

OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

WWW.IBEW45.ORG

WINTER 2016

Success!

G.E. WORKERS GET NEW CONTRACT

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HARDY AND PEARSON GET THE JOB DONE

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KRON Deal Done

AGREEMENT FOLLOWS MONTHS OF TALKS

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Getting Ready for Some Football

Proud Local 45 member and cameraman with the Fox Sports broadcasting team JR Davis prepares to broadcast from University of Phoenix Stadium in Glendale, Arizona. See Page 3 for more pics!

New LA City Contract Ratified, Approved by Council

BY MICHAEL MESSINA

With ratification and the Los Angeles City Council giving the final go-ahead, IBEW 45 members – mainly communications electricians for the City – got a new contract. For the 170 members who were affected by the contract, there were a number of positives to take away from the final outcome of the negotiations.

With the contract settled in October, the L.A. City Council made the official vote to implement the new agreement on Dec. 8. The four-year agreement includes a 4.75 percent pay increase for the final two years of the contract; the first coming on June 25 of 2017 – it will be an increase of 2 percent and then on January 7 of 2018 there

will be an increase of 2.75 percent. Another great win is that the contract also gives a bump to the standby rate, going from \$2 to \$2.25 an hour.

Communication electricians will also get a bonus if they complete a certain training certification. While the Communication Electricians were the main position affected by the contract, other positions involved include police specialists, audio and video technicians, and avionics specialists.

“There were definitely some positive movements here,” said IBEW 45 Public Sector and Southern California Rep Victor Marrero. “The only negative would be that there is no increase for the first two years, in ’15 and ’16.”

(CONTINUED ON PAGE 5)

Jobsite Visit: KRON-TV, San Francisco

Wendy Lee, a master control operator at KRON, was prescient when she said “the word now is ‘consolidation.’”

In February 2015, Open Channels paid a visit to KRON-TV in San Francisco, speaking with members of the master control operations as well as a popular multimedia journalist and shop steward. Unfortunately,

KRON ownership decided recently to outsource its master control operations to Atlanta, eliminating the jobs in San Francisco (you can read more about the KRON decision and the new contract in this issue).

What follows are thoughts from members of KRON-TV, in their own words.

(CONTINUED ON PAGE 8)



Freelance Master Control Operator Eli Cavazos, shown working at KRON, was one of the workers impacted by the station's decision to outsource the unit.

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Leading the Charge

By Elaine Ocasio
Business Manager, IBEW Local 45

Dear Members,
What a year 2015 was! It was one of victories and challenges, of heartache and, thankfully, advancements for working people.

The fight for a \$15-an-hour minimum wage was a major victory in Los Angeles, and elsewhere cities and counties enacted or considered enacting minimum wage increases. Pictured to the right is me with Executive Board Treasurer Maria Martinez at a rally near L.A.'s City Hall.

We continue to work, and work is good. And IBEW 45 is as strong as ever, with more organized shops and people being represented by our local.

A look back:

- The City of Los Angeles came to an agreement with its workforce after many months of negotiations. The agreement affects thousands of workers, including 170 IBEW 45 members. The four-year agreement includes a 4.75 percent pay increase in the final two years of the contract.
- KTXL Fox 40 in Sacramento negotiated its first contract with any union ever, hitching its wagon to Local 45. Working with International Representative Tim Dixon and Northern California Rep Hugh McGuigan, we hammered out a deal that immediately improved the conditions of 36 photographers and multimedia journalists.
- CBS Interactive organized, as the 14-person crew voted to join IBEW 45. Now we're work-



ing on getting a contract in place for these new union members.

- We got a deal done early with General Electric, where we represent the folks who service the appliances in Northern California.
- We also got new contracts in place for KCRA in Sacramento and Day Wireless, and prevailed in our defense of an arbitration victory with Charter Communications.
- Our Executive Board also saw a change this year as long-time member Donna Stock stepped down after 25 years. She leaves the presidency in good hands with Rodney Cummings.

While it's fun to think about the accomplishments of the past year, it is also time to get back to it. This year I plan to grow the local even more with some additional organizing opportunities. We also will continue to offer our online training programs and hope that all members take advantage of it. And don't forget – and really, how could we? – 2016 is an election year, a pivotal moment for the working men and women across the country.

Happy New Year!

Elaine Ocasio
Business Manager/Financial Secretary



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FREE ONLINE TRAINING!

One of the benefits of Local 45 membership is access to a huge catalog of free online training materials to sharpen your skills, develop new ones and compete more effectively in the ever-changing technology-rich job market. Training includes:

- Non-linear editing
- Compositing
- Graphics & Animation
- Programming for iOS and Android
- Wireless Networking
- JavaScript Essentials
- Web Design
- Operating System Basics & much more



Visit Lynda.com for a complete list of classes. To sign up or for more info, email info@ibew45.org



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

G.E. Workers Get Contract in, Division Sale is Off

IBEW 45 General Electric appliance workers can rest easy. With uncertainty surrounding a pending sale of the G.E. appliance division to the Swedish company Electrolux, IBEW 45 members ratified a new contract. As it turns out, the sale was never meant to be after all.

The new agreement was ratified in mid-October in what Local 45 Northern California Representative Hugh McGuigan called overwhelming fashion. The idea was to get the contract settled before a possible sale of the appliance division of the company that could have, in theory, created complications in the negotiation process. The sale was terminated in early December.

“We wanted to have a deal in place before Electrolux acquired ownership,” said McGuigan.

As it turns out, that pending sale – with a price tag of \$3.3 billion – caused too much of stir for the U.S. government. The contention was that the transaction would create less competition and higher prices for consumers. While the deal with Electrolux is now off, G.E. said it is still pursuing a sale.

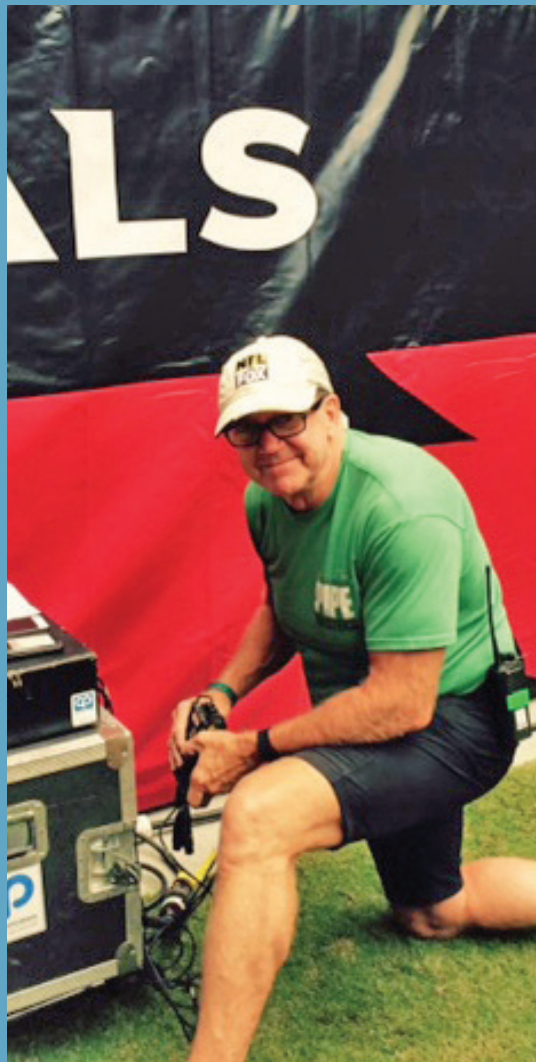
The contract went into effect on Dec. 1 and affects 35 members who service G.E. appliances throughout most of the Bay Area, running as far south as Salinas, 150 miles north from there to Santa Rosa and east to the Interstate 5 corridor. Negotiations were mostly amiable, with the only real disagreement coming over drive time. Members also received a ratification bonus, and with the goal achieved of beating the clock, the contract is another IBEW 45 success.

Congrats, Patti!



Patti Galindo was recently honored as the 2015 Electronic Communications Technician of the Year. Here she's pictured with Business Rep Victor Marrero. Photo by Michael Suchar

Football in the Desert



From Glendale, Arizona, the Fox Sports broadcasting team, made up of members of IBEW Local 45, gets ready for game time at the home of the Cardinals.

Spotlight on Stewards

Two Local 45 members who get the job done



James Pearson

When one thinks of the security of a city, one often thinks of the sworn men and women in uniform out on the streets. But often we forget there is an army of men and women behind them making their jobs possible, people like James Pearson. An audio video security systems technician, Pearson has been with the Los Angeles County Sheriff's Department for 15 years and is also a steward for IBEW 45.

Pearson worked for 12 years for API Security and ADT Security and now handles electronic security and control systems for jails and most sheriff stations for all of Los Angeles County, which includes things like card access, CCTV, PA systems and others. He has been a member of Local 45 for less than three years as his group was only recently acquired.

When asked how he became steward, he said, "I was in a meeting with [Southern California Rep] Vic [Marrero] and [Business Manager] Elaine [Ocasio] and all of my technicians. Apparently I said something that struck a chord with them. Little did they know, my dad was a business rep for Teamsters Local 598. I was near union dealings while growing up."

He tells a story of how he got a job as a kid delivering newspapers for the now-defunct Los Angeles Herald Examiner and his dad was none too pleased.

"He said, 'The Herald Examiner? No son of mine will work for a scab newspaper,'" said Pearson. "Get those things out of my house.' He threw the papers away and then he paid for that day's papers. He said, 'You can work anywhere else but a scab outfit.'" That was my first real union dealing. I started working for the Daily Breeze two days later.

He said the Sheriff's Department is very cognizant of fairness and equality, so he doesn't have to deal with as much adversity as others might, but it's nice to have the union on your side because it lends a little more voice when it comes to negotiating, and lends a little more power when it comes to a grievance. As a steward he disseminates relevant union information and lends an ear to the guys if they have any problems or questions.

Pearson grew up in Inglewood, has a wife and two boys and said he enjoys the repair and electronics aspects of his job, as well as the pressure that can come with it. He's the kind of guy you want in a tough situation.

"I like being under the gun," he said. "Getting it to work on time or getting it fixed in a high-pressure situation, I enjoy that."

Rick Hardy

Meet the man behind the cameras of your news telecast, Rick Hardy. Hardy is a production assistant at KSEE in Fresno in the Central Valley. He runs cameras for both the morning and midday shows and has been a shop steward for IBEW Local 45 for about a year.

In addition to the cameras, Hardy does floor direction, occasionally some building maintenance and essentially keeps the studio up and running. He got into the business about 16 years ago when he started helping a friend who was doing some sports coverage for ESPN. They worked events like football and basketball games for colleges such as Fresno State and San Jose State.

Now, he gets to the station early – a little past 3 a.m. – and turns the lights on (and changes them if they don't). He gets the mics ready, puts on the coffee for the anchors and makes sure everything is functioning. He knows the station well and enjoys working with the people around him to a great extent.

"Being there as long as I have I know where to go to get what I need to get the problem fixed," Hardy said. "That's a big part of it."

Hardy has been with KSEE for 15 years and has been a member of IBEW 45 that whole time, but only recently became a shop steward.

"We're in union negotiations now," Hardy said. "So I attend all those and try to negotiate a reasonable offer and try and keep everybody informed of what's going on."

In television your days can be long, sometimes 14 hours or longer, and he said being a part of a union is great in order to be compensated for things like that. The process of collective bargaining is essential – to grab a phrase from his sports days – to level the playing field.

"If you have a group of people, you can negotiate or talk about what needs to be a fair, equitable split between the owners of the company and the employees."

Born and raised in Southern California in Orange County, Hardy moved to Fresno and was in the automotive industry for 18 years in the parts department selling parts for Ford dealerships. He has a son and has been in Fresno now for 21 years.

HAPPY NEW YEAR IBEW 45!

Retirees Corner



Recent Retiree Gary Barbagelata has been a member of IBEW 45 for 15 years and an appliance service technician for more than four decades. After graduating from high school, Barbagelata spent two years at a junior college where he acquired the skills necessary to become an appliance service technician. “I got a job right after school working at Montgomery Ward, I worked with them for 28 years until they closed and then I joined IBEW 45 and began work with General Electric,” said Barbagelata. “I like working with people, and I believe in union jobs, I have always been in a union.” Barbagelata worked as an appliance service technician for 42 years. Now he plans to live life on “the spur of the moment,” he says. “I am gonna go on cruises, and every day is gonna be an adventure.”

RETIREE ROUND UP

IBEW Local 45 would like to congratulate our members who have recently made the transition into retirement. We hope that Peter Walton (former employee of KCRA and a member since 1971), Gary Johnson (longtime employee of KCBS/KCAL and a member since 1977) and Richard Sietsema (formerly with CBS Radio and a member since 1991) will go into their retirement taking fond memories of IBEW with them! After all the years of dedication and hard work these men have given IBEW local 45, their long awaited retirement is more than well deserved. Congrats, we hope you enjoy the fruits of your labor!

Local 45 at CBS Halfly Meeting



IBEW Local 45 leadership attended a recent CBS Halfly meeting at the Hyatt in Fairfax, Virginia. Pictured, from left: Rodney Cummings, Director of Broadcasting Martha Pultar, Dave Mumby, IBEW International President Lonnie Stephenson, Selena Cornish, Local 45 Business Manager Elaine Ocasio, Tracy Lawrence and John Bruno.

Great Job, Lou!



In October, IBEW Local 45 Business Rep Victor Marrero honored Louis Dieters for his 35 years of being a Local 45 member. Louis is a supervisor of the Los Angeles County Sheriff's Department.

City Contract (CONTINUED FROM PAGE 1)

Another positive that came out of the agreement was a correction to a forced “Tier 2” designation that took place a couple years ago. The designation did not benefit employees and was never negotiated. A complaint was filed and the Employee Relations Board sided with the union, ruling that the move was illegal. As part of the new contract, those who were Tier 2 got the Tier 1 designation and a new Tier 3 was negotiated.

The deal comes after more than a year of talks with the City that started off as contentious. The

City of Los Angeles had been trying to come to terms with several unions throughout the city, who also got the final go-ahead for their contracts. Now, with the agreement made, employer and employee alike can contently move forward into the new year.

“I think it’s a fair agreement,” said Local 45 Business Manager Elaine Ocasio. “It was over a year without a contract and it was time to make an agreement and move on. I think the building trades fought hard, and Vic Marrero as part of that negotiating team – they did a lot of hard work. We’ll take another stab at it in 2018 and just keep fighting for the members.”

LA City Contract By the Numbers

4.75%

Pay increase for the final two years of the contract.

\$2.25

New standby rate, a 25-cent increase.

170

IBEW 45 members affected by the contract.

Notes From Around the Union: Northern California Report

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



KTVU

Bargaining has progressed to the point of economic discussions. Tentative agreements have been reached on most non-economic issues. Face to face bargaining was held on Nov. 3 and 4. There have also been subsequent conference calls on the subject. The Local continues to insist on a fair package and informed the employer that the membership was not in the mood for a package that contained any zero increases.

Also of note a three-Union meeting was held on Nov. 14. All three Unions representing employees at KTVU are now working with an expired, or in our case discarded, agreement. Discussion was had on what the three unions can do together in the future if talks continue to stall.

KPIX

The company has been making an effort to ensure safety. Subsequent to our safety summit the employer has purchased tracking devices for equipment and has issued cameras similar to those used by law enforcement.

KRON

Local Union leadership along with shop stewards met with the employer on Nov. 5 for follow up discussions. The employer did make an improved economic package and some issues around layoffs were clarified. A vote on the package was held on Nov. 13 with the membership accepting the package. While the Local was not particularly

happy with the package we did make a recommendation to accept. This was done because Nexstar is in talks to buy Media General. Having battled Nexstar elsewhere we did not want an ownership change to take place without an agreement in place.

KCRA

The employer made an improved contract offer during some phone conversations that took place after the first package was rejected. Another vote was held on Aug. 14 and the package was accepted. The package includes 2.5 percent increase each year of the two year deal. Substantial improvements were achieved in the starting wages and the progression schedule was improved.

GE

Local bargaining with the employer commenced on Sept. 29 and 30. We are happy to report that a Tentative Agreement was reached and that agreement was ratified by the membership on Oct. 13.

Breaking news - The Union learned on Dec.

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 meeting was scheduled with the Personnel Department regarding selecting an arbitrator for the elimination of the Senior Communication Electrician grievance at the 911 Fire and Police Departments. I was able to pick an arbitrator that was recommended by our lawyers.

A site visit at Piper Tech took place to discuss any issues with the Communication series.

We are moving to a second level group grievance at all 911 Dispatch Centers after the new ITA Manager implemented a one-person shift.

Elaine and I had a shop meeting at LAWA with our members to discuss the new contract and some of the concerns they may have.

Two audio technicians at the Harbor Department contacted me and asked me to explain the new contract. I visited them and explained the contract to them.

LA COUNTY

The contract negotiation continues even though we have made some progress. We have some issues that affect all of our members and we want a resolution. We met again on December 1, 2015 and continued

negotiation discussions.

A site visit was scheduled with the audio, video and security system technicians at the Twin Tower jail area. I presented an "A" member with a 35 year plaque for his services to the County and for his loyalty as an IBEW 45 member. He has helped us recruit members.

A meeting at the Eastern Avenue /Sheriff's ECT shop took place to discuss the length of the contract negotiations.

LACCD

IBEW Local 45 received the newly LACCD printed contract from the Building Trades. I will be distributing a copy of the contract as I visit the various college campuses.

A member at LA Valley College was represented by me after she requested union representation. The college Dean received a

7 that the employer backed off the deal to sell to Electrolux. This is due to a lawsuit filed by the government based on antitrust concerns.

KFSN

Nine members at KFSN will soon be enjoying an additional week of vacation due to this summer's grievance settlement with the employer. The station continues to lead in the Fresno market and employment numbers have been stable since the recent outsourcing of Master control.

KSEE/KGPE

Bargaining resumed on Sept. 1 and 2 with minimal improvement. Even though the Union informed the employer that the package as presented would not pass, the employer none the less came down with a final package. A vote was held on Oct. 8, 2015 and the package was rejected by a near unanimous vote. We again met on Dec. 10 for some follow up discussions.

DAY WIRELESS

The Local is pleased to announce that three new members have come on board at Day Wireless. Two of the

hires are from another non-represented division of the company. We raised a concern with the employer that these two workers were working on similar job sites and that they were doing our work. The employer agreed to move these two workers into the agreement after some considerable back and forth.

KTXL

The Local had its first arbitration case against KTXL heard on Oct. 15. This case involves the right of reporters to have a meal period or the penalty when no meal is granted. We are optimistic about the outcome and we are anxiously awaiting the decision.

FOX SPORTS/CBS SPORTS

Numerous site visits have been made to visit Local 45 members working these events.

SAFETY SUMMIT

A follow up session was held on Oct. 19. The employer has been making some of the suggested safety improvements.

complaint which needed to be addressed. After our meeting, we had a positive resolution and our member was happy with the outcome.

LAUSD

A meeting was scheduled with the new CEO of IT to discuss changes in the department.

CAPITOL

The Capitol Records contracts have been submitted to the attorney for signatures.

KTNV (LAS VEGAS)

The Human Resources Department informed me that they are going to promote an in-house photographer to Chief Photographer. The contract will expire by mid-2016.

CHARTER COMMUNICATIONS

There was a hearing with an arbitrator, Charter Communication's lawyer and our lawyer to recover our member's back-pay that is owed to him. We will wait for the arbitrator's decision on the case.

OTHER ACTIVITIES

The Building Trades appointed me to be part of the Integration Advisory Board at the County of Los Angeles which will be discussing job classification changes.

Ongoing participation at the County Federation of Labor discussions is taking place regarding the future of the federal case on Friedrichs vs CTA case which could affect civil service employee membership.

UNION DUES

HOW TO CALCULATE YOUR UNION DUES

The total of both the BASE DUES and WORKING DUES are due monthly on or before the 15th day of the month.

BASE DUES ("BA" Members)	WORKING DUES
\$19	1.25% of your monthly gross base earnings if you earned above \$1,601
\$19	\$20 if your monthly gross base earnings are less than \$1,600

PER CAPITA DUES INCREASE: Effective January 1, 2016

*BASE DUES for "BA" Members is \$19.00
BASE DUES for "A" Members is \$35.00 (includes pension contribution)*

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

AGENCY FEE PAYER

2016 OBJECTION PLAN INFORMATION

During the course of the year, Agency Fee Payers will be expected to remit the agency fees charged by the Local Union. If you object to payment for non-chargeable expenses by no later than January 31 (or as soon as possible in the case of timely mid-year objections), your agency fee will reflect only chargeable expenses. Objectors will be entitled to a percentage deduction of the Local's portion of agency fees for the twelve-month period (or the period remaining in the current calendar year).

Under separate cover, the objector will receive a check from the IBEW International Office reflecting the reduction in monthly per capita payments to which the objector is entitled. The International Office's annual notice of the procedure for filing objections is published in the October 2015 issue of **The Electrical Worker**. You can find the Local Union's complete 2016 Agency Fee Payer's Objection Plan information on the Local 45 website (www.ibew45.org), or by contacting the Local Union # 45 Office at 323-851-5515 or info@ibew45.org.



Eli Cavazos
Master Control Relief Operator

I come in when somebody goes on vacation. It's more freelance. I've been doing this off and on with these guys since 1999.

I like it. It's the kind of work I like. It's the cutting edge of technology. It's better wages, better than any other market that I've worked in. Fresno, Sacramento, Santa Rosa, Reno, San Jose.

I want to find something permanent. I don't have any set hours. It's always changing. It never stays the same for very long.



Sharon Trentino
Master Control Operator

I graduated college in 1980 on a Friday and started at KGO on a Monday. I was laid off, took two weeks off, started looking for work at 11 o'clock, had this job by 3 o'clock. That was in November of 1980. I've been here ever since.

I majored in telecommunications with minors in electronics and communications. Napa Community College, excellent school, it was a very good school. I believe 61 people started, 11 people graduated. It was a hard class, but it was fun. I came out of there knowing way more than I know now.

I always have a fun time. I do enjoy my job. I don't like the politics and stuff like that, but the job is fun. Basically I'm an air traffic controller.



Wendy Lee
Master Control Operator

Normally it's a one-man operation because of staffing. That's a big problem. We're as thin as can be.

I've been in the business since 1980. It's a vastly different career. Technology has really changed our job.

It's never boring. You don't just sit here and watch TV. Most people think you sit in a room with all of these TVs on, they think all you do is watch TV all day. Not here. You're constantly monitoring. You're processing shows, you're processing commercials, you're constantly communicating with other departments. We're problem solvers. If there's a problem, we have to figure out how to get around the problem. This job is never boring.

The word now is consolidation.



Stanley Roberts
Shop Steward/VJ

I have a lot of tasks. I'm the shop steward, negotiator for our contract. I'm a VJ - I do a segment called 'People Behaving Badly' which airs daily and chronicle peoples' bad behavior.

We're basically down to [the idea that] a reporter does everything.

I've been at KRON for 16 years. I've been doing this segment for nine years. The best part I like about it is I get to get out there and have some fun and share what's going on. A part of the show we're doing is something called hate mail, reading some of the emails I receive from people. It's fun.

I wanted to make sure I do what I can to negotiate, I want to try to do the best I can to make sure these guys get the best possible deal at any chance I can do it. These guys work hard. All of us work hard. But they need somebody who's going to speak for the VJs. Somebody who's going to be there to say hey this is what we do, this is what we need, this is how we need it. A lot of people who work in other departments don't know what these guys do, the day-to-day activities, but I see it, I talk to these guys all the time.

Contract Terms with KRON Finalized

After 18 months of tough negotiations, IBEW Local 45 and KRON management came to terms on a new contract in November.

"We got a deal," said Local 45 Northern California Rep Hugh McGuigan. "Now it's just a matter of proofreading and getting signatures."

Local 45 Business Manager Elaine Ocasio and IBEW International Rep Tim Dixon also participated in the negotiations.

The new contract is for two years, and includes a 3 percent raise the first year and a 1 percent raise the second. The new deal also includes a \$600 signing bonus.

Membership rejected an earlier deal in July.

Unfortunately, KRON is shutting down its master control operations, outsourcing the work to a hub in Atlanta. The union negotiated severance packages for the employees losing their jobs.

"It's disappointing that the employer would rather save a nickel over lives and jobs," McGuigan said.