quite a bit of turnover at the station as mentioned in the KRON report. This is a Nexstar location and we do not know if the KRON acquisition will have any impact on Fresno operations. There is speculation that KSEE/KGPE could pick up the MC work that previously went from KRON to a third party contractor. This would be good news and provide additional work at the station.



Northern California Business Rep Hugh McGuigan (left) with John Klossner, a former Shop Steward at KTVU who retired in January.

### **DAY WIRELESS**

The contract with the employer expires in May and we have reached out to the company to set up dates for negotiations. The shop is beginning to show signs of improvement and we are hopeful that this will bode well during our talks.

### **KTXL**

A Stewards meeting was held on March 10th to discuss station operations and the fact that our

agreement expires early next year. We have already begun to prepare for this and continue to gather input. The Local is currently processing a grievance over work requirements that force reporter/MMJ's to work off the clock.

### **SAFETY**

The next Bay Area Safety Summit is being planned with possible dates in June

### **LA COUNTY**

I attended an ERCOMM meeting to follow through on an arbitration which was granted to our member.

I had a meeting with the H.R. Department and the I.S.D. manager to discuss ways for our members to volunteer for overtime due to the increase in work.

I attended a meeting with the section manager of the telephone maintenance area to discuss ways that our members can help with the overtime increase.

I had a meeting with the steward at the Sheriff's Department. Our steward had a new hire sign-up for union membership.

I represented a member at USC Medical Center on a grievance he filed concerning the MET classification.

### **LAUSD**

We are waiting for the District to provide the next negotiation date.

### **LACCD**

I will be meeting with members at LACC to discuss the upcoming proposal for negotiations.

I am working with Valley College members who want a six-month leave of absence. I spoke with the downtown H.R. Department for their best advice on this issue.

### **CHARTER COMMUNICATIONS**

I attended a pre-arbitration meeting with our lawyer. We gathered all paperwork related to the case from 2006 thru negotiations.

I attended an arbitration meeting with Charter Communications on March 21st from 10:00 a.m. to 4:00 p.m.

We met with the company on a third level grievance regarding the hiring levels at Glendale and Whittier. The third level grievance was denied. This matter is moving to arbitration.

### **KBAK (BAKERSFIELD)**

We have upcoming negotiations with the company.

### **CBS TV CITY (ACFE)**

Our members finally received their increase in pay.

### **AEG CONVENTION CENTER**

We went back to negotiations on April 7, 2017.



## Changes

(CONTINUED FROM PAGE 1)

# Meet Your IBEW Local 45 Office Staff

### LUPE PEREZ, EXECUTIVE ADMINISTRATIVE ASSISTANT

Lupe works mainly on crewing. Requests come in from CBS or Fox for events like the NFL or basketball or NASCAR and she sends members to those events. She has been with Local 45 since 2012.

**On the new place:** *"I like the new place because we are closer to some of the TV stations and some of the public sector shops. Our members can stop by to visit us."*



### REBECCA LEHRMANN, MEMBERSHIP DEPARTMENT

Rebecca and Marceil handle all things membership related. Rebecca makes sure members are all in good standing and sends out applications to get new members on board.

**On the new office:** *"I'm enjoying having my own office. We're saving money and getting more space. Plus, it's a much easier commute for me."*



### MARCEIL WRIGHT, DUES ADMINISTRATOR

Marceil takes charge of the union dues payments and other types of membership activity – honorary withdrawals, people retiring, leave of absence, new members and more. She is in the midst of trying to streamline a plethora of information and make everything electronic.

**On the new place:** *"We were in the midst of the Hollywood hubbub for so long, and now it's a new area, so we have to go out and explore!"*



### TONY WAINAINA, ACCOUNTANT

Tony is the numbers man. He keeps financial records and assists with the annual audit, as well with a few HR-related duties. Tony has been with Local 45 since 2013.

**On the new office:** *"The news space is good. It's much bigger than the other space, which I really needed. With financial records you have to store them for a long time."*



*"I like the idea of having more space because I like the idea of growing. There are a lot of possibilities here. It is a fresh start."*

**– Elaine Ocasio**

## Slam Dunk!

Local 45 Business Manager Elaine Ocasio had the opportunity to visit with crew members working the NCAA Final Four in Arizona in April. Pictured left, with utility worker JR Davis. Right, Kevin McHale and Al Boileau Audio Technicians.

