



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Clericals tell PG&E: Equal treatment for all

By Steve Diamond

The IBEW Local 1245 Clerical Bargaining Committee returned to the negotiating table with representatives of the Pacific Gas and Electric Company late last month to report the results of the overwhelming rejection of the unequal wage offer which the Company made to the clerical workforce.

With a near two-to-one rejection vote backing them up, the bargaining team once again voiced the concern of clerical workers that they continue to receive the same wage package offered the physical workforce.

The Company, however, again refused to change its position that the wages of its clerical workers should now be linked to those in other industries where non-union labor predominates. No new meetings between the Company and Union are scheduled.

### Company backed Clericals at PUC

This Company viewpoint differs significantly from the position its representatives outlined to the Public Utilities Commission in 1987 when clerical wage rates were attacked by the Public Staff Division of the PUC.

At that time, the Company defended its union wage rates for clericals as necessary to maintaining the Company's high quality of service. After months of consideration, the PUC upheld the wage rates at PG&E as fair and granted PG&E the rate increase it had requested.

Fearful that their bargaining position is undermining morale among clerical workers, the Company is now meeting with clerical workers throughout the system to try and justify their unequal wage offer. The Company told the Union that these meetings were necessary because they did not feel that clerical workers

"understood" the issues under negotiation.

The Union issued a bulletin to all its clerical workers which stated that the overwhelming contract rejection indicated that the clerical workforce understood everything there was to understand about the contract. "The Union is in no way a party to these meetings," the Local Union bulletin said.

"The Negotiating Committee feels that based on two rejections, the members clearly understand the issues, and at this point are not willing to accept a lump-sum wage payment," the bulletin continued.

"If any member feels that pressure is being placed upon them to accede to the Company's offer, please call your business representative or the Local Union office," the bulletin said.

### Members Boycott Company Sessions

Reports to IBEW Local 1245 headquarters indicate that the Company-sponsored sessions provoked anger from many clerical members. In several locations throughout the system, clerical workers boycotted the meetings. In other sessions, clerical members bombarded Company representatives with questions and arguments about the unequal contract offer.

The Union, meanwhile, announced its own plans in support of the Clerical workforce. A series of Clerical conferences for all Clerical shop stewards and activists is scheduled for early June. The exact time and location of these meetings will be announced shortly. These meetings will give representatives of the Clerical workforce from all over the system an opportunity to meet and discuss the bargaining process.

While the standoff at the bargaining table continued, new evidence emerged which undermines the Company's arguments for unequal treatment of its workforce. A survey of the most profitable corporations in Northern California by the *San Francisco Chronicle* put PG&E near the top. With \$688.5 million in profits in 1987, PG&E was third behind the supergiant Chevron and the Pacific Telesis Group.

### PG&E Dividend Highest in Northern California

Although third in profits, PG&E offered its shareholders the highest dividend of any Northern California corporation. "At 12 percent," the *Chronicle* said, "Pacific Gas and

Electric Co. offers far and away the highest dividend yield of Bay Area companies."

In fact, the 12 percent dividend was almost twice as high as that of the next company on the list, Pacific Telesis. On average the other nine companies in the top ten, including Chevron and Trans-America, paid stockholder dividends of only 5.44%.

In addition to its high profit rates, new evidence emerged recently which indicates that the market-driven arguments made by the company as a basis for its proposed unequal treatment of clericals do not

SEE Back Page

## Clericals: Backbone of the Company



See Page five for special supplement on PG&E Clericals.

## The Union Tree

Jerry Beranek, a twenty year top tree man for Davey Tree and premier big redwood climber, is shown here "topping" an "outlaw" redwood, just east of Fort Bragg. Beranek will be a guest speaker at the upcoming June Tree conference sponsored by IBEW Local 1245. Turn to Page Four for a Special Report on the Local's organizing campaign at Arbor Tree surgery and for details about the Tree Conference.



## Union meets with Duke Power on Rancho Seco

If the East Coast-based Duke Power Company moves in to take over the Rancho Seco Nuclear Facility now owned by the Sacramento Municipal Utility District, a smooth transition for current Local 1245 members has been promised by a representative of Duke Power.

Duke's Vice President for Human Resources, James R. Bavis, told IBEW Senior Assistant Business Manager Darrel Mitchell and Business Representative Gary Mai in an

April 6 meeting, that he expected "no cutbacks" in the current workforce if Duke were to run the power plant.

It will be up to California voters to keep the plant open. They will have their choice of ballot measures in the June elections. One measure would keep the plant open for an 18-month trial run. Duke recently donated \$100,000 in support of this measure.

A rival proposal would shut the nuclear power plant down.



## 1988 Day on the Delta Poker Run



What is a poker run you might well ask? It is similar to an auto rally. The contestants travel from marina to marina to pick up a numbered envelope. After returning the envelope, cards are drawn and compared. The persons with the highest valued poker hand wins a prize.

The annual "Day On The Delta Poker Run", presented by Antioch Unit 2317, will be held this year on Saturday, May 14, 1988. The starting location is Brannan Island State Recreation Area, 3 miles south of Rio Vista on State Route 160.

This year the poker run will include five stops: Tower Park, Herman and Helen's, Moore's River Boat, Spindrift Marina and Frank's Fishing Resort. The return location will be The Brannan Island Day Use Facility. All players must be back by 4:00 pm on May 14, 1988. The cost of the poker hands are \$2.00 each and may be purchased at the recreation area boat ramp. Be sure to ask about the ramp raffle and its prizes.

There are two prize categories for the Poker Hands, children under 16 and adults. The winners of the Poker Hands will be notified after the event and need not be present for the comparing of hands. The ramp raffle will be held at the end of the day's activity, but you must be present for that drawing. There will be hot dogs and beans for you to eat. You must bring the fixings.

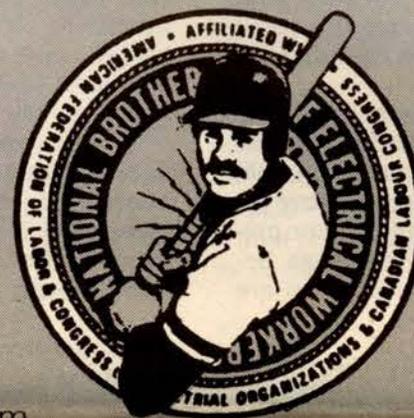
The day can be enjoyed by everyone. Some of the activities are swimming, sight seeing, fishing, picnicking, sun bathing, racing, side betting, and skiing. You do not need a boat to participate because all the locations can be reached by auto.

Anyone wishing to enjoy the tales of the day's events and would like to be a part of the excitement, please contact the Chairman, Bob Martin, after 6 pm at (415) 754-5267 or the Local Union Hall at (415) 933-6060.

**Come out and enjoy the day!**



## ELEVENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT



### 3 Divisions

Open

35 or Older Team

Women's or Mixed Team

Family Members Eligible

**Saturday and Sunday,  
May 21 & May 22, 1988  
Willow Pass Park  
Concord, California**

Individual Trophies for the 1st Place Teams

Team Trophies for 2nd & 3rd Place in All Divisions

Winner of Open Division to Advance to State Championship

USSSA UMPIRES PROVIDED

### TEAM ENTRY FORM

**IBEW LOCAL 1245 SLOW PITCH SOFTBALL TOURNAMENT**  
(please type or print)

Team Name: \_\_\_\_\_

1987 Team Name: \_\_\_\_\_

Manager's Name: \_\_\_\_\_

Manager's Address: \_\_\_\_\_

Managers Phone: Area Code (     ) \_\_\_\_\_

**Please include full team roster.**

Divisions:  OPEN  35+ or older\*  WOMEN'S OR MIXED

\*35 - Older can include 2 members younger than 35 years of age.

Please submit this completed entry by May 6, 1988, along with \$150.00 team entry fee to IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596, ATTN: Ed Caruso or Joe Valentino, Softball coordinators. For more information, call Ed or Joe at (415) 933-6060. Make checks payable to: Ron Fitzsimmons.

## Utility Reporter

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& Executive Editor

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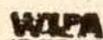
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Thanks to the following for their help with this issue: Leslie Chase, Pat Collins, Steve Diamond, Kua Patten, and Sharon Redmen.



# APPOINTMENTS

## PACIFIC GAS AND ELECTRIC COMPANY

### Payment Processing Committee

Jose Mari Jacinto

### Review Committee

Art Murray

## CP NATIONAL CORPORATION

### CP National Benefits Negotiating Committee

Dora Carone  
Dewey Carter  
Mark Walters

## OUTSIDE LINE CONSTRUCTION

### Outside Line Safety Committee

William Catalfo

## TCI CABLEVISION OF CALIFORNIA, INC.

### Negotiating Committee

Scott Bent

## CONFERENCES & CONVENTIONS

### California State Association of Electrical Workers

Jack McNally  
Howard Stiefer  
Ron Fitzsimmons  
Curt Peterson  
Tom Heyl  
Bill Branson

### Annual Boy Scouts of America Eagle Scout Banquet

Robert Stark

## CONFERENCES AND CONVENTIONS

### 1988 IBEW Regional Utility Conference

Jack McNally  
Howard Stiefer  
Ron Blakemore  
Barbara Symons  
Ron Field  
Mike Davis  
Jim McCauley  
Kathy Tindall  
Lyman Morrison  
Manny Mederos  
Roger Stalcup  
Gary Mai  
Gene Wallace  
Ron Van Dyke

## Unit Meeting changes:

### Citizens Utilities Company

|                  |                               |                 |
|------------------|-------------------------------|-----------------|
| #4012 Susanville | April 18<br>May 16<br>June 13 | Time: 5:30 p.m. |
| # 4013 Alturas   | April 19<br>May 17<br>June 14 | Time: 5:00 p.m. |

# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## Labor Faces the New Global Economy

### Part One

It only took seventy-two hours in the middle of October of last year to bring home to Americans once again that we live in a global economy. Overnight, we now must realize, events in London or Tokyo or Hong Kong can dramatically alter our lives. Like a giant game of dominoes the stock markets around the world, after building up for months, fell sharply downward in only a matter of a few days. Billions of dollars and yen and marks were wiped off the market. The economists are still debating whether or not a severe recession will follow that October crash.

But whether or not we avoid that catastrophe, millions of workers are already victims of the global economy. Behind the headlines are the everyday problems of those who must work in the new industrial sweatshops found in Mexico, Taiwan, Poland or Brazil. Here at home we find the victims left behind as hundreds of thousands of jobs are moved around the globe to avoid the decent wages, reasonable hours and healthy working conditions which the American trade union movement worked long and hard to establish. These companies no longer need fear OSHA, the National Labor Relations Board or the Environmental Protection Agency.

#### Who's really responsible?

With all the tears being shed in the political world about the trade gap between our country and nations like Japan or West Germany, it pays to take a closer look at the source of that trade gap. Is it the "unfair" imports from those other nations? Partly. Those countries pay *incredibly low wages* and demand that their workforce labor long hours without effective union representation.

But what happens when American companies move overseas? Do they bring with them decent wage rates and working conditions? Do they establish fair procedures for organizing democratic and independent unions? Hardly.

Instead, they take advantage of the cheap labor conditions available overseas. They are not there to establish new markets but only to exploit foreign workers so that their products can be made at lower cost, then exported back to the United States and sold at the same old high price of the once union-made American product. The end result is a much higher profit rate and, of course, happy shareholders and investors. Naturally, these companies need less electrical power for their reduced American operations. Our members are hurt directly by these runaway shops.

#### Sweatshops there, unemployment here

Meanwhile, the foreign workers see the product of their labor only on the loading dock as it is boxed and shipped to the United States. And, here in America, the former workers of these global companies are often forced to look around for minimum wage jobs in new cities or face months and sometimes years in the unemployment lines. These layoffs often lead to broken families, lost homes and suicides.

Some basic figures compiled by Robert Reich, an economist at Harvard University, give us a better picture of this development. He notes that about half of all the exports of American multinationals come from their overseas factories. This is up from only one third twenty years ago. Of the four largest exporters in Taiwan, one is RCA and the other is AT&T. Who do you think is the largest exporter of computers from Japan? It's IBM, with 18,000 Japanese employees and annual sales there of \$6 billion!

What about the auto industry, where the Big Three automakers have made a virtue out of joint labor-management cooperation to protect American jobs? Well, it appears that Ford, Chrysler and General Motors could not survive without the cheap auto parts made overseas by non-union labor. A report by the International Trade Commission found that in a four year period from 1982 to 1986 these companies more than doubled the value of the parts they import from overseas to their assembly plants here, from \$2.7 billion to \$5.6 billion. This is more than 6% of our total trade deficit, Reich says. So much for smashing Toyotas with baseball bats.

Next month: Part Two, International Labor Cooperation

In Unity,

Jack McNally

# The Union Tree

Submitted by Jim Travis, Organizing Representative, IBEW Local Union 1245

Howdy, Tree Men! Travis here again for April news. Springtime is here already—birds are singing, flowers and trees are blooming, and all is right with the world. Unless, maybe, you work for Arbor Tree Surgery. Yes, the "bull" is already flyin' and Rick Alvarez is flingin' it good.

You see, he is telling his employees that "accidents and operating costs" are so high that he is losing "big money" daily and must cut everybody's wages! Yes, he's crying poor mouth, and even saying that while he is cutting foremen and climbers' wages 50¢ to a dollar or more, he is cutting his own wages \$4.00 an hour. I suppose any minute he'll be putting his airplane or yacht or mansion on the auction block, right?!... what a crock!

Listen, for any of you Arbor guys who can't see through this move—

It is because Rick Alvarez is so scared of having a fair-pay union operation that he wants you to believe he just can't possibly afford higher wages.

Well, it's pretty funny that a money-losing operation is able to expand approximately 25% for each of the last four years. Yeah, real funny, except that the men who do the work—whose hands and backs and skills trim the trees—don't get their fair share for making Rick Alvarez rich. Actually, it's pretty dang sad for Regular Joe Tree Trimmer and his family.

There are two things I have to say about this situation.

First, to Arbor Tree employees: Please join us 1,100 strong Northern California Union Tree Trimmers. We really want you in our Union so we can keep our wages and benefits, and go up from here.

Second, to Rick Alvarez: Sir, please realize we do not want to hurt your operation or your profits. We just want Tree Men treated fairly for this difficult and dangerous work.

Well, on to less depressing matters. Again, I want to remind everyone of our upcoming Tree Conferences. As you may recall, we have one scheduled Saturday, April 9, 10 a.m. to 4 p.m., at the Holiday Inn, 685 Manzanita Court, Chico.

Also Saturday, April 30, we have

a conference scheduled 9 a.m. to 3 p.m. at the Holiday Inn, 611 Ocean Street, Santa Cruz. We will also be scheduling a Tree Conference in May for the Fresno area trimmers, and I'm really looking forward to seeing you guys from down south.

Remember fellas, the main purpose of these conferences is to organize a "network of leadership" to strengthen our Union for the pursuit of our goals. We must be organized to accomplish anything.

Now, I know I've been harping on everyone for a good attendance, but think about it, guys—our Union is listening to us and trying to provide us better representation. But if each of us doesn't do his part, then that effort will be meaningless.

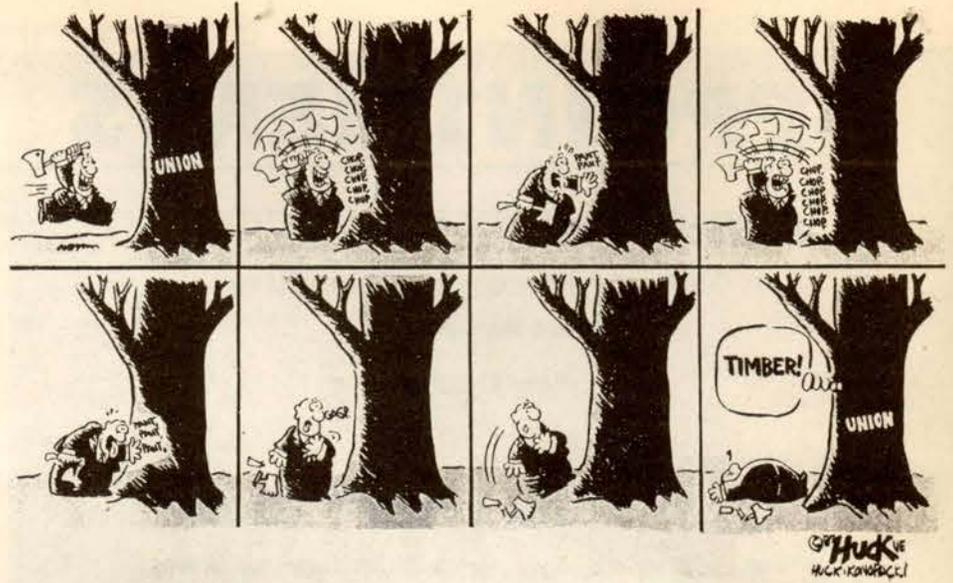
Maybe I'm being "paranoid" and the turnout will be overwhelming—but many times people feel like, "Oh, the other guys will show up and they don't really need me." But the problem is if we all depended on the "other guys," nothing positive would ever get done.

Well, gosh, I guess I'm rambling on here—but let me just share a thought that applies equally to "half-hearted" Union members and citizens who gripe but then don't vote: "Show up or shut up"... (PLEASE!)

Yahoo! It's on. The Big June Tree Conference that is. This will be a two-day event, June 18 and 19 at the Woodlake Inn, Sacramento, and it will be a winner! We'll have numerous speakers of interest and some special features, such as a slide presentation by Jerry Beranek, 20-year top tree man and premier big redwood climber. Believe me, guys, I've seen Jerry's pictures, and any tree man would love this stuff—it'll be great!

Anyhow, look for details in **The Union Tree** and the **Utility Reporter**. Remember, we have a limited number of rooms set aside for this event—so put in your requests for invitations to your Business Representative early.

Well, I'm outta here—"May all your trims be primo, all your climbs be safe, and all your hard work be satisfying, because you are a professional, and just like to do it right."



## Tree Conference

Attention all tree men! I.B.E.W. Local Union 1245 is proud to announce the scheduling, this June, of the Utility Line Clearance Tree Trimmer's Conference. This event will be held in Sacramento at the Woodlake Resort and Convention Hotel, Saturday and Sunday, June 18 and 19.

The focus of this meeting will be to further organize the tree men of our local and to establish a network of leadership for the pursuit of union goals. The importance of this organization is underscored by the recent awards of line clearance contracts to non-union, low-paying tree outfits.

Many speakers of interest are scheduled for this conference, in-

cluding Jim Travis, currently involved in an organizing campaign aimed at Arbor Tree Surgery, the largest of the scab companies.

Chief among guest speakers will be Jerry Beranek, twenty-year top tree man and premier big redwood climber.

Jerry will feature a slide presentation from his extensive collection of tree work photographs.

Also featured will be a display of tree work equipment by Don Blair of Sierra Moreno Mercantile Company.

Interest in this conference is already high, so reservations for the limited rooms available must be made by May 15, 1988. Contact your local Business Representative or Jim Travis direct at (916) 222-8733.

## IBEW Shop Stewards assemble in Chico

Shop Stewards representing IBEW Local 1245 members in and around the Chico area assembled recently for a training session. Among the guest speakers was Betty Szudy, of the Labor Occupational Health Program at U.S. Berkeley, who discussed AIDS in the workplace. She was followed by Cindy Coughlin, a workers' compensation attorney and George Lovett, a Blue Cross representative. Lovett is retiring this month and will be missed by many in Local 1245.

The Shop Stewards included: Robert Castillo, Jacquie Lolmaugh, Arlene Filter, John Kepus, Bruce Ollar, Luis J. Sabala, JoAnn Vil-

alvos, Rod Trunnell, Fred H. Pederesen, Monte Nelson, Joseph P. Belle, Jerry Covert, Bill Wade, Mark Vroman, Bill Cowden, Skip Harris, William Tomlinson, Stan Justis, Ken Brown, Harvey Iness, Sharon Delgado, John Eide, Norman Adamson, Al Harte, Jack C. Hall, Al Knudsen, John A. Beck, Janet Pulcifer, Patricia Thomas, Madell Landrum, Blinar Gonzales, Marianne Kostick, Thomas C. Connellon, Michael A. Graggs.

IBEW Local 1245 Business Representatives present included: Rich Hafner, Gene Wallace, Scott Thomas, and Ed Fortier.



# Clericals at PG&E: Backbone of the Company

*"I've been defending this Company for twenty-one years. 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. 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. 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 as the physical workforce. Before this contract offer, many clerical workers just thought the Company gave us all these good wages and benefits. 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."*

Pat Collins — 21 years with Customer Service, now a Business Representative for IBEW Local 1245.

*"The level of participation and the strength of the rejection demonstrates that there is a deep concern about equal treatment among the clerical workforce. Our members do understand the problems that the Company says they face, but they are not willing to go backwards to solve those problems."*

Jack McNally, Business Manager — IBEW Local 1245



**Lesley Green, Meter Reader**  
 9 years, Concord



**Ester Kin**  
 Utility Clerk, 12  
 years, San  
 Francisco



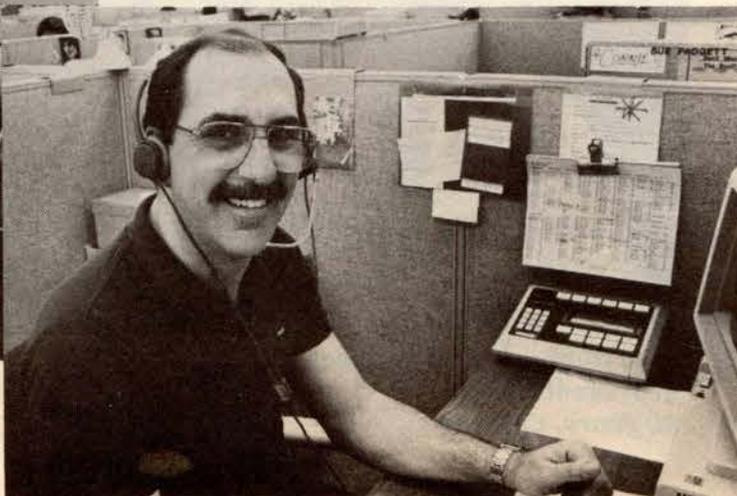
**Florence Ontiveros,**  
 Senior Accounting Clerk I  
 19 years, San Francisco General Office



**Lori Mijs, Utility Clerk**  
 10 years, Walnut Creek.



**Douglas Thorne, Machine Operator**  
 5 years, San Francisco General Office



**Larry Honegger,**  
 Customer Service  
 Representative,  
 15 years, Concord

***"The Company defended our wages at the hearings of the Public Utility Commission. But now they turn around and take it away from us."***

"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 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."



**Janice Lee, Clerk Typist**  
4 years, Concord

**"In a time when Com coming recognized as for raising women's s are commensurate w lities they assume, w going to take in this i would hope it would i in seeing that women justly, rather than ac follower. Your clerico are superior people o PG&E should value a are worth what they o is justified."**



**Andrea Ayris, Utility Clerk Typist**  
4 years, Concord

**"Management makes mega-bucks, but we are the ones under stress every day. 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."**



**Billy Dulay, Machine Operator, Payment Processing,**  
10 years, San Francisco



**Joslyn Dodson, Senior Accounting Clerk II, 25 years,**  
San Francisco General Office.

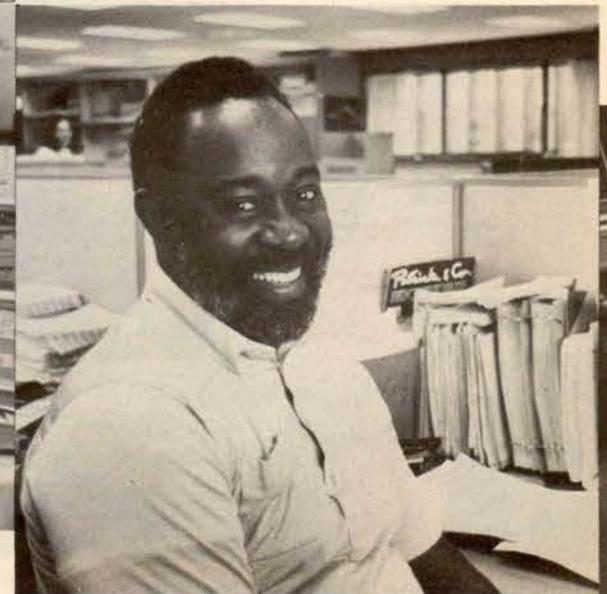


**Domini Agtural, C-Clerk**  
13 years, San Francisco

**"The Company says they want high-quality people, but they are undermining that goal with this approach."**



**Enid Bidou, Senior Service Representative II**  
30 years, Concord



**Ed Miles, Senior Accounting Clerk-II**  
25 years, S.F., Local 1245 Trustee

comparable Worth is be-  
 an important tool  
 salaries so that they  
 with the responsibi-  
 that role is PG&E  
 important issue? I  
 be one of leadership  
 's jobs are valued  
 cepting the role of  
 ll/office employees  
 nd do work which  
 accordingly. They  
 re paid and a raise



**Judy Santiago**  
 Meter Reader, 14 years, Antioch

**Denise Odeh**  
 9 years, Antioch

*"The contract rejection shows that the clerical workforce is adamant that they be treated the same as the rest of the workforce. 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."*

**Dear Mr. Clarke,**  
 As an employee with over thirty years of service, I am appalled and outraged at what you are trying to do with regard to the clerical workers. You and everyone else got a wage increase and we intend to get ours, too. Second-class employees we are not and you had best recognize that now.



**Dolores Goltra**  
 Operating Clerk  
 34 years, Concord



**Kathy Kunstal**  
 D-Clerk  
 10 years, Antioch



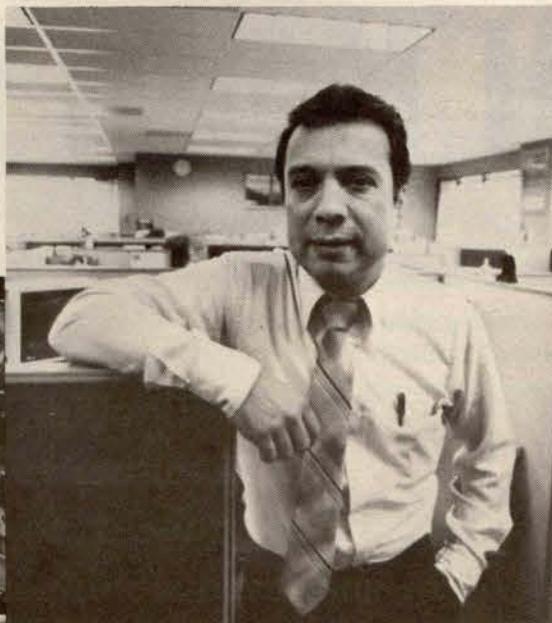
**Carrie Matthews**  
 Senior Accounting Clerk II  
 21 years, San Francisco Office



**Sherry Rodgers, Utility Clerk**  
 5 years, Pittsburgh

**Dear Mr. Clarke,**  
 It is with deep regret that I am prompted to write this letter.  
 I joined the PG&E family nearly 21 years ago. I have filled a variety of clerical positions over the years and experienced many changes and challenges. Probably the most traumatic to date being several years of dealing with the public when soaring price increases in utility costs began to bring about hundreds of irate customer calls daily . . . .We took the brunt of their frustration . . . .To be told we are overpaid as clerical workers especially in view of wage increases already granted throughout the company, not only seems absurd but blatantly discriminatory. It deeply saddens me and my co-workers that our company leaders hold us in such low esteem . . . .

**"Why do I have to work for 34 years to get a 30 year pension?"**



**George Kirsch, Senior Accounting Clerk - II, 25 years, S.F.G.O.**



**Patricia Barry, Accounting Clerk - I, 24 years, S.F.G.O.**

Edited by Steve Diamond  
 Designed by Michela Terrazino  
 Photographs by Kua Patten  
 Special Thanks to Gwen Wynn and Pat Collins



# Equal Treatment



**We've Earned It  
We'll Keep It**

**Clerical/Physical at PG&E**

**IBEW Local 1245  
AFL/CIO/CLC**

# FINANCIAL STATEMENT

March 1, 1988

To the Officers and Members of the  
International Brotherhood of Electrical  
Workers, Local No. 1245  
Walnut Creek, California

We have examined the statements of cash receipts and disbursements of your Local Union for the year ended December 31, 1987 and the related statement of assets, liabilities and equity at December 31, 1987. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements are on a cash basis. The basis of its statement of assets, liabilities and equity is described in the note thereto.

The savings account and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1987, the entire amount in the fund was a liability to present and former employees and the Local had no equity in the fund.

In our opinion, the above-mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1987 and the equity of Local No. 1245 at December 31, 1987 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

DALMAS & LU  
Certified Public Accountants

## EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY December 31, 1987

### ASSETS

|   |               |                       |
|---|---------------|-----------------------|
| Cash Accounts and Stock Fund at cost:                     |               |                       |
| General Fund:   |               |                       |
| Wells Fargo Bank &<br>Bank of America - checking accounts | \$ 127,174.60 |                       |
| Wells Fargo Bank - market rate account                    | 49,136.81     |                       |
| Wells Fargo Bank - savings account                        | 437,545.10    |                       |
| Certificates of deposits                                  | 2,567,535.34  |                       |
| Cash funds  | 5,200.00      |                       |
| <b>Total General Fund</b>                                 |               | <b>\$3,186,591.85</b> |
| Savings Accounts and Stock Fund at cost -                 |               |                       |
| Supplemental Retirement-Severance Fund                    |               | 77,110.28             |
| Checking Account - Political Donation Fund                |               | 6,567.02              |
| <b>Total cash and Stock Fund at cost</b>                  |               | <b>3,270,269.15</b>   |
| 200 shares PG&E common stock - at cost                    |               | 3,388.17              |
| Air Transportation deposit                                |               | 425.00                |
| Loans receivable from Energy Workers Center, Inc.         |               | 256,569.67            |
| Fixed assets:   |               |                       |
| Automobiles (44) at cost                                  | 518,132.20    |                       |
| Less: allowance for depreciation                          | 328,988.98    | 189,143.22            |
| Furniture and office equipment - at cost                  | 385,634.17    |                       |
| Less: allowance for depreciation                          | 272,443.45    | 113,190.72            |
| <b>Total assets</b>                                       |               | <b>\$3,832,985.93</b> |

### LIABILITIES AND EQUITY

|   |               |                       |
|---|---------------|-----------------------|
| Liabilities:  |               |                       |
| IBEW per capita portion of December receipts to forward | \$ 152,299.12 |                       |
| For supplemental Retirement-Severance                   | 77,110.28     | \$ 229,409.40         |
| Equity:   |               |                       |
| General Fund  | 3,597,009.51  |                       |
| Political Donation Fund                                 | 6,567.02      | 3,603,576.53          |
| <b>Total liabilities and equity</b>                     |               | <b>\$3,832,985.93</b> |

NOTE: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid and prepaid operating expenses are not included in this statement.

## EXHIBIT B SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

|  |                     |                     |
|--|---------------------|---------------------|
| Balance, December 31, 1986             |                     | \$ 76,280.02        |
| Receipts:                              |                     |                     |
| Dividends                              |                     | 2,413.47            |
| Interest                               |                     | 3,366.80            |
| <b>Total receipts and balance</b>      |                     | <b>82,060.29</b>    |
| Disbursements:                         |                     |                     |
| Direct payment made to former employee |                     | 4,950.01            |
| <b>Balance, December 31, 1987</b>      |                     | <b>\$ 77,110.28</b> |
| Details of Balance:                    |                     |                     |
| Five American Savings & Loan Accounts  | \$ 61,648.74        |                     |
| One Dodge & Cox Fund Account - at cost | 15,461.54           |                     |
| <b>Total as above</b>                  | <b>\$ 77,110.28</b> |                     |

## EXHIBIT C POLITICAL DONATION FUND

|  |           |                    |
|--|-----------|--------------------|
| Cash balance, December 31, 1986  |           | \$ 4,613.02        |
| Receipts:  |           |                    |
| <b>Total receipts and balance</b>  |           | <b>21,830.00</b>   |
| <b>Total receipts and balance</b>  |           | <b>26,443.02</b>   |
| Disbursements:   |           |                    |
| The Future, Dinner   | 300.00    |                    |
| Central Labor Council COPE   | 500.00    |                    |
| Labor Leader Committee - 8th Annual Dinner                               | 350.00    |                    |
| Committee to Elect Bob Glaze   | 250.00    |                    |
| Committee to Elect Cassie Lopez  | 250.00    |                    |
| Unionist of the Year   | 450.00    |                    |
| Committee for James O'Bryon  | 125.00    |                    |
| Floyd Campaign Committee   | 200.00    |                    |
| Garamendi Committee  | 150.00    |                    |
| Other  | 1.00      |                    |
| Recall Committee for Nick Degroot  | 500.00    |                    |
| Bradley for Mayor  | 1,000.00  |                    |
| Roberti Senate Committee   | 3,500.00  |                    |
| San Mateo Central Labor Council  | 100.00    |                    |
| Five Counties CLC-Russell Shelton  | 200.00    |                    |
| Contra Costa COPE Dinner   | 600.00    |                    |
| Santa Clara Co. Dinner Honoring Al Gruhn                                 | 200.00    |                    |
| Central Labor Co.-Honoree of the Year                                    | 250.00    |                    |
| San Joaquin Calaveras-Golf Tournament                                    | 200.00    |                    |
| Sacramento Central Labor Co.-Honor Labor Dinner                          | 500.00    |                    |
| C.C.C. Demo Central Committee  | 250.00    |                    |
| Coalition to Restore Safety at Work                                      | 10,000.00 |                    |
| <b>Total disbursements</b>   |           | <b>19,876.00</b>   |
| <b>Cash balance, December 31, 1987-<br/>Wells Fargo checking account</b> |           | <b>\$ 6,567.02</b> |

## EXHIBIT D GENERAL FUND

|  |              |                |
|--|--------------|----------------|
| Cash balance, beginning December 31, 1986      |              | \$2,501,569.09 |
| Receipts:                                      |              |                |
| Local Union portion of receipts:               |              |                |
| "A" members' dues                              | \$ 84,979.96 |                |
| "BA" members' dues                             | 5,681,583.26 |                |
| Initiation fees                                | 11,249.74    |                |
| Reinstatement fees                             | 758.00       |                |
| Agency fees                                    | 38,547.39    |                |
| Working dues - Outside Line                    | 747,609.23   |                |
| Difference in fees                             | (90.20)      |                |
| Retirement Club dues                           | 6,970.00     |                |
| Difference in dues                             | 4,721.95     | 6,576,329.33   |
| Reimbursements to General Fund:                |              |                |
| Interest                                       | 196,435.75   |                |
| Dividends                                      | 384.00       |                |
| Refunds and reimbursements:                    |              |                |
| Loan payments - Energy Workers Center:         |              |                |
| Interest                                       | 18,639.62    |                |
| Principal                                      | 25,564.54    |                |
| Sale of used autos                             | 30,975.00    |                |
| Various other expenses                         | 16,820.94    |                |
| Sale of baseball caps, pins and other          | 6,111.50     |                |
| Refund of insurance premiums due to experience | 172,484.37   |                |
| Worker's Compensation dividend                 | 157,367.52   | 624,783.24     |

# FINANCIAL STATEMENT — CONTINUED

|   |              |                       |
|---|--------------|-----------------------|
| International portion of receipts:  |              |                       |
| "A" members' per capita   | 253,359.10   |                       |
| "BA" members' per capita  | 1,411,384.48 |                       |
| Initiation fees   | 11,249.74    |                       |
| D.B.A.F. fees   | 170.00       |                       |
| Reinstatement fees  | 1,788.00     |                       |
| Agency fees   | 10,927.00    |                       |
| Difference in fees  | 118.20       |                       |
| Difference in per capita  | 472.40       | 1,689,468.92          |
| <b>Total receipts</b>   |              | <b>8,890,581.49</b>   |
| <b>Total balance and receipts</b>   |              | <b>11,392,150.58</b>  |
| Disbursements, per Page 12 of Schedule of Disbursements                                 |              | 8,205,558.73          |
| Cash balance, December 31, 1987, Details in Statement of Assets, Liabilities and Equity |              | <u>\$3,186,591.85</u> |

## GENERAL FUND

|  |                |                     |
|--|----------------|---------------------|
| Affiliation fees:                                  |                |                     |
| International Brotherhood of Electrical Workers    | \$1,699,303.65 |                     |
| San Francisco C.L.C.                               | 4,320.00       |                     |
| Santa Clara C.L.C.                                 | 5,460.00       |                     |
| Alameda C.L.C.                                     | 7,680.00       |                     |
| Northern Nevada C.L.C.                             | 1,650.00       |                     |
| Nevada State AFL-CIO                               | 3,360.00       |                     |
| Nevada State Electrical Association                | 420.00         |                     |
| Sacramento C.L.C.                                  | 8,475.00       |                     |
| Contra Costa C.L.C.                                | 5,400.00       |                     |
| California Federation of Labor                     | 57,075.00      |                     |
| California State Association of Electrical Workers | 8,225.00       |                     |
| Marin County C.L.C.                                | 819.00         |                     |
| San Joaquin and Calaveras C.L.C.                   | 2,310.00       |                     |
| Butte-Glenn C.L.C.                                 | 780.00         |                     |
| Napa-Solano C.L.C.                                 | 1,604.95       |                     |
| Kern-Inyo-Mono C.L.C.                              | 1,350.00       |                     |
| Fresno-Madera C.L.C.                               | 3,000.00       |                     |
| Sonoma, Mendocino, Lake C.L.C.                     | 1,932.00       |                     |
| Merced-Mariposa C.L.C.                             | 1,125.00       |                     |
| Stanislaus-Tuolumne C.L.C.                         | 1,136.00       |                     |
| Marysville C.L.C.                                  | 240.00         |                     |
| Humboldt-Del Norte C.L.C.                          | 603.00         |                     |
| Five Counties C.L.C.                               | 852.00         |                     |
| Monterey County C.L.C.                             | 576.00         |                     |
| Government Coordinating Council                    | 600.00         |                     |
| San Mateo C.L.C.                                   | 2,100.00       |                     |
| Boise, Idaho AFL-CIO                               | 109.20         |                     |
| Coalition California Utility Workers               | 3,600.00       |                     |
| Joint Executive Conference-S.C. Electrical Workers | 60.00          |                     |
| Joint Executive Conference-N.C. Electrical Workers | 100.00         |                     |
| Forum - C.C. Napa Solano                           | 20.00          |                     |
| Congress of California Seniors                     | 20.00          |                     |
| 9th District                                       | 120.00         |                     |
| California Labor Fed. - Retiree Dues               | 12.00          |                     |
| Forum-Alameda Retired Members                      | 5.00           |                     |
|  |                | <u>1,824,442.80</u> |

|                      |              |                     |
|----------------------|--------------|---------------------|
| Staff expenses:      |              |                     |
| Salaries             | 2,236,866.36 |                     |
| Expenses             | 188,558.54   |                     |
| Automobile expenses  | 93,834.09    |                     |
| Automobile purchases | 135,168.88   |                     |
| Relief Staff         | 297.48       |                     |
|                      |              | <u>2,654,725.35</u> |

|                                |           |                  |
|--------------------------------|-----------|------------------|
| Research and Education:        |           |                  |
| Public relations               | \$ 759.63 |                  |
| Subscriptions and publications | 18,299.09 |                  |
| Legislative and education      | 210.31    |                  |
| Scholarship fund               | 2,500.00  |                  |
| Research and education         | 3,814.36  |                  |
|                                |           | <u>25,583.39</u> |

|                                |            |                   |
|--------------------------------|------------|-------------------|
| Office salaries:               |            |                   |
| Administration office salaries | 235,641.27 |                   |
| Bargaining unit salaries       | 335,193.79 |                   |
|                                |            | <u>570,835.06</u> |

|                           |            |  |
|---------------------------|------------|--|
| Office expenses:          |            |  |
| Rent                      | 119,414.06 |  |
| Telephone                 | 148,343.96 |  |
| Postage and meter expense | 52,914.97  |  |
| Print room/printing       | 59,415.65  |  |
| Wang word processor       | 16,341.60  |  |
| Supplies                  | 31,424.50  |  |
| Equipment maintenance     | 10,734.36  |  |
| Data processing           | 99,647.75  |  |
| Equipment rental          | 2,482.07   |  |

|                                   |                   |
|-----------------------------------|-------------------|
| Office utility, Los Angeles       | 1,516.25          |
| Utility Reporter                  | 158,820.86        |
| Miscellaneous                     | 1,631.38          |
| Christmas cards                   | 264.12            |
| Check charges                     | 2,467.90          |
| Furniture and equipment purchases | 46,932.71         |
|                                   | <u>752,352.14</u> |

## GENERAL FUND

|                                  | Salaries Paid or Reimbursed | Expenses          | Total             |
|----------------------------------|-----------------------------|-------------------|-------------------|
| Committee salaries and expenses: |                             |                   |                   |
| Executive Board meetings         | \$19,648.01                 | \$ 9,074.93       | \$28,722.94       |
| Central Labor council            |                             | 439.70            | 439.70            |
| Advisory Council                 | 11,705.20                   | 44,592.94         | 56,298.14         |
| Trustee Committee                | 9,914.56                    | 1,305.28          | 11,219.84         |
| Review Committee                 | 2,053.20                    | 2,487.17          | 4,540.37          |
| Safety Committee                 | 5,116.90                    | 1,846.64          | 6,963.54          |
| Local Election Committee         | 5,660.73                    | 5,524.34          | 11,185.07         |
| Outside Construction conference  |                             | 344.40            | 344.40            |
| Shop Steward conference          | 11,042.81                   | 38,325.15         | 49,367.96         |
| Other conferences                | 14,779.47                   | 44,884.69         | 59,664.16         |
| Unit officer conference          |                             | 122.86            | 122.86            |
|                                  | <u>79,920.88</u>            | <u>148,948.10</u> | <u>228,868.98</u> |

|                                    |                  |                  |                   |
|------------------------------------|------------------|------------------|-------------------|
| Various Other Committees:          |                  |                  |                   |
| Sacramento Regional Transit        |                  | 3,846.02         | 3,846.02          |
| Citizen Utilities                  | 959.77           | 10,135.10        | 11,094.87         |
| Sierra Pacific Power               | 27,357.30        | 16,343.02        | 43,700.32         |
| U.S. Bureau of Reclamation         | 5,620.37         | 5,360.76         | 10,981.13         |
| Lynch Communications               | 221.28           | 190.22           | 411.50            |
| Pacific Tree Expert                | 14,692.24        | 10,585.22        | 25,277.46         |
| Outside Line Const.                | 6,128.39         | 6,876.28         | 13,004.67         |
| City of Lodi                       |                  | 173.43           | 173.43            |
| Sacramento Muni Utilities District | 849.85           | 4,281.63         | 5,131.48          |
| Merced Irrigation District         | 716.16           | 331.79           | 1,047.95          |
| Bella Vista                        |                  | 7.04             | 7.04              |
| A.C. Transit District              | 1,048.12         | 313.36           | 1,361.48          |
| Truckee Donner Recreation and Park | 480.63           | 2,219.21         | 2,699.84          |
| City of Redding                    | 7,656.96         | 1,409.78         | 9,066.74          |
| City of Santa Clara                | 309.57           | 142.00           | 451.57            |
| Modesto Irrigation District        | 5,091.13         | 1,143.46         | 6,234.59          |
| Monterey Pen. Cable                |                  | 1,967.80         | 1,967.80          |
| Sonic TV Cable                     | 3,785.81         | 3,073.48         | 6,859.29          |
| Davey Tree                         | 803.12           | 17,364.41        | 18,167.53         |
| City of Roseville                  |                  | 336.19           | 336.19            |
| Totals carried forward             | <u>75,720.70</u> | <u>86,100.20</u> | <u>161,820.90</u> |

## GENERAL FUND

|                               | Salaries Paid or Reimbursed | Expenses          | Total             |
|-------------------------------|-----------------------------|-------------------|-------------------|
| Balance brought forward       | 75,720.70                   | 86,100.20         | 161,820.90        |
| CP National - Elko            | 174.40                      | 66.62             | 241.02            |
| CP National - Needles         |                             | 113.00            | 113.00            |
| Group W Tahoe                 | 317.20                      | 505.70            | 822.90            |
| Nevada Irrigation Dist.       |                             | 130.06            | 130.06            |
| Shasta Dam PUD                |                             | 31.52             | 31.52             |
| Mt. Wheeler                   | 645.36                      | 350.65            | 996.01            |
| Pacific Gas Transmission      | 7,969.09                    | 18,449.23         | 26,418.32         |
| City of Healdsburg            |                             | 193.99            | 193.99            |
| City of Oakland               | 793.98                      | 378.96            | 1,172.94          |
| Other Organizing Exp.         | 2,538.64                    | 5,171.25          | 7,709.89          |
| So. San Joaquin Irr. Dist.    | 462.81                      | 1,202.32          | 1,665.13          |
| Group W Reno                  | 1,788.56                    | 222.70            | 2,011.26          |
| Group W Lompoc                | 497.53                      | 504.21            | 1,001.74          |
| Group W Santa Maria           | 279.12                      | 723.95            | 1,003.07          |
| Group W Santa Cruz            | 192.08                      | 408.28            | 600.36            |
| Group W Ukiah                 | 477.36                      | 260.75            | 738.11            |
| Group W City of Redding       | 473.97                      | 114.90            | 588.87            |
| Group W Fort Bragg            | 66.08                       |                   | 66.08             |
| Western TV Cable              |                             | 311.80            | 311.80            |
| Oakdale Irr. District         | 430.73                      | 212.78            | 643.51            |
| Syntronics                    | 632.00                      | 227.12            | 859.12            |
| Concord TV Cable              | 2,288.84                    | 419.62            | 2,708.46          |
| Wells Rural Electric          |                             | 133.33            | 133.33            |
| City of Berkeley              | 225.32                      | 139.54            | 364.86            |
| City of Gridley               |                             | 64.31             | 64.31             |
| Plumas-Sierra                 |                             | 44.00             | 44.00             |
| City of Redding               |                             | 759.28            | 759.28            |
| By-Laws Ballot                |                             | 169.96            | 169.96            |
| C.P. National-Elko            |                             | 58.70             | 58.70             |
| C.P. National-So. Lake Tahoe  | 962.48                      |                   | 962.48            |
| Shasta Dam PUD                |                             | 559.88            | 559.88            |
| Bureau of Electricity-Alameda |                             | 43.20             | 43.20             |
| Foster-Wheeler, Inc.          |                             | 679.50            | 679.50            |
|                               | <u>96,936.25</u>            | <u>118,751.31</u> | <u>215,687.56</u> |

# FINANCIAL STATEMENT — CONTINUED

## GENERAL FUND

|                              | Salaries Paid<br>or Reimbursed | Expenses          | Total             |
|------------------------------|--------------------------------|-------------------|-------------------|
| PG&E Negotiating Committees: |                                |                   |                   |
| Departmental:                |                                |                   |                   |
| Clerical                     | 46,867.34                      | 10,874.78         | 57,742.12         |
| Meter Readers                | 2,093.12                       | 1,750.63          | 3,843.75          |
| Gas Serviceman               |                                | 102.31            | 102.31            |
| Arbitration                  | 10,095.13                      | 334.92            | 10,430.05         |
| Grievance, L.I.C./FF         | 282.47                         | 3,355.66          | 3,638.13          |
| Review/Labor Management      | 2,593.15                       | 2,649.03          | 5,242.18          |
| Jt. Grievance                | 2,857.33                       | 9,517.68          | 12,375.01         |
| Metering Electronics Tech    |                                | 68.97             | 68.97             |
| Pipe Line Operations         |                                | 22.68             | 22.68             |
| Diablo Canyon                | 6,906.20                       | 280.96            | 7,187.16          |
| G.C. Apprentice Gas Tech     | 146.04                         | 1,232.11          | 1,378.15          |
| Re-Rate                      | 5,912.97                       | 3,335.35          | 9,248.32          |
| G.C. Expenses                | 9,591.21                       | 10,142.44         | 19,733.65         |
| DCPP Apprenticeship          |                                | 3,624.58          | 3,624.58          |
| 12 Hour Shift Committee      | 733.64                         | 1,292.93          | 2,026.57          |
| Apprentice M.M.R.W.          | 581.88                         | 310.83            | 892.71            |
| Benefits                     |                                | 110.97            | 110.97            |
| General Negotiations         | 98,122.44                      | 62,369.71         | 160,492.15        |
| Livermore Prod. Expense      | 1,429.98                       | 274.88            | 1,704.86          |
| Steam Generation Crew        |                                | 52.81             | 52.81             |
| M and C AD HOC               |                                | 876.73            | 876.73            |
| Transmission T-Man           |                                | 624.38            | 624.38            |
|                              | <u>188,212.90</u>              | <u>113,205.34</u> | <u>301,418.24</u> |

## GENERAL FUND

|                             |  |                   |
|-----------------------------|--|-------------------|
| Membership supplies:        |  |                   |
| Supplies-Local              |  | \$13,917.69       |
| Supplies-Intl.              |  | 10,144.45         |
|                             |  | <u>24,062.14</u>  |
| Membership benefits:        |  |                   |
| Group life insurance        |  | 110,488.14        |
| Pin award dinners           |  | 17,873.48         |
| Unit meeting prizes         |  | 600.00            |
| Unit drawing award          |  | 1,177.50          |
| Donation in lieu of flowers |  | 225.59            |
| Unit Fund, refreshments     |  | 9,725.00          |
| Memorial Bibles             |  | 473.04            |
| Life Saving Award           |  | 1,413.29          |
|                             |  | <u>141,976.04</u> |

## Payroll taxes:

|                                 |  |                   |
|---------------------------------|--|-------------------|
| Employee portion:               |  |                   |
| U.S. income tax withheld        |  | \$ (421,890.76)   |
| California income tax withheld  |  | (118,648.89)      |
| FICA withheld                   |  | (180,127.01)      |
| SDI withheld                    |  | (17,359.84)       |
| U.S. income tax forwarded       |  | 421,903.76        |
| California income tax forwarded |  | 118,648.89        |
| FICA forwarded                  |  | 180,136.18        |
| SDI forwarded                   |  | 17,365.63         |
| Local Union portion:            |  |                   |
| FICA                            |  | 180,126.89        |
| California Unemployment         |  | 8,795.73          |
| Nevada Unemployment             |  | 90.84             |
| U.S. Unemployment               |  | 4,501.75          |
|                                 |  | <u>193,543.17</u> |

## Employee benefits:

|                                     |                   |
|-------------------------------------|-------------------|
| Health and Welfare plans            | 208,955.71        |
| Group life insurance                | 37,905.47         |
| Staff pension plan                  | 389,299.55        |
| Bargaining unit pension             | 49,863.61         |
| Administration trustee pension plan | 4,429.50          |
| Other costs, pension plans          | 4,452.15          |
|                                     | <u>694,905.99</u> |

## Other disbursements:

|  |                     |
|--|---------------------|
| Legal fees                                       | \$44,974.59         |
| Hall rentals                                     | 46,454.30           |
| Worker's compensation insurance                  | 254,717.21          |
| Refunds  | 2,835.36            |
| Other taxes                                      | 240.60              |
| Audit fees                                       | 9,350.00            |
| Insurance - fire                                 | 109.80              |
| Arbitration                                      | 973.82              |
| Baseball tournaments                             | 500.00              |
| Local union cap and jackets                      | 6,031.64            |
| PRD fees   | 4,898.84            |
| Insurance - auto                                 | 24,536.50           |
| Charitable donations                             | 8,900.00            |
| PG&E corporate campaign                          | 4,005.21            |
| Election expense                                 | 306.50              |
| Insurance - travel                               | 6,015.00            |
| Insurance - bond                                 | 4,828.17            |
| Loan to Energy Workers for building improvements | 140,000.00          |
| Flowers  | 474.63              |
| Payroll deductions - United Crusade              | (30.00)             |
| Insurance, professional liability                | 17,035.70           |
|  | <u>\$577,157.87</u> |

Total General Fund Disbursements

\$8,205,558.73

## A call to IBEW retirees

We know you've been looking forward to ignoring the alarm clock and making everyday the start of a weekend, planning to "follow the sun" or an exotic trip or two, and we certainly hope you do all this and more! However, Local 1245 still needs you! Your membership in the Retirees Club insures input to those committees responsible for all those benefits which go toward maintaining a comfortable and secure life style. Pensions and Health and Welfare are critical bargaining items today. They are now definitely a part of the political arena. Proposals of "catastrophic care", national or state health insurance, inclusion of Social Security benefits in tax calculations and actions caused by the Gramm Rudman Hollings act may well affect not only we, the retired, but our children and grandchildren. We

need to be as well organized as possible for a continuous prosperous American dream.

The biggest problem facing the Retirees Club of Local 1245 is to produce a viable, active membership necessary to the development of a strong political base which will support the aims of Local 1245.

In order to do this we must, somehow, convince the retiring members of Local 1245 that it is to their interest to become affiliated with the Retirees Club.

The most important reason is, of course, political. In this day and age, the fact that one is retired does not mean that political decisions will not have an economic bearing on your source of income. It is therefore necessary to have access to the type of information that will provide you the basis for making an intelligent decision on these facts.

**New Union Retirement Planning Guides are now available**  
**Contact the Walnut Creek Headquarters or your business representative today for your copy.**

This, of course, will be in the pages of the *Utility Reporter*.

An individual works for an organization until he or she retires. During that period one forms social liaisons with co-workers. Upon retirement this association is abruptly terminated. The retirement club furnishes a means to keep this association viable to those who desire this.

We need the skills of these people to consummate our goals. Active participation by these newcomers will immeasurably help our activities.

From the standpoint of the present Retirees organization we must take steps to develop some answers to our problems.

We must reach these newcomers that are eligible to our organizations: by telephone, by meeting

groups, by appointment at a designated place and, if necessary, by individual contact.

What programs should be developed, if any, to improve communications between the Retirees Club and the channels of Local 1245?

One suggestion put forward that might have some merit is that the Officers of the Retirees Club be invited to a staff meeting to pinpoint some of their problems.

Another suggestion is that a concerted effort be made to publish articles from the viewpoint of the Retirees Club in the *Utility Reporter* on a regular basis.

We hope that some of the above suggestions can solve our problems.

If you want to join the Retirees Club or have further suggestions for us, please contact Tom Riley, president of the Retirees Club, at (415)682-3693.

## Equal Treatment

FROM Page One

make sense. The so-called "market wage rates" are actually "artificially established according to discriminatory images which employers have of their workforce" according to labor economist Marlene Kim, an expert on wage discrimination against women.

Typically, Kim says, large corporations compare the wages of jobs held by men only with those held by other men. A second pool of jobs held by women are compared only with those held by women. Carpenters may be compared with day laborers and secretaries may be compared with librarians, but rarely are these two segregated groups compared to each other—librarians with carpenters, for example.

*"In a time when Comparable Worth is becoming recognized as an important tool for raising women's salaries so that they are commensurate with the responsibilities they assume, what role is PG&E going to take in this important issue?" asks Barbara Symons, a member of IBEW Local 1245's Executive Board. "I would hope it would be one of leadership in seeing that women's jobs are valued justly, rather than accepting the role of follower."*

The result is the existence of two distinct job pools where, given the large numbers of women in today's economy, there should only be one.

When some employers have been willing to compare traditional men's jobs with those of women, they have found large pay gaps not justified by the differences in the skills of the male and female workers. A recent study in Minnesota, for example, compared the skills of female registered nurses with male vocational education teachers. They each received the same number of points during the job evaluation process, but the nurses were being paid \$537 less per month—25% below their male colleagues.

In San Jose, a job survey found that the city's predominantly female librarians were being paid

the same as the mostly male street sweepers, but a job evaluation found that the skills of the librarians were worth 228 points on the survey scale and those of the street sweepers only 124.

### Higher Pay for Women Helps Employers, Too

Many large corporations now have begun to adjust women's pay upward to account for this historic pattern of discrimination. Among those corporations are some which PG&E competes with on Wall Street, including IBM, Motorola and AT&T.

Marlene Kim suggests that these companies have realized that raising women's wage rates actually improves their company's productivity, "attracting better quality workers, and establishing more stable and efficient service to their customers."

And far from making it more difficult for the employers to afford new workers, employment has actually increased in places where wage rates have increased. Pressure from the American Federation of State, County and Municipal Employees, who represent city workers in San Jose, led to an agreement to raise women's wages in that city significantly.

After increases of up to 74% in some jobs over a six-year period, the city's employment growth rate was among the highest of city governments throughout the whole state. "The critics' arguments that comparable worth may harm the people it was meant to help, remain unfounded," Kim noted about San Jose. "Higher wages do not cause increased unemployment for women. Instead, the effect of comparable worth has been simply to help women by increasing the earnings in female jobs that are undervalued according to skill, knowledge, responsibility, and working conditions."

Far from being the victim of the marketplace, these public and private employers have taken advantage of the new economy to strengthen their workforce with better wages. Both the employees and employer have benefitted.

### Concerned about Clerical contract negotiations at PG&E?

Attend the upcoming Clerical Bargaining Conferences

To be held June 4, 11, 18

Exact time and locations to be announced soon

# American Family Celebration

WORKING FOR CHANGE ★



Join the Coalition of Labor Union Women

## Our Nation Needs Strong Families

Strengthening our Nation's Commitment to Families

We demand responsible government action *now* for a national family policy:

- family and medical leave
- quality child care
- services for the elderly
- comprehensive health care
- equity in quality education
- economic justice

Hundreds of concerned citizens, including members of labor, civil rights, women's children's, senior citizens, consumers, health, and educational groups, will gather in San Francisco, on Saturday, May 7, 1988.

### JOIN US!

Speaking in a united voice we will raise these demands to the top of our nation's legislative, political, and social agenda.

### Working for Change

Saturday, May 7

11 a.m.

A Stroller Walk — Mothers Strolling For Change  
Meet at West End of Marina Green in front of the San Francisco Yacht Club.

12 Noon

Assemble at the Great Meadow, Fort Mason for a Press Conference in support of a National State and Family Policy

Support the Family and Medical Leave Act (HR-925, S-249)

Act for Better Child Care Services (HR-3660, S-1885)

Entertainment to follow the press conference.

## Changes in Medical Plans at PG&E and PGT

During the open enrollment period for Medical Plans last fall, employees were told that some of their listed dependents were no longer eligible. Based on this information, many employees have removed eligible dependents believing this information to be correct.

The Union filed a grievance charging that the information provided on eligible employees by the Company was in error and the grievance was sustained.

Employees who have removed dependents whom they believe are eligible should contact their Business Representative and their Human Resource Department to determine their eligibility.

This must be done by May 30, 1988.

Further, during negotiations for the 1988 contracts, it was agreed to change the Blue Cross Plan to a

full Prudent Buyer incentive program. This program was to be effective January 1, 1988. However, due to some administrative problems at Blue Cross, it did not go into effect until February 1, 1988.

The new plan provides for a \$5.00 deductible for physician visits due to illness. However, for the month of January, a \$30.00 deductible was taken by Blue Cross instead of a \$5.00 deductible.

PG&E was contacted regarding this matter after several complaints were received by the Union. After a discussion, it was agreed that anyone wanting a refund of the overpaid amount must contact Blue Cross by May 1, 1988.

PG&E has notified Blue Cross that our members will be making such requests.

The toll-free telephone number is 1-800-234-1517.