

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



EQUAL TREATMENT DEMANDED

IBEW clericals say No to PG&E contract offer

By Steve Diamond

The clerical members of IBEW Local 1245 sent a strong message to PG&E late last month when they once again rejected a contract offer which applied a wage increase to clerical workers in a manner different than that applied to IBEW physical members at the company.

While the Clericals' rejection of PG&E's first offer was close, this time the vote totals are overwhelming. More than sixty percent of the workforce voted on this offer. Almost 64% of those voting turned down the offer, while only a little over 36% voted for acceptance of the contract.

Less than 50% of the Union's clerical members voted in response to the Company's first offer. Some 45% voted for the offer, while 55% voted to reject it.

"The level of participation and the strength of the rejection demonstrates that there is a deep

concern about equal treatment among the clerical workforce," Jack McNally, IBEW Local 1245 Business Manager, said.

"Our members do understand the problems that the Company says they face, but they are not willing to go backwards to solve those problems," McNally said.

"It's a matter of self-respect."

The vote shows that "the clerical workforce is adamant that they be treated the same as the rest of the workforce," Manny Mederos, head of the IBEW bargaining committee, said. "That's the major issue. Anything less and they feel that their worth is being diminished by the company. It's a matter of self-respect."

Mederos expects that the Union and Company will meet soon to see if an agreement acceptable to both parties can be reached.

The latest Company offer was



Pat Collins, IBEW Local 1245 clerical member at PG&E and Advisory Council representative, wears the black armband of protest against the PG&E contract offer to clericals.

forwarded to the members of the clerical bargaining unit with no recommendation by the IBEW Local 1245 negotiating committee. It differed from the Company's first offer because it provided a 2.75%

lump sum payment to the clericals on a *quarterly* basis and would have been applied to the savings fund plans in which the clericals are enrolled.

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IBEW Local 1245's Dorothy Fortier honored

Our own Dorothy Fortier, Assistant Business Manager at the Local Union, was one of three trade unionists recently honored by the Contra Costa Chapter of the A. Philip Randolph Institute. The Institute said that the three deserved special recognition for "their outstanding leadership in labor and community affairs and their dedication and support" of the Institute.

The Institute, commonly known as the APRI, was founded in 1964 to foster the participation of blacks in the American trade union movement. It is named after the late A. Philip Randolph, a prominent black trade unionist for many years.

In addition to honoring Dorothy, the APRI also recognized the work of Charles K. Evans, Business Manager/Secretary-Treasurer of The Laborers' International Union Local 324; and Hank White, President of Amalgamated Transit Union Local 1555.

Dorothy was appointed Assistant Business Manager of Local 1245 on January 5, 1987. Her major duties include administration of the PG&E Physical and Clerical Agreements and assisting in coordinating training conferences.

Since her initiation into IBEW Local 1245 in 1975, Fortier has participated extensively in a wide range of union educational and



Photo: Kua Patton

training programs on the local, state, national and international levels. She has also served as an instructor at various seminars and serves as an executive board member of the Alameda County Central Labor Council. She is a member of the APRI and the Coalition of Labor Union Women.

Dorothy began work at Local 1245 as a secretary. She subsequently worked as an administrative assistant and as managing editor of the Utility Reporter and Shop Stewards' newsletter. She then moved on to become a Business Representative.

Dorothy was one of 15 delegates
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Cal/OSHA inspections down as campaign builds

The drive to qualify the labor-led initiative to restore Cal/OSHA escalated around the state just as startling new statistics highlighted a drastic decline in work safety inspections since Gov. Deukmejian turned California's worker protection program over to the federal government.

In the first six months after Cal/OSHA was axed, inspections of actual work site accidents dropped by 93 percent. Federal OSHA only conducted 95 accident inspections from July-December 1987. During the same months in 1986, Cal/OSHA inspected 1,443 job mishaps.

Inspections after complaints were filed declined by 85 percent (from 4,464 during the last six months of 1986 under Cal/OSHA to 642 during the same period in 1987 under Federal OSHA). The latest figures come from Federal OSHA and the Deukmejian Administration's own State Department of Industrial Relations.

"When the Governor eliminated Cal/OSHA last year, he said California workers would be protected just as well by Federal OSHA." State AFL-CIO Executive Secretary-Treasurer John F. Henning said. "He was wrong. Now we have proof that Federal OSHA isn't as good as Cal/OSHA."

New data on reduced worker pro-

tection came as progress was reported in gathering signatures needed to qualify the initiative to restore Cal/OSHA. It will appear on the November ballot. Since petitioning began in early December, over 427,000 voter signatures have been collected on Cal/OSHA petitions. The initiative campaign which is sponsored by the California trade union movement, plans to submit 800,000 signatures to

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San Francisco Mayor Art Agnos signs the petition to restore Cal/OSHA. Walter Johnson, head of the San Francisco Labor Council, Jeff Greendorfer, assistant to Johnson, and Jack Henning, head of the California Labor Federation, look on.

Photo: Gwen Wynn



Southern California IBEW starts child care program

Child care at the workplace has now become a reality at a major employer, thanks in part to the efforts of IBEW Local 18 in Los Angeles. Working with two other unions, including SEIU Local 347 and the Engineers and Architects Association, and their employer, the Los Angeles Department of Water and Power, the IBEW made this innovative program a reality last year.

The work began when the unions got the employer to agree to the idea in 1985. Annemarie Galaso, a business representative with Local 18, said that the unions agreed to handle the issue jointly with the employer outside of the formal bargaining structure.

Galaso said that the political climate contributed to the employer's willingness to deal with the issue. She pointed to pressure from Los Angeles Mayor Tom Bradley about the issue. "I think DWP wanted to be the first in the city to tackle the issue," Galaso said.

Survey shows need

The first step in the program was a survey of Department employees. There are 11,000 employees at DWP, of whom 9,000 are men and 2,000 are women. More and more, employers have begun to realize that child care is not a "woman's" problem, but a parental problem.

With joint custody more common today and with larger and larger numbers of families where both parents must work, employers realize that their productivity can be affected by the child care issue.

More than 4,000 of the Department's employees responded to the survey. The results showed that 36 percent (1,453 employees) had children 12 years old or younger. Sixty per cent of these parents used child care and more than half said that providing child care was difficult. They pointed to high costs, breakdown of care, lack of care available in their area, or scheduling problems. There also appeared to be an additional problem for Black and Asian workers, who reported higher than average numbers of problems in obtaining child care.

The survey also revealed a bottom line problem for the employer: 7,318 work days were missed and \$1 million in salary and benefits was paid to workers who missed work due to problems with child care in the year prior to the survey.

Pilot program begins

To begin to solve the problems found, the employer agreed to contract for spaces in already existing child care programs in two different locations. The employer agreed, as well, to subsidize parents for part of the cost of these programs.

In addition the program reserves space in another center for mildly ill children. For the IBEW's Galaso "that is the most beneficial part of the program."

But the experimental nature of the program is a problem, Galaso says. "The child care centers have gotten off to a real slow start," she said. "Unless there's a problem with a current care program employees are not going to move their child." She points out that parents are not willing to move their children for a program that might be eliminated down the road. But all in all Galaso remains optimistic. The problem "can't be solved overnight" she said.

Dispatch office to remain in Claremont

Southern California Dispatch Office will *not* be relocated as of April 1, 1988 as reported in the February issue of the *Utility Reporter*. Dispatch will continue at the 170 W. San Jose, #110, Claremont, California address until further notice. However, Unit meetings will be held at the Riverside location (1074 La Cadena Drive) as previously stated.

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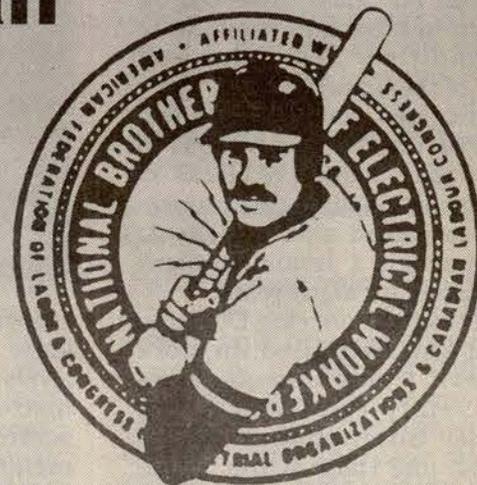
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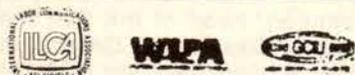
Slo-Pitch Softball Tournament

Mark Your Calendar
IBEW Local 1245
11th Annual Slo-Pitch
Softball Tournament
Saturday, May 21, 1988
Sunday, May 22, 1988
Willow Pass Park, Concord



Team play for members & immediate family. Tournament USSSA sanctioned. Winners of Open Division to advance to state championship. Individual trophies for the 1st place teams, team trophies for 2nd & 3rd place in all divisions.

Plan to Attend – Two days of Fun!



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PGandE Clerical Ballot Committee

Vida Anderson
Olivia Mercado
Pat Collins
Norma Ricker
Mary G. Coyle
Barry Claybaugh

Shasta Division Joint Grievance Committee

Russell Shelton

General Construction Joint Grievance Committee

Edward N. Loupy
(Alternate)

Geysers Emergency Response Team Committee

Ocean
Richard Brown
Allan MacLean
Fred W. Doster

SHASTA DAM AREA PUD

Shasta Dam Area PUD Negotiating Committee

Dennis Daily

CITY OF LODI

City of Lodi – Utility Department Negotiating Committee

William R. Schmer, Sr.
Albert M. Smatsky, Jr.
Darel Clark

TRI-DAM PROJECT

Tri-Dam Project Negotiating Committee

Daniel W. Childres
Jack Carrillo

CENTRAL LABOR COUNCILS

San Francisco Labor Council

Gwen Wynn
Perry Zimmerman

Unit corrections listed

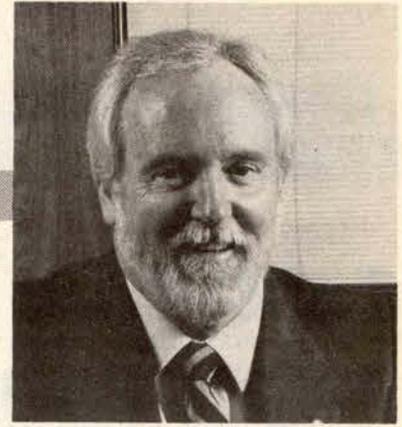
Here are the recent changes in the Unit Meeting Schedule:

Unit corrections	Unit changes
#2315 – Livermore	#3318 – Elko
1st Thursday	2nd Tuesday
April 7	April 12
May 5	May 10
June 2	June 14
	Unit disestablished:
#2314 – Hayward/Fremont	#3316 – Reno
1st Friday	2/26/88
April 1	
May 6	
June 3	

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



IBEW Clericals vote for equal treatment

For a second time, the members of the Clerical bargaining unit of PG&E have rejected the offer to conclude bargaining for the next three years.

It may be well to recap the situation to determine where we are.

From the onset of bargaining, PG&E pushed hard to rearrange the Clerical wage rate structure to, in the Company's words, "bring the rates more in line with the market." The Company based their argument on their own surveys as well as those of the CPUC. During the course of bargaining the Company proposed three possible ways to meet their desires. First, they proposed establishing, from the very top rate to the lowest, a two-tier wage rate system. This system would have meant that two employees, one hired before the contract date and the other after, who would work side-by-side, would have different rates of pay for doing the same work. This would have applied for all rates and classifications and would have been in effect until all employees hired before the contract date left the Company.

Second, they proposed an area differential wage structure. Had this proposal been accepted, your wage rates would have been based on where you worked regardless of what work you performed. The intent would have been to provide a cheaper rate for rural areas, which allegedly have a lower cost of living and lower labor rates.

Third, the Company proposed to freeze the wage rates, in this case for two years, and apply a bonus to current employees. In effect, this last method would allow for the closing of the gap between the market and the Clerical rates while still applying a quick fix for current employees.

The Company argues that restructuring the Clerical rates is necessary because of CPUC pressures and the pressures of other businesses in both metropolitan and rural areas. In their surveys, they show that the PG&E Physical workers' and management wage rates are approximately 10% higher than the market, while the Clerical rates are approximately 30% higher than the market rates. The Company believes that the bonus concept will move the Clerical rates relatively closer to the market, in line with the Physical and management rates.

Your Negotiating Committee resisted these proposals throughout the course of bargaining. We argued, in part, that wages should provide a decent standard of living, Clerical rates were established long ago for the work being performed, and PG&E Clerical wage rates were not necessarily out of line. We also suggested that wages paid for clerical work by other businesses were too low based on those workers' value and today's standard of living in this country.

The Company refused to move away from their desire to address the Clerical wage rates.

Finally, the parties reached a tentative agreement with the least undesirable method of addressing the Clerical wage rate issue. The Clerical workforce rejected the first offer by a vote of 1,004 to 813. Some minor improvements were made and resubmitted to the members, where it again was rejected – this time by 1,450 to 828, with 461 additional members casting votes.

Both times these offers were submitted to the members without a recommendation from the Negotiating Committee to vote for or against. The Negotiating Committee felt that because of this departure from the Physical Agreement, they could make no recommendation on how the Clerical members should vote.

Obviously, the Clerical members have decided for the second time. It is significant that more members voted the second time, and even more significant is the fact that more members voted to reject the offer than the first time.

Our Clerical members are the group of employees in PG&E who are on the low end of the income scale. As a group they are predominantly female, and in many cases are single heads of households. Our Clerical members are the group that meets the customers face to face and over the telephones. In recent years the customers have become much more demanding and irate over gas and electric service. Our Clerical members take this heat and have to make excuses for the failures of the Company. Our Clerical members are the ones who read the meters and process the bills to keep the money coming in. Our Clerical members are the ones who process the payroll to see that all employees are paid. Our Clerical members are the ones who many times are taken for granted by all other employees.

And now our Clerical members are the ones who are being told they must pay the price because of a perceived notion they are being paid more than they are worth. I believe our Clerical members are skilled and efficient in the gas and electric utility industry and are worth as much as any other employee of PG&E.

In Unity,

Jack McNally

Cal/OSHA inspections down as campaign builds

from PAGE ONE

to submit 800,000 signatures to ensure that its measure qualifies for the general election ballot.

"We still have a long way to go. We must redouble efforts to gather signatures and raise money for the Cal/OSHA campaign," Henning said.

The initiative also picked up important new support from outside the ranks of organized labor as health, environmental and public interest groups endorsed the proposal. They include the American Cancer Society, the American Lung Association, the Sierra Club, the California Medical Association, the California Public Interest Research Group, the California Trial Lawyers Association, the California District Attorneys Association, the League of Women Voters, and the California Society of Industrial Medicine.

"Labor is, of course, involved because of our commitment to protect the health and safety of working people," Henning said. "But Cal/OSHA affects every Californian because of the ever-present threat of toxic contamination."

Cal/OSHA's regulation of toxic chemicals is regarded as far superior to standards enforced by Federal OSHA. Before Cal/OSHA ceased covering private sector workers last July 1, it regulated 170 dangerous toxics which the Federal Government ignores. And Cal/OSHA enforced much stricter standards on 97 other toxics than its federal counterpart.

California's occupational cancer law, which only Cal/OSHA enforced, is much tougher than federal statutes and the state agency regularly updated its toxic standards to reflect new chemicals, technological advances, and fresh data on toxic materials. Federal standards, adopted in 1970, are rarely revised.

"Organizations representing health, conservation and consumer interests are rightly concerned because toxic contamination which afflicts workers doesn't stop at the plant gate," Henning said. "It stops in your lungs."

Do your part to help qualify the Cal/OSHA initiative. Sign the initiative petition. Make sure your friends, neighbors and family members sign also. And volunteer to help circulate petitions through your local union or other organizations.

Cal/OSHA coalition grows



Staff and members of IBEW Local 1245 have been among the thousands of California trade unionists gathering signatures in recent weeks in support of Cal/OSHA.

The campaign to restore funding for Cal/OSHA gained strong allies this month when the California Medical Association, the League of Women Voters and the California Nurses' Association endorsed the labor-led initiative effort.

These groups joined dozens of other political figures, public interest organizations and labor unions in the effort to gather the signatures necessary to put the Cal/OSHA initiative on the

November ballot.

Some of the other groups include: the California State Employees' Association, the California Teachers' Association, the Sierra Club, the American Lung Association, the American Cancer Society, Asbestos Victims of America and the California Trial Lawyers Association.

Many of these groups were present, along with IBEW Local 1245, in a recent meeting held in San Francisco to map strat-

egy for the campaign. The Coalition has already gathered close to 500,000 signatures. It hopes to gather a total of over 800,000 by early April.

IBEW Local 1245 would like to gather as many signatures as possible for the campaign. The official green petitions are available from Safety Committee Members and Business Representatives in your area. Sign for Safety Today!

Injured workers' bill of rights aims for November ballot

In an effort to reform the California Workers' Compensation system, the California Workers' Initiative Campaign is now collecting signatures to get its "Injured Workers' Bill of Rights" on the November 1988 ballot. The initiative has been endorsed by the California AFL-CIO and IBEW Local 1245.

The "Bill of Rights" includes nineteen basic reforms of the Compensation system. It would raise disability benefits from the current \$224 per week to \$540 with automatic adjustments each year as the cost of living rose. It would also provide a due process system in the administration of claims and improve the funding of the state agency which administers the Workers' Compensation system.

"Too many workers lose their homes, health, families, and even their lives because of an injury on the job — and worse still — because of neglect and administrative harassment after the injury," Kevin McCarthy, campaign manager for the initiative, said.

McCarthy, a Workers' Compensa-

tion attorney, argues that politicians in Sacramento have failed for years to deal with the reform measures put forth by labor, which are now presented directly in the initiative proposal.

"Any long political deadlock just erodes the entire benefit structure of Workers' Compensation," says another campaign activist, injured worker Dave Manley, "because benefits for injured workers do not increase with the escalating cost of living. However, the doctors and insurers get their rate increases regularly. For example, there have been six rate increases for insurers in the past three years alone, and a seventh is now pending.

Lowest in benefits, highest in costs

"This is why," Manley continues, "the California Workers' Compensation system now ranks among the lowest in the nation in benefits, and among the highest in the nation in costs."

In addition to the increased benefits for injured workers, the Bill of Rights would permit a worker to

file suit for bad faith in the processing or handling of a Workers' Compensation claim, and would establish statutory guarantees for injured workers, and tighter administrative standards for processing claims.

Both disability benefits to workers and medical bills to doctors, for example, would have to be paid within specified time limits, and claims hearings would have to be conducted on a timely basis. The initiative would make additional funding available to the Workers' Compensation Appeals Board and the Division of Industrial Accidents to carry out these administrative requirements and would thus speed up the entire claims processing system.

"At the heart of the initiative," says McCarthy, "is the mandate that before disability benefits can be terminated, a formal hearing must be held. There is no requirement at present to hold pre-termination hearings before an employer or an insurer can cut off an injured worker's disability benefits."

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Injured workers' bill of rights aims for November ballot

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Link to Cal/OSHA Campaign made

The Bill of Rights organizers point out that the goal of their campaign is similar to that of the major effort underway to restore Cal/OSHA. "The issues are the same," says Bruce Poyer, a U.C. Berkeley labor educator who is backing the campaign. "Both campaigns are asking voters to take legislative action that will do a better job of accident and illness prevention in the workplace, and will also provide fairer treatment when prevention fails. Both measures give the employer an incentive to

clean up the workplace — an incentive that is not present in federal OSHA or in the present state Workers' Compensation system. Both measures were developed by union representatives, and now require the support of all working people to qualify for the ballot and to win a majority vote in November, 1988."

To obtain signature petitions or further information about the Injured Workers' Bill of Rights, contact the California Workers' Initiative Campaign, Station A, P.O. Box 2467, Berkeley, CA 94702, or call the campaign's headquarters in Santa Rosa at (707) 526-4533.

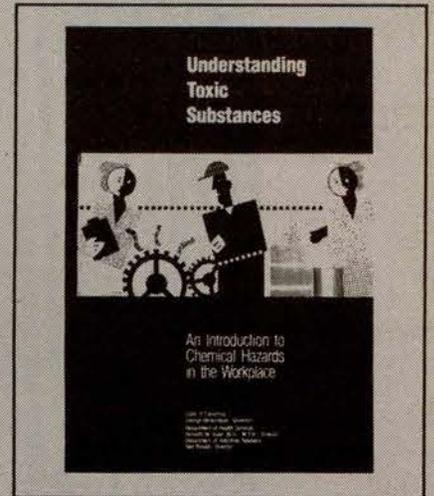
Toxic substances pamphlet available

Understanding Toxic Substances: An Introduction to Chemical Hazards in the Workplace is now available from the Hazard Evaluation System and Information Service, California Occupational Health Program, 2151 Berkeley Way, Berkeley, California 94704. Their phone number is (415) 540-3138. The pamphlet contains the following information:

- explains how chemicals can affect the body;
- suggests what to look for when reading health information;
- describes the different types of exposure limits for chemicals in the workplace;
- offers some tips on how to know if you are exposed and

what you can do to reduce exposure;

- lists some additional sources of information; and
- provides a glossary of commonly used technical terms.

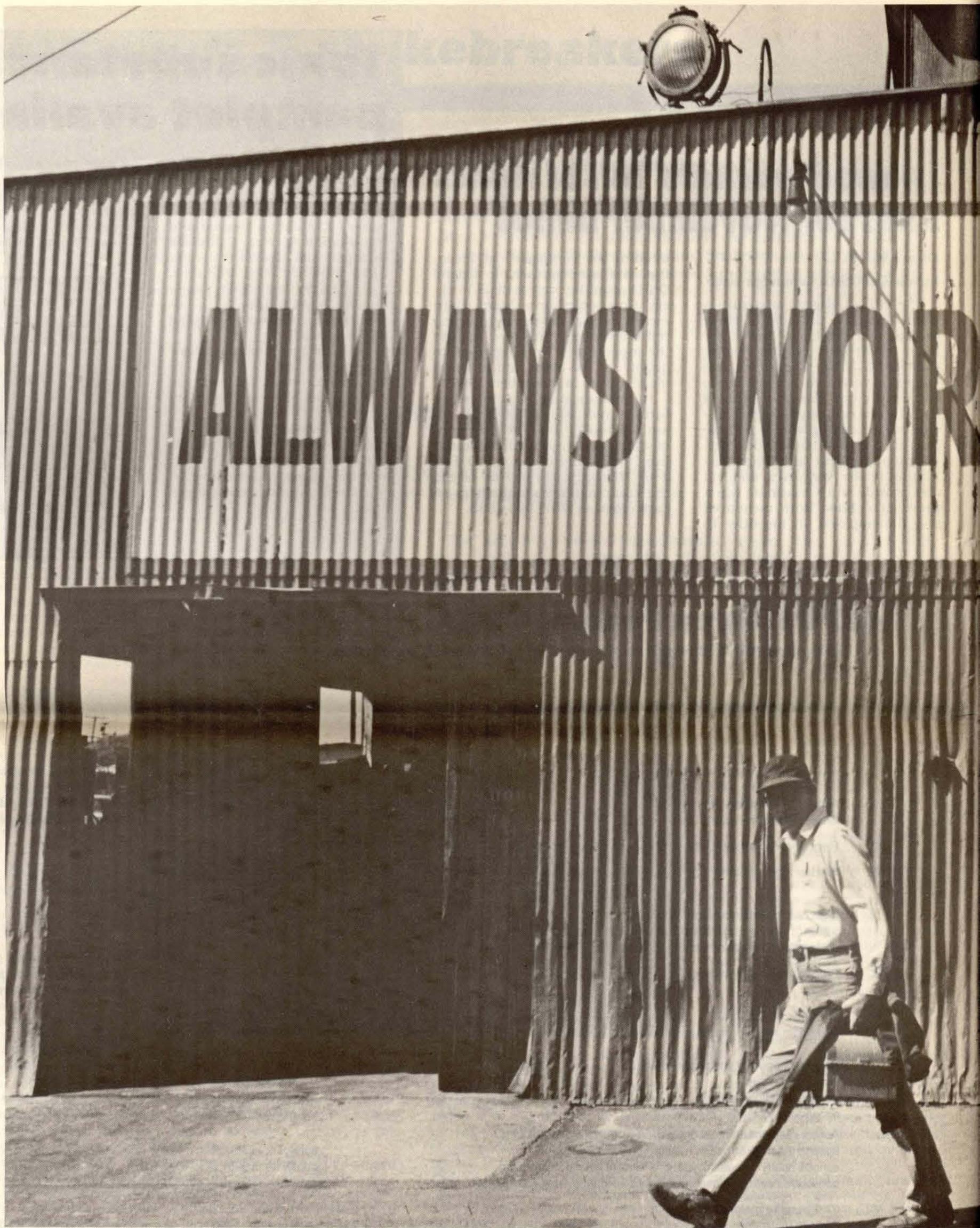


Cal/OSHA vs. Federal OSHA

...State guideline and regulations afford greater worker protection.

	Cal-OSHA	Fed-OSHA
I. Occupational Safety and Health Standards (Partial List)		
Work with or near high voltage lines	Extensively Regulated	Minimal or No Regulation
Short handled hoe in agriculture	Banned	Not Regulated
Logging and Sawmill Operations	Extensively Regulated	Minimal or No Regulation
High hazard tunnelling operations	Extensively Regulated	Minimal or No Regulation
Petroleum drilling and production	Extensively Regulated	Not Regulated
Accident Prevention Programs	Extensively Regulated	Minimal or No Regulation
Cranes and crane certification	Extensively Regulated	Minimal or No Regulation
II. Required registration of carcinogen use in the workplace	YES	NO
III. Worker right-to-know about hazardous substances in the workplace	Virtually All Workers Covered	Only Manufacturing Workers Covered
IV. High hazard construction safety permit system for trenching, excavation, high rise construction and demolition, and diesel engine use underground and for asbestos related work of 100 sq. ft. or more.*	YES	NO
V. Procedure to stop work until serious imminent hazards are corrected	Stop order issued by Cal-OSHA inspector on the job	Stop order only after going to court to obtain the stop order
VI. Worker complaints:		
Complaint may be made over the telephone to save time	YES	NO (must be written)
Required agency response times:		
imminent hazards	Immediately	1 day
serious violations alleged	3 working days	5 working days
nonserious violations alleged	14 calendar days	30 calendar days
Actual response times (based on Federal OSHA study):		
imminent safety or health hazards (in calendar days)	safety: 4; health: 2	safety: 5; health: 14
serious safety or health violations alleged (in calendar days)	safety: 13; health: 2	safety: 16; health: 22
nonserious safety or health violations alleged (in calendar days)	safety: 17; health: 34	safety: 16; health: 22
VII. Civil penalty maximum:		
Serious Violations	\$ 2,000	\$ 1,000
Repeat/Willful Serious Violations	\$20,000	\$10,000
Nonserious Violations	\$ 1,000	\$ 1,000
Repeat/Willful Nonserious Violations	\$10,000	\$10,000
VIII. Criminal sanctions permitted in serious cases	YES	* YES, BUT RARELY
IX. Notification of occupational death, or serious injury or illness	Required Immediately	Required in 2 days if death or at least 5 serious injuries

* Per: Fran Schreiber, California State-Fed Representative, State Building and Construction Trades Council



Actions speak louder than

IBEW Local



Photo: © Ken Light Design: © Michela Terrazzino

n words! Save Cal/OSHA

1245 AFL/CIO

Strikemakers & strikebreakers

By Sidney Lens

The history of American labor has been a turbulent one. Tens of thousands of people have been arrested, injured, or even killed in strikes that have pitted employees against management and often government, and inflamed the public. What could cause workers to leave their jobs and join the picket line, risking their livelihood and sometimes their lives? How are strikes carried out? How are strikes broken?

Sidney Lens, well-known writer and longtime union official, explores this history of strikes, from the formation of the first labor unions to the present day in his book *STRIKEMAKERS & STRIKEBREAKERS* (E.P. Dutton, New York, 1985).

As part of its ongoing effort to keep our membership and the public aware of the serious issues now confronting the labor movement, the Local Union purchased six copies of Len's book for donation to Northern California public libraries. We will reprint selections from Len's book in the *Utility Reporter* over the next several months.

From the book *Strikemakers and Strikebreakers* by Sidney Lens. Copyright (c) 1985 by Sidney Lens. Published by arrangement with Lodestar Books, a division of E.P. Dutton. Available from your local bookstore or for \$13.95 plus \$1.50 shipping and handling from Lodestar Books, 2 Park Avenue, New York, NY 10016.

1919 Steel Strike

Corporations... are fast becoming the people's masters.
— President Grover Cleveland

The most serious problem confronting the American labor movement at the beginning of this century was the growth of mass production industries.

In the earlier days, companies were relatively small, and people measured their wealth in hundreds of thousands of dollars rather than in millions and tens of millions. But with the great economic spurt that followed the Civil War, business changed. Individual ownership and partnership were increasingly replaced by the impersonal corporation. Many tycoons of industry swallowed up competitors or forced them into mergers. In 1899 alone, ninety-two corporate trusts were launched, including Standard Oil of New Jersey. The 1900 census showed a concentration of capital that two generations earlier would have been considered impossible. One hundred and eighty-five corporations, with a capital of \$3 billion, controlled one-third of all the manufacturing resources of the nation.

In 1901 the banking firm of J. P. Morgan merged twelve steel firms into the United States Steel Corporation, a \$1.4 billion conglomerate. With almost ¼ million employees, Big Steel—as it was called—built 90 percent of the nation's bridges; produced half of its pig iron, steel rails, and coke; 60 percent of its structured steel; and nearly all of its barbed wire, wire nails, and tin plate.

The AFL, with its moderate philosophy and meager resources, was unable to match the power of such a giant. The Amalgamated Association of Iron, Steel and Tin Workers, an AFL affiliate, tried twice to come

to terms with U.S. Steel on the issue of long hours, but both times was rebuffed and defeated in strikes. The giant trust ordered its affiliates not to deal with unions under any circumstances.

The Wobblies—militant advocates of industrial unionism and direct action—did have some success with industrial organization. In 1906 the IWW conducted the first sitdown strike in American history, at the General Electric plant in Schenectady, New York.

The Wobblies didn't win this one, but three years later at the Pressed Steel Car Plant in McKees Rock, Pennsylvania—six miles from Pittsburgh—they fared better. After a number of violent clashes in which a deputy sheriff, two strikebreakers, and eight strikers were killed, the company agreed to 15 percent wage increases and the rehiring of all strikers. It was a resounding victory for the IWW.

The Wobblies, however, though excellent strike organizers, were poor at holding an organization together after strikes were won. One of the reasons was that they were opposed in principle to requiring all workers to belong to the union—a closed shop; they believed in voluntarism and persuasion. They felt the worker should belong to a union and pay dues because he wanted to, not because a union contract said he had to. It was an excellent idea—in theory—and it worked well in European countries where the majority of workers were Socialists. But it didn't work in the United States. The Wobblies failed to unionize mass production workers. Someone else had to do it.

The task fell to a former Wobbly, William Z. Foster, who came forth with a new strategy, called amalgamation, which he felt would make the AFL itself effective in dealing with the big steel moguls.

Foster was an interesting figure. One of twenty-three children born to Irish immigrant parents, he was tall, wiry, good-looking, and immensely resourceful. In 1894, at the age of thirteen, Foster was clubbed down by police during a strike of Philadelphia streetcar men. In 1901, just twenty, he joined the newly formed Socialist party. Eight years later, after three years at sea and while serving a two-month sentence in Spokane, Washington, where the Wobblies were conducting a free-speech fight, Foster joined the IWW. His arrest had been the first of many—in Kansas City, Missoula, Newark, Chicago,

Denver, New York, and in eight Pennsylvania towns during the 1919 steel strike. Eventually Foster would become the leader of the American Communist party; but in the decade after 1910, he flirted with all kinds of political nostrums.

Early in that decade, Foster, though still devoted to the radicalism of the Wobblies, decided that radicals ought to work within the AFL to transform it, not outside. He took a job as car inspector on the Soo Line, joined Local 453 of the Brotherhood of Railway Carmen, and became its delegate to the Chicago Federation of Labor (CFL). He was obviously well liked, for he was chosen business agent for the thirteen carmen local unions; and when he refused a second term, he was unanimously asked to reconsider.

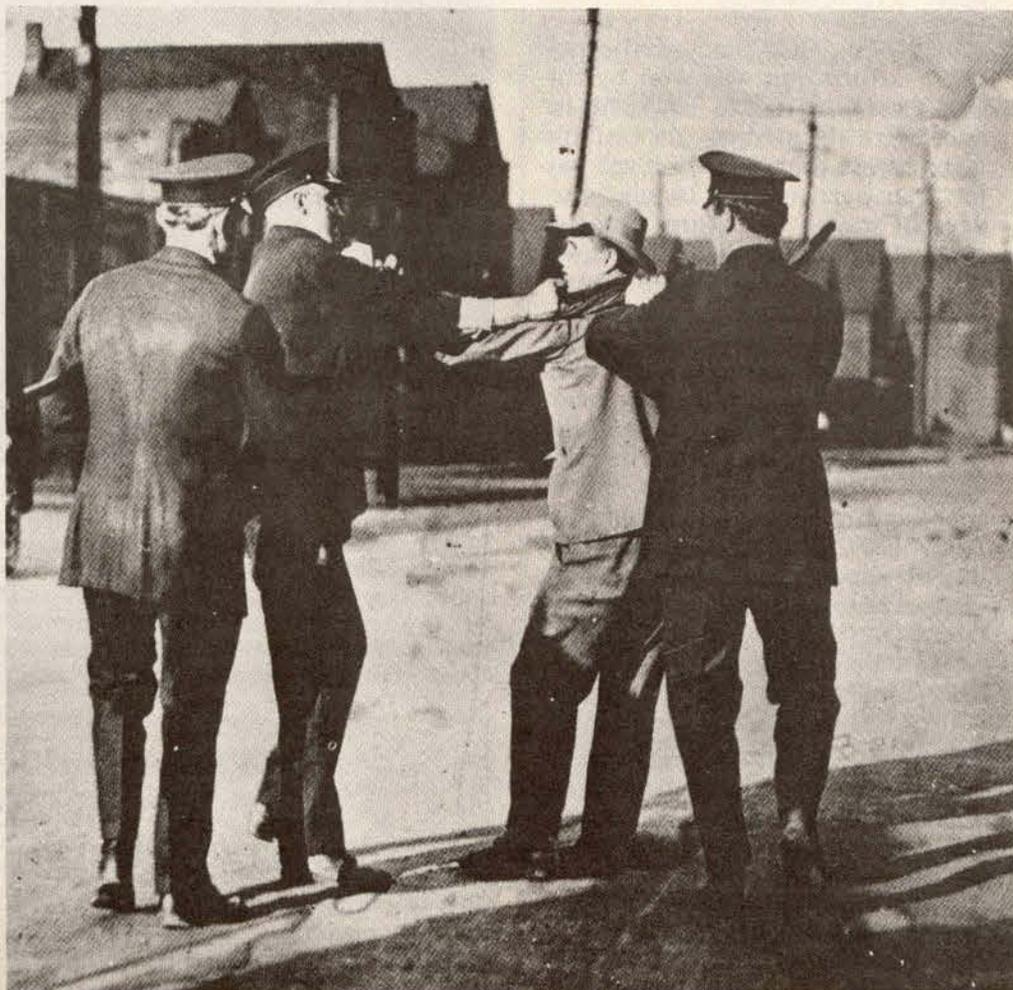
It was as a delegate to the Chicago Federation of Labor that Foster teamed up with John Fitzpatrick, the CFL president, to organize meat-packing workers. While walking to work in July 1917, Foster conceived of an ingenious plan that was a cross between craft and industrial unionism. He called it amalgamation, or federated unionism. It would permit the craft unions to continue their separate existence, but would federate them into a single packinghouse council, with its own executive board and business agents.

The council in effect would function like an industrial union, but the members it recruited would pay dues to separate craft unions. A few days after he conceived the idea, Foster sold it to his own carmen and then, with Fitzpatrick's help, had it endorsed by the CFL.

Thus was born the Stockyard Labor Council, with representatives from a dozen unions, including the Butcher Workmen, Railway Carmen (who produced the refrigerator freights), Carpenters, Machinists, and Steamfitters.

Employees of the industry hadn't received a raise for thirteen years; they were ripe for unionism. And though Foster and Fitzpatrick enjoyed only lukewarm support from the AFL leadership and the butcher workmen's national union, they succeeded beyond their wildest dreams. Thousands flocked to the amalgamated union. When Foster threatened a nationwide strike, the matter was referred by Samuel Gompers to the Federal Mediation Commission. Its ruling, in December 1917, was all that Foster and Fitzpatrick could hope for: a 10 percent raise and seniority rights. (Seniority





rights guarantee that when there is to be a layoff, the senior employee stays on the job and the employee with least seniority is laid off. The senior employee is also entitled to other benefits.) In a subsequent arbitration, the amalgamated union won other concessions for the 125,000 meat-packing workers—an 8-hour workday with the same 10 hours' pay, plus additional raises of 10 to 25 percent. "It's a new day," Fitzpatrick told jubilant workers in Chicago.

Encouraged by the results in the meat-packing industry, Foster turned his attention to the most important mass production industry in the country: steel. No one had to tell Foster he would be facing a powerful adversary. U.S. Steel alone employed ¼ million workers. Its board chairman, Judge Elbert Henry Gary—for whom Gary, Indiana, is named—was also president of the American Iron and Steel Institute. He was to be Foster's main adversary.

All signs indicated that steelworkers were ready to unionize. Foster was sure a six-week "hurricane drive" would unionize the whole industry. The AFL had plenty of money by this time. His own union, the Railway Carmen, had \$3 million in its treasury. All that was needed was a bit of daring and vision. Foster proposed that twenty-four craft unions, each expecting to get a share of 500,000 steelworkers as members, form a federation. The local unions in any given area, regardless of what national union they came from, would form an iron and steelworkers' council to do the actual organizing; and a national committee, with Foster and Fitzpatrick in charge, would coordinate matters.

In September 1918, while World War I was still on, Foster began his drive in four cities around Chicago: Joliet, Gary, South Chicago, and Indiana Harbor. He borrowed organizers from the more progressive AFL unions, such as the United Mine Workers, and he ultimately assembled a staff of a hundred organizers. The results were sensational. Fifteen thousand steel workers attended the first meeting in Gary, and 749 paid their initiation fee on the spot. Within a month, the federation of steel unions had enough members to fully paralyze all the mills in the Chicago area, if it wanted to. Foster didn't call his strike at this time because the hub of the industry was around Pittsburgh and Youngstown. Shutting down the Chicago area would not be enough.

Alarmed by the union drive, Judge Gary put into effect a "basic 8-hour day" with time and a half after 8 hours. This did not reduce the workday—since the men still had to labor 12 hours—but did add 2 hours' pay every day to the paycheck.

100,000 Steelworkers had joined the union by June 1919, and more were coming in daily. At the end of the drive, Foster reported that 156,702 workers had paid initiation fees, and 100,000 more had signed application cards for the union. About half the industry was now enrolled for the campaign for "8 hours and the union." But Judge Gary refused to consider recognizing the union. A letter from Samuel Gompers, asking Gary to meet with a committee of six, including himself and Foster went unanswered. With thousands of its members being fired and no signs from management of a willingness to talk, the National Committee decided to strike in late September. President Woodrow Wilson appealed for a two-week postponement, but the appeal came a day or two after police had killed three strikers engaged in a work stoppage at the Standard Steel Company of Hammond, Indiana.

The steel strike of 1919 was part of an immense strike wave that included a city-wide walkout in Seattle, a work stoppage by Boston Police, and strikes in the coal and clothing industries—altogether more than four thousand walkouts.

The steel strike, however, was the most important. As it began, it resembled mobilization for a real war. Thousands of men were recruited in Pittsburgh as deputy sheriffs, and three thousand more at McKeesport. Along the Monongahela River, in towns from Pittsburgh to Clairton, twenty-five thousand men were selected, armed, and paid by the steel corporations but called deputies so they could claim official authority. The deputies were to serve two purposes: to prevent workers from leaving their jobs and to protect strikebreakers.

Yet, despite the corporations and government, the response to the strike was impressive. On September 22, Foster reported 275,000 men had walked out. By the end of the week, according to the U.S. Department of labor, 367,000 men and women were on strike in seventy major centers. In the Chicago and Buffalo areas, the stoppage was 100 percent effective. Even in the Pittsburgh area, three-quarters of the mill hands had left their jobs.

Judge Gary's counterattack consisted of a combination of fear and force. Mayor John A. Toomey of Buffalo denounced the strike as an attempt by "bolsheviks" to spread the "red" doctrine among the foreigners. The *Chicago Tribune* reported in its strike story that "Foster's plan of a social revolution is revealed."

Propaganda, however, was mixed with violence, even on the first day of the strike. Near the American Steel & Wire plant in Farrell, Pennsylvania, one striker and one strikebreaker were killed, and two

state troopers injured. At New Castle, seven unionists were shot. All told, twenty-two people would die in the long strike, twenty of them strikers; hundreds were injured, and many hundreds more jailed.

On the fourth day of the stoppage, John Fitzpatrick offered to send the strikers back to work if the company would agree to arbitration—having the issue decided by an impartial third party. Judge Gary scorned the offer; the newspapers played it down as insignificant. Instead they carried fictitious stories of workers returning to work and the morale of strikers sagging. Detective agencies started whispering campaigns pitting one group of foreign workers against another. The Sherman Service, for instance, sent a memo to its agents: "We want you to stir up as much bad feeling as you possibly can between the Serbians and Italians. Spread data among the Serbians that the Italians are going back to work.... Urge them to go back to work, or the Italians will get their jobs."

The first few weeks of the strike were a stalemate, neither side sure of winning. For a while the owners' back-to-work pleas failed, raising Foster's hopes of ultimate victory.

But the longer the strike lasted, the more remote victory became. "The only way to beat the strikers," Foster observed, "is to starve them out." There was nowhere near enough money to feed them. The twenty-four unions in the amalgamation contributed only \$101,000 to the strike fund; other unions, such as the garment workers', men's clothing workers', and furriers', contributed more—\$180,000. The AFL itself gave nothing. All told, the strike committee netted \$418,000 for strike expenses and relief, hardly enough to feed hundreds of thousands of people.

Foster estimated that he needed \$2 million a week for relief, but the best he could do was open forty-five commissariats which distributed food twice a week to those in dire need. The inadequate supply of strike funds was without question the most important factor in the failure of the strike.

As of mid-November, the steel mills around Chicago had recruited enough strikebreakers and former strikers to operate at 50 to 85 percent of normal. Everywhere, the ranks were thinning appreciably. Foster and Fitzpatrick tried one more ploy. They asked the Interchurch Commission, representing forty-two Protestant denominations, to contact Judge Gary and settle the strike on any terms it could. On December 5, three nationally respected clergymen met with Judge Gary at his New York office. Gary was unshakable. In fact he accused the commission itself of harboring "red radicals" in its ranks. Concerning the strike, he told them there was nothing to discuss. The steelworkers were back at work and happy, he said. The few that remained out were "nothing but a group of red radicals whom we don't want anyhow."

That was the last gasp of the 1919 steel strike. As of December 10, there were still 109,300 workers out, according to Foster, but the number continued to dwindle rapidly. On January 8, 1920, after three and a half months, the strike was called off, and in July the National Committee for Organizing Iron and Steel Workers was formally dissolved.

The first national strike of mass production workers had been defeated by a combination of government and management strikebreaking, and by hunger in the strikers' homes.

Government Coordinating Council #1 Assembles in Reno

By Richard Hafner

The Government Coordinating Council #1 held its winter meeting in Reno, Nevada, on January 21 and 22, 1988. Many items of mutual interest were discussed including drug testing. There has been no recommendation made to the D.O.E. that any craft positions be subject to drug testing. At this time, it looks like other non-IBEW positions may be on that list of random testing but it is too early at this time to be specific. It is expected that testing will begin sometime this summer.

Mike Groves, Director of the Division of Operation and Maintenance, a guest of the Council, gave a status report on the productivity review for Transmission Line Maintenance. The recommendations that were made still need some fine tuning. It was indicated that any reductions of staffing would most likely be made through attrition.

U.S. STEEL-POSCO

Jesse Jackson to speak at rally against union busting

Democratic Presidential Candidate Jesse Jackson will lead a labor rally and march to protest union-busting at the U.S. Steel-POSCO steel mill on Saturday, March 19. The rally will begin at 10 a.m. at Los Medanos College, 2700 East Leland Road, Pittsburg, California (Use Loveridge Road exit off Highway 4).

The event is sponsored by the Contra Costa County Central Labor and Building Trades Council. U.S. Steel has joined with a South Korean firm to modernize their Pittsburg Steel works — but with non-union labor. They argue that they will save \$42 million, but an investigation of that claim by organized labor found that they save

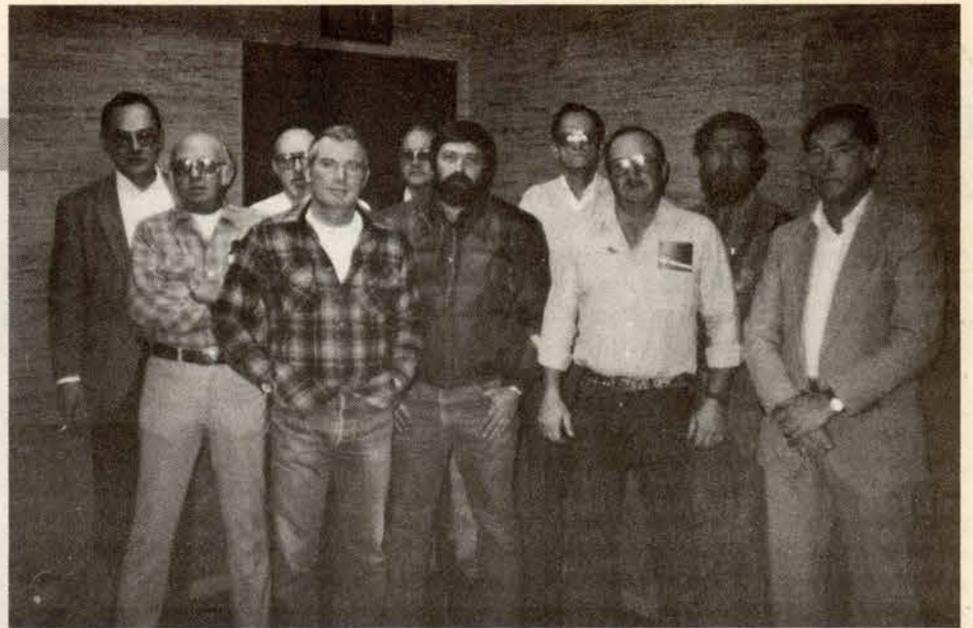
In other GCC#1 news, the impasse arbitration was won by the GCC#1 at the end of 1987. All issues were decided in the Union's favor except that the Union will pay for their participation in joint negotiations of wages in future negotiations. For further details, contact your Business Manager or Business Representative.

Lobbying efforts by the IBEW have finally paid off in our paychecks. The Union has been successful in removing the pay cap for fiscal year 1987 with the passage of Public Law 100-200, signed into law by President Reagan on December 22, 1987. Our thanks, in letters, should be addressed to U.S. Representative Edward Roybal (Dem.-CA.), 300 North Los Angeles Street, Los Angeles, CA, 90012; and Senator Dennis DeConcini, United States Senate, Washington, D.C. 20510.

that money by paying only minimal benefits to the workforce.

Meanwhile, work has already begun on the mill but at the cost of two lives and scores of injuries to the unorganized workers.

Joining Jackson will be Jack Henning, head of the California Labor Federation; Jerry Cremins, head of the Building Trades Councils of California; and Jimmy Herman, president of the International Longshoremen and Warehousemen's Union. The Longshoremen will be staging a 24-hour strike at all West Coast ports to coincide with the rally. U.S. Steel also wants to build a new port facility to be staffed by non-union labor.



The above attended a recent meeting of the Government Coordinating Council held in Reno, Nevada. From left to right are: Buster B. Boatman, Chief of Labor-Management and Employee Relations; Nels J. Krogh, IBEW Local 2159; Richard T. Barrus, International Representative, IBEW Ninth District; Tom Shearer, IBEW Local 2159; Gary Maynard, Assistant Business Manager, IBEW Local 640; Brian H. Pieper, IBEW Local 1959; James L. Simmons, International Representative, Eleventh District, IBEW; Jim Healy, IBEW Local 1759; Randy Rau, Business Manager, IBEW Local 1759; Mike Groves, Director, Division of Operation-Maintenance.

SUPPORT YOUR LOCAL UNION

BUY YOUR IBEW LOCAL UNION 1245 LOGO SHIRTS

Order Form:

Name: _____

Address: _____

Phone Number: _____ Zip: _____

Crew Sweatshirt \$13.00					Hooded Sweatshirt \$17.00					T-Shirt \$7.00 — White Only				
S	M	L	XL	\$14.00 2XL	S	M	L	XL	\$18.00 2XL	S	M	L	XL	\$8.00 2XL

Indicate size and color choice.

Colors:
Lt. Blue — B
White — W

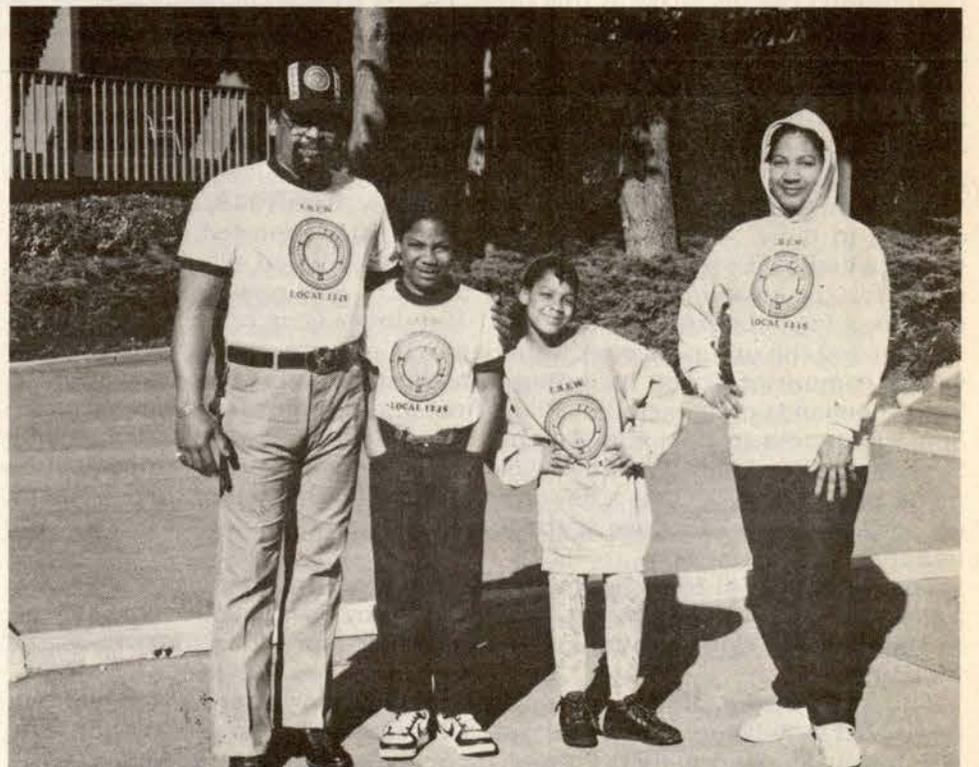
Make Checks Payable to: Ed Caruso

Send Orders To: SHIRTS—Business Representative Ed Caruso
P.O. Box 4790
Walnut Creek, CA 94596

Protest against anti-union contractors



IBEW members were among the 5,000 union building trades workers who joined in a protest on March 7 at the convention of the Associated Builders and Contractors held at San Francisco's George Moscone Center. This organization relies heavily on non-union labor at major construction sites around the country. The San Francisco Bay Area continues to be one of the last strongholds of union construction work in the country. The protest was said to be the largest by rank and file union members in the city in over 40 years. Many of the protestors had taken time off from work on construction sites around the city to participate in the demonstration. Thanks to IBEW Local 1245 Business Representative Joel Ellioff for the photograph and report.



San Francisco Unit 2412 Chairman Rudy Woodford, and his family: son, Maurice; daughter, Monique; and wife, Jackie, model handsome T-shirt and sweatshirts that the Unit is selling to raise funds for Unit activities. To order, please fill out the form, and mail to the Local Union headquarters where Business Representative Ed Caruso will process the orders for the San Francisco Unit.

Wage dispute at USBR

Management at the United States Bureau of Reclamation is taking a hard line on wages, reports IBEW Local 1245 Business Representative Pete Dutton. The Union and the Bureau agreed on December 16, 1987 to abide by the 1987 wage cap of 2 per cent.

On December 22, 1987, President Reagan signed new legislation, Public Law 100-200, which lifted the four year old wage cap on USBR wages.

When the Union became aware of the new legislation, it requested a reopening of negotiations with the Bureau. But the Bureau has so far refused to reopen discussions of wages, Dutton told the *Utility Reporter*.

Dutton said the Union was "exploring all possible avenues" in response to the new situation. Dutton pointed out that management of the Western Area Power Administration, where IBEW

Local 1245 also has members, negotiated on the basis of the new law.

The wage freeze was introduced four years ago, but IBEW members were initially exempt. The Bureau agreed to continue to pay the prevailing wage rate for the highly skilled labor of the IBEW membership. The new law signed by President Reagan followed pressure organized by the IBEW to restore the prevailing wage rate policy.

IBEW Local 1245 represents 160 members at the Bureau. They work on canal maintenance, power plant maintenance and operation, and dam maintenance. Members of the IBEW Local 1245 bargaining committee include: Bill Chambers, Jim Mullenburg, Barry Vandermolen, Richard Pender, Robert Gonzalez, Al Wright, and Pete Dutton.

Deadline April 4

Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

- The grants will be as follows: **\$500 per year**, for up to **two years** for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1988. A copy of your diploma or a letter from your high school stating that you will graduate in 1988 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed below.
- The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, (other than correspondence schools) which are accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
- Applications must be mailed to IBEW, Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be postmarked no later than **April 4, 1988**.
- Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
- Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
- Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

Northern California Catholic Labor Committee Forms

Catholic trade unionists can now join hands in the newly formed Northern California Catholic Labor Committee. The Committee "is intended to serve as a link between the Catholic faith and the daily labors for the union movement."

The Committee is open to all labor union members, officers, staff, labor attorneys, educators, clergy and union sympathizers. The Committee is now starting a membership drive, according to its recent bulletin, *Solidarity*. "If we hope to have our committee be something real and meaningful in this world and the Bay Area, then we must generate some participation and involvement," the bulletin said.

Interested unionists should contact Mike Ayres of the United Food and Commercial Workers for more information. He can be reached at (415) 863-3823. The mailing address for the Committee is Northern California Catholic Labor Committee, P.O. Box 31547, San Francisco, California 94131. The Committee will hold its next meeting on Friday, April 15, 1988, at 8:45 a.m. at the Cathedral Hill Hotel, Van Ness and Geary, in San Francisco. Committee members can assemble for the 8:00 mass at St. Mary's Cathedral, Geary and Gough (chapel behind the main altar) before the meeting. RSVP to Mike Ayres at the above phone number.

May 14, 1988

Save this day for The Day on the Delta Poker Run

Enjoy a day in the sun with fun. Swimming, skiing, fishing, or just riding around on a Saturday.

The Poker Run sign-in is at Brannan Island State Recreation Area boat ramp located on California Highway 160 just South of Rio Vista. Sign in between 7:30 and 10:00 a.m. Travel to the five designated Marinas or locations and pick up your numbered envelope. Return to Brannan Island Recreation Area Day Use Area by 4:00 p.m. and see how well you did on the Poker Run. The top winner is the person with the best poker hand.

The cost of each poker hand is \$2.00 with no limit on the number of hands. You may purchase tickets for the ramp raffle to be held at the Day Use Area at 4:00 p.m. You need not be present to win the best poker hand, just turn in the envelopes. You must be present to win the Ramp Raffle.

A picnic of Hot Dogs and Beans is planned for the afternoon but we ask that you furnish the plates, utensils and drinks.

Have a great day by joining us at this annual event.

APPLICATION FOR THE LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS

Sponsored by Local Union 1245 International Brotherhood of Electrical Workers, AFL-CIO

P.O. Box 4790 Walnut Creek, CA 94596 (415) 933-6060

CANDIDATE INFORMATION

CANDIDATE'S NAME _____ BIRTH DATE _____
 ADDRESS _____ CITY _____
 STATE _____ ZIP _____ PHONE () _____
 HIGH SCHOOL _____ GRADUATION DATE _____
 ADDRESS OF HIGH SCHOOL _____
 WHAT SCHOOL DO YOU EXPECT TO ATTEND? _____
 WHERE IS IT LOCATED? _____
 WHAT TRADE OR CRAFT WILL YOU BE STUDYING? _____
 WHY THIS PARTICULAR SKILL? _____

CANDIDATE'S SIGNATURE _____ DATE _____

STATEMENT OF MEMBER/PARENT

NAME OF MEMBER/PARENT _____
 EMPLOYER _____ LOCATION _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____ is my _____, and that the Candidate will graduate from high school during the term ending _____, 1988.

Signature of Member/Parent _____ Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1988.

Official's Signature and Position

IBEW Local 1245's Dorothy Fortier honored

From PAGE ONE

elected to represent her local's more than 20,000 members at the IBEW International Conventions in 1978, 1982, and 1986. She has served as a delegate on the Marin County, Napa/Solano County, and Sonoma County Central Councils and as a member of the Sonoma County Central Labor Council Executive Board.

Dorothy was born, raised and educated in the Bay Area. She married Veodis Stamps, also a Local 1245 member, in 1980, and has three children: Rhonda, Alfred and Richelle Fortier.

In addition to honoring Fortier, Evans and White, the evening promoted the values of the APRI. These were most eloquently stated by the late Randolph himself: "In concert with their fellow workers, black people can take decisive control of their own destinies; with a union, they can approach their employers as proud and upright equals, not as trembling and bowing slaves. Indeed, a solid union contract is, in a very real sense, another Emancipation Proclamation."

The Contra Costa chapter of the APRI meets every third Tuesday of the month at 7:00 p.m. at the Laborers' Union Hall, 101 South 12th Street in Richmond. For further information, contact APRI Contra Costa President Joe Downs, P.O. Box 1016, El Cerrito, CA 94530.

IBEW clericals say No to PG&E contract offer

From PAGE ONE

The Company's first offer provided only an annual 2.75% lump sum bonus and did not apply the gain to the savings fund plans. But PG&E physical employees received an across-the-board 2.75% wage increase.

Clericals Voice Concerns

In discussions with the *Utility Reporter*, clerical members at PG&E expressed strong feelings about the contract offer and vote. "The Company is trying to divide the physical and clerical workers," Norma Ricker, a fourteen-year employee in Customer Service, said. "The Company says that they want high-quality people, but they are undermining that goal with this approach."

"It's not the amount of money in the offer, but the way it was distributed," Vida Anderson, a 9-year employee in Operating, said.

"I've been defending this Company for twenty-one years," Pat Collins, from Customer Service and a member of the IBEW Local 1245 Advisory Council, said. "At parties, birthdays, everywhere I go people pick on the utility companies and I've always spoken up for PG&E because I felt that I and my fellow workers were highly qualified and worked for a Company that valued our contribution."

"A backward move"

"But now, when PG&E should be moving forward, it is taking a step backward. With the pressure of the market place and the increase in

domestic utility rates, the pressure on Customer Service is greater," Collins said.

"We have to sell the new market-driven approach to the customer and the Company picks this time to tell us we aren't as valuable to them as the physical workforce," Collins said.

"Management is always saying that the Clericals are the backbone of the Company, and that's true," Kathy Schreiber, also of Customer Service, said. "But instead, they robbed Peter to pay Paul. Management and physical got their increase, what about us?"

"It's a direct slap in the face," Roger Dunning, an employee of the Company for over 20 years. "They gave management employees a 9.75% increase and then let us down. This has already affected our morale. The days when PG&E was one big family are gone."

"What about Single Parents?"

A common concern heard from the Clericals was the difficulty of making it through the contract term with no wage increase, especially for those members who are single parents. "Management makes mega-bucks, but we are the ones under stress every day," said Constance Farrell, a twenty-year employee who joined the Union recently because of her growing concern about the decline in working conditions at the Company.

"Single parents face rising food and housing and education costs, but are told that they will continue

to make the same amount of money or less, year after year," Farrell said.

"How can we take this offer home and explain to our children that they can't get that pair of shoes they want so bad?" asked Janice Lee, a four-year employee in Customer Service.

"The Company defended our wages at the hearings of the Public Utility Commission," Paul Noe, a meter reader and union member for fourteen years. "But now they turn around and take it away from us."

Clerical Unity the Key

A major factor in the rejection was the willingness of Clericals to get out and vote on the contract. Though many Union activists had strong feelings about the contract, most of them negative, they emphasized the importance of voting whether or not the member was for or against the contract.

Many workers felt that the Company was trying to take advantage of the fact that most of the Clericals are women who would not organize, express their opinions, and make the same demands on the Company as the physical employees.

"Before this contract offer, many clerical workers just thought the Company gave us all these good wages and benefits," Pat Collins said. "But now I think we are all beginning to realize that without the Union the Company would just as soon give us a bowl of rice and a buck and a half a day."

SEIU to argue for women's pay in court

By Mary King, U.C. Berkeley Labor Center Reporter

"The state of California must defend its pay rates for women workers in Federal court," says Judge Marilyn Hall Patel. Judge Patel found that SEIU Local 1000, which represents state workers, had "presented sufficient evidence" to defend their pay claims on behalf of 100,000 state workers.

SEIU, also known as the California State Employees' Association or CSEA, filed suit against the state in November, 1984. They charged the State, Governor Deukmejian and the State Department of Personnel Administration (DPA) with paying discriminatory wages on the basis of sex.

Pay Equity on the Agenda

Winning the suit will "put pay equity back on the agenda nationwide," Marlene Kim, a CSEA research analyst, said. "Since many regard California's Civil Service as a leader in personnel issues, evidence of ongoing discrimination here should have a major impact elsewhere."

The suit became possible in 1981 when then-Governor Jerry Brown

signed into law a policy mandating (1) that the salaries for state jobs held mostly by women be equal to those of other state jobs involving similar levels of skill, effort, responsibility and comparable working conditions; and (2) that the Department of Personnel Administration report annually on progress toward this goal.

After the DPA's first report indicated that indeed women's jobs were paid significantly less than were other comparable jobs, the Legislature approved spending \$77 million to bring up women's depressed wages.

But the newly-elected Governor, George Deukmejian, vetoed the Legislature's attempt to compensate "women's jobs" more fairly, despite a \$1 billion surplus in the Treasury. In the ensuing negotiations, the Governor implied that any pay equity increases must come out of other people's salaries. At this point the union sued the State for violations of the Federal Civil Rights Act.

SEIU is Optimistic

SEIU's Marlene Kim is optimistic

about the outcome of the suit although one recent court decision went against women workers. In September, 1985, a Federal appellate court headed by Anthony Kennedy, now a Reagan appointee to the U.S. Supreme Court, held that the State of Washington did not violate the law in its lower pay rates for women. That case was argued on behalf of women workers by the American Federation of State, County and Municipal Employees (AFSCME).

But SEIU's Kim argues that unions have learned they must show more than statistical evidence to win their claims. In the SEIU case, Judge Patel stated that "job evaluation studies and comparable worth statistics . . . must be supplemented by independent evidence of discriminatory intent."

SEIU will show the intent of the State to discriminate against women with evidence that the State's original salary structure set up in the 1930's explicitly took into account sex in establishing pay rates, implying that women should and would be paid less than men.

This allegedly discriminatory sal-

ary structure was never overhauled. In fact, State personnel policy requires that it be maintained by mandating the continuance of existing pay rates. The result is that the average salary of women employed by the state in 1986 was 75% of that of men, nearly identical to the 74% of men's wages earned by women in 1938.

Women's Bargaining Power at Stake

SEIU has put together an impressive case to demonstrate that women have been consistently underpaid by the State of California. This effort has cost the union over \$1 million. Marlene Kim predicts that winning the case will give women and their unions greater bargaining power on pay equity issues, and establish a new direction for pay equity.

Most importantly, in Kim's eyes, it confirms the fact that women are paid less than men simply because they are women. This knowledge by itself will give women workers more strength to fight for the higher wages they deserve.