

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



Cal/OSHA Petition Drive a success

Led by the California Labor Movement, the campaign to gather enough signatures to place the Cal/OSHA initiative on the November ballot announced that it had reached its goal of over 700,000 signatures last month.

The Coalition to Restore Safety at Work, formed by the California AFL-CIO in December, announced that 724,000 signatures were handed over to county registrars throughout the state. Once they are reviewed and tabulated by the registrars, the Initiative to Restore Safety at Work will achieve official ballot status.

Originally, the Coalition had thought they would need 800,000 signatures to qualify for the ballot. But a very high percentage of signatures gathered were accurate and so the number of signatures overall could be reduced.

The Campaign is a joint effort of California labor and a variety of public interest organizations. Among the backers of the petition drive were the California Medical Association, the Sierra Club, the American Cancer Society, the American Lung Association and the California Trial Lawyers Association.

"No labor-led campaign in memory has drawn more support from such a diverse cross-section of California society as has our fight to restore Cal/OSHA," Jack Henning, Executive Secretary-Treasurer of the California Labor Federation, said.

"Although labor began the fight, support for the Cal/OSHA initiative transcends the trade union movement," Henning said.

IBEW's Contribution

IBEW Local 1245 made a major contribution to the campaign. At a recent convention of the California AFL-CIO Committee on Political Education, the Local received special mention by Henning. Local 1245 donated \$100,000 to support the campaign financially.

In addition, members and staff of the Local gathered 10,000 signatures through both Local union efforts and with Central Labor Councils throughout the state.

Local Union's top signature-gatherer is Bill Brill, Unit Chairman of the San Jose Clerical employees.

See PAGE TWELVE

Clericals greet PG&E shareholders

By Steve Diamond

Clerical employees of the Pacific Gas and Electric Company brought their demand for equal treatment to the shareholders of the Company during the April 20 annual meeting held in San Francisco. More than sixty people took off time from work to distribute a statement and brochure which described the problems facing clerical employees of the Company. They were joined by Physical employees of the Company and staff members of IBEW Local 1245.

Negotiations between the Union and Company over Clerical wages are now at a standstill. The Company refuses to grant Clerical employees the 2.75% wage increase which they agreed to implement for Physical employees. Instead, the Company is offering a one-time bonus payment of 2.75%.

The IBEW members assembled outside the Masonic Auditorium of San Francisco at about twelve noon. Several delegations moved inside the parking structure to distribute the Union materials as shareholders drove in for the meeting. A second delegation placed themselves at the entryway of the auditorium. Each of the 1800 shareholders and PG&E management present for the meeting was approached by a Union member.

Most shareholders took the materials willingly and many were seen reading the material inside the



Auditorium. Several Company executives stopped on their way into the meeting to speak with Union representatives.

Help us help you

The Union statement to the shareholders, headed PG&E SHAREHOLDERS - HELP US HELP YOU, argued that Company management's refusal to grant its predominantly female clerical workforce a wage increase equal to that granted the physical employees of the Company, who are mostly men, "is undermining the morale and, hence,

the productivity of thousands of PG&E employees."

The Union statement noted that Union employees of the Company are the single largest block of shareholders in the publicly regulated, but privately owned, utility company. Through an employee stock ownership program, PG&E employees own 12% of the Company's stock. Most of that stock is held by Union employees of the Company.

The statement said further that "PG&E management agreed at the

SEE Page six

Sierra Pacific members accept contract

Local 1245 members working for Sierra Pacific Power Company voted overwhelmingly last month to accept a new three-year contract.

Assistant Business Manager Orville Owen reports that the agreement represents "one of the best settlements in the Utility industry this year," with a wage package totalling 10.5% over the life of the contract. The journeyman rate under the agreement will increase by 3% on May 1, 1988 to \$18.09 per hour and on May 1, 1989 the rate will increase by 3.5% to \$18.72. In two years, effective May 1, 1990, the journeyman rate will go up to \$19.47, representing an additional 4% increase for bargaining unit members. Other improvements won by the union include an increase in the shift premium relating to out-of-town expenses; an "Emergency Availability Clause" providing \$2.00 per hour for workers who carry beepers; and increased matching monies for employee 401(k) contributions.

Medical Plan Improved

Local 1245 members and their families covered by the Company medical plan have also won increased benefit coverage for Convalescent Hospital and Home Health Services as a result of bargaining. In addition, prescription birth control devices will be treated as a "covered charge" for application to Major Medical benefits. The hearing aid benefit has been increased to \$500 per ear in a five-year period.

Union Wins Agency Shop Clause

Under the new contract, all new California employees hired by the Company will be covered by an agency shop clause, which requires that workers in the bargaining unit either join Local 1245 or pay their fair share of representation costs. Owen told the Utility Reporter that "agency shop will help put an end to the problem of 'free-riders' who refused to support the bargaining and grievance process with their dues while reaping the hard-won benefits in the Union contract."

Another significant improvement in working conditions in the new agreement is an increase in the rest period from eight to nine hours. Business Representative John Stralla, who served as spokesperson for the Negotiating Committee, noted that this type of non-economic issue is extremely important for Sierra Pacific members, whose demanding jobs require the safest possible conditions.

Balloting Results

Owen and Stralla expressed strong support for the package which was adopted by the membership, with Owen stating that "the agreement will provide security for the members and their families over the next three years." The 493 members voting clearly agreed, casting their ballots in favor of acceptance by a two to one margin.

In addition to Owen and Stralla, the Local 1245 Negotiating Committee consisted of Gino Aramini, Frank Davis, Louis Johnson, Pat Lantis, Ken Lutzow, Betty Newberry, Jack Pardick, and Keith Smith.



Utility Reporter

MAY 1988

VOLUME XXXVII NUMBER 5

CIRCULATION: 24,500

(415) 933-6060

Business Manager
& Executive Editor
JACK McNALLY

Managing Editor
Jenny Lipow

President

Howard Stiefer

Executive Board

Ron Blakemore

Barbara Symons

Michael J. Davis

Jim McCauley

Kathy F. Tindall

Lyman Morrison

Treasurer

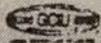
Ron Field

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.



Right to Work letter called totally biased

The following letter by Local 1245 Business Representative Mike Haentjens appeared recently in the Five Cities Times-Press-Recorder (Arroyo Grande).

To The Editor:

I read with amusement and disgust the letter published in your paper on Wednesday, November 18, titled "Union Merger Bothers Right To Work."

I find it hard to believe that you would actually publish such a totally biased letter in your newspaper.

I can certainly understand that the Teamsters reaffiliation with the AFL-CIO would bother The Right To Work Committee. The Right To Work Committee's sole purpose undoubtedly supported by "Big Business" and the conservative right wing is to undermine unionism in this great country of ours.

Certainly, whenever power and large amounts of money are concerned, there is going to be greed and corruption; however, if you compare the Teamsters and AFL-CIO organizations to that of the last two great Republican Administrations (Nixon's & Reagan's), the

number of indictments, resignations, waste of money and disrespect for the laws of our country, the Teamsters and AFL-CIO organizations pale considerably.

In part, the preamble to the AFL-CIO constitution reads, "We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the

*Right To Worker's
would return us
to days of
heavy-handed
management and
unfit working
conditions.*

rights to which they are justly entitled; to the achievement of ever higher standards of living and working conditions; to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible! and to the strengthening and extension of our

way of life and the fundamental freedoms which are the basis of our democratic society."

These are not the words of gangsters and criminals but the foundations upon which unionism was built.

The Right To Work Committee, if it had its way, would put the working conditions, wages and benefits of the working class solely back into the hands of employers.

Organized labor has fought for the rights of working men and women everywhere and has elevated them from virtual slaves at the hands of greedy and corrupt "Big Business" to the middle class working conditions we enjoy today.

Right To Worker's would return us to days of heavy-handed management and unfit working conditions. Minimum wage and less paints an unpleasant picture of the future, but Right To Worker's are painting this picture.

God help us if California should ever become a Right To Work state.

Sincerely,
Mike Haentjens
Pismo Beach

Food stamps denied strikers by high court

The U.S. Supreme Court, in a 5 to 3 vote, upheld last month the constitutionality of a new law which denies striking workers the right to food stamps.

The ruling was called "a blow to working families," by United Auto Workers' President Owen Bieber. It was the UAW and the United Mine Workers which brought the suit before the High Court.

This decision, Bieber said, lets the government keep "children and other family members from receiving food stamps for which they would otherwise be eligible solely because a family member is engaged in a legal strike."

"This decision serves only the interests of those who wage economic warfare against working people," Bieber said.

The ban on food stamps for strikers was put into law soon after President Reagan came into office and the Republican party had gained control of the Senate. But it passed through a Democratic-controlled House of Representatives as well. Conservative politicians had been pushing for the law since 1968, the *Los Angeles Times* reported.

In his written opinion defending the decision, Supreme Court Justice Byron White said that the Food Stamp program was not intended

to "serve as a weapon in labor disputes."

"Exercising the right to strike inevitably risks economic hardship," White continued, "but we are not inclined to hold that the [Constitution] . . . requires the government to minimize that result by qualifying the striker for food stamps."

But three justices, led by Thurgood Marshall, attacked the White

argument. Marshall said that excluding workers from benefits available to other unemployed workers is "onesided . . . and amounts to a penalty on striking workers, not neutrality."

Marshall noted that the majority decision reserves "especially harsh treatment for strikers and their families."

Unit Meeting changes:

Unit # 1501 Note New Location June 7 Time: 6:00 p.m.

**Carpenters Hiring Hall
Santa Clara County Labor Temple
2101 Almaden Road, San Jose**

Unit # 1511 Note New Date June 14 Time: 8:00 p.m.

**Round Table Pizza
3050 El Camino, Santa Clara**

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

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Labor faces the new global economy

Part two

Maquiladoras: exploiting both sides

Right here on the California border with Mexico, is a new development which shows how our government has been working hand in hand with American business to take advantage of cheap foreign labor. A program known as the "Maquiladora" system operates between our country and Mexico. It allows American multinational firms to set up shop in Mexico without the usual tax and export fees charged to overseas businesses. In theory, the American firms are supposed to also set up a "twin" plant on the American side of the border. San Diego is supposed to be linked to Tijuana; El Paso with Ciudad Juarez; and Brownsville with Matamoros.

Both American and Mexican workers are supposed to gain from this economic expansion. But a study just released by the AFL-CIO, called "Maquiladoras: Exploiting Both Sides", shows how the program really works. American corporations, including well known Fortune 500 firms like General Electric, Texas Instruments, Zenith, General Motors, Honeywell and DuPont, often establish the Mexican side of the operation without the American side. They then hire incredibly cheap, non-union Mexican labor and make their product at the low price once associated only with Asian factories.

Twenty years ago, there were only 57 of these "maquiladoras." But now, the AFL-CIO says, there are 987 with 268,000 employees. These factories ship \$1.6 billion worth of products into the U.S. each year. Most of their workers are women and girls who work without the protection of the more stringent labor standards found here in the United States. The average cost per Mexican worker is about 69 cents an hour compared with an average of \$9.00 per hour on our side of the border.

Zenith Corporation, which once pleaded with American consumers to buy its American-made TV sets, has a huge operation in the Mexican border cities of Matamoros and Reynosa. At Reynosa alone 7,000 Mexicans work for as little as \$3.40 a day. In the last several years, Zenith has fired almost half of its workforce at its Evansville, Indiana, facility, where workers are represented by the International Union of Electrical Workers.

International labor cooperation emerges

To fight back, Mexican workers have begun to organize unions at these plants. Mexico has a long and proud history of trade unionism. Like in many countries of Europe, the picket line is almost unknown in Mexico — not because there are no strikes, but because when there are strikes, the vast majority of workers respect the rights of striking workers and refuse to scab.

But organizing the multinationals has not been easy. At the Zenith facility in Reynosa workers went out on strike in 1983, joined by 8,000 workers from other plants in the area. At first, free trade unions and a wage increase were agreed to by the company. But after returning to work, the workers found the wage increase cut after two months. Strike leaders were not rehired, but arrested by local police, fired by Zenith and blacklisted by other plants in the area.

These workers can benefit from the support of American trade unions. To develop this support, the AFL-CIO has begun to meet with representatives of the Central Trabajadores de Mexico — the CTM, or the Workers' Central of Mexico. A resolution was passed at the 1987 AFL-CIO convention which stated that the "the needs of American workers and Mexican workers for better employment opportunities must be addressed in ways that support improvements in living standards and working conditions in both countries." These first steps toward international labor cooperation deserve our members' encouragement and support. Rather than fearing foreign workers, we should join hands with them to face together the harsh realities of the global economy.

In Unity,

Jack McNally

Minimum Wage debate set to take place in Congress

It has been seven years since this nation's minimum wage rate has been raised. But now, it appears, Congress may be willing to consider an increase. The new momentum follows a decision by the State of California at the end of last year to raise this state's minimum wage from \$3.35 an hour to \$4.25.

The California move followed months of lobbying by the California labor movement for the change. Now the Federal government is beginning to consider proposals to raise the national wage floor from \$3.35 to as much as \$5.05 an hour over a four-year period of set increases.

"The majority of the members of Congress obviously feel that there should be some increase in the minimum wage," Robert McGlotten, chief lobbyist for the AFL-CIO in Washington, told *The New York Times*. "We hope they will act upon that belief."

The debate which raged for months in California is now being played out at the national level. Conservative and business representatives argue that a higher minimum wage would make it more difficult for employers to hire teenage workers and members of minorities.

But labor economists note that a low minimum wage only encourages employers to maintain a pool of cheap labor to undermine the wages and working conditions of all other workers. Some labor officials point out that to have a pool of low-wage workers right here in the United States is like having to compete against the non-union cheap labor found in third world countries such as South Korea or Mexico.

Some analysts note that a higher minimum wage is essential to fighting poverty in this country. "The federal minimum wage has remained at \$3.35 per hour since 1981," Marion Wright Edelman and Clifford M. Johnson, of the Children's Defense Fund, wrote recently in the *Los Angeles Times*. It has lost "a quarter of its value due to inflation during the past seven years."

"As recently as 1979," Edelman and Johnson wrote, "a minimum-wage worker employed full time throughout the year could earn enough to lift a family of three above the poverty line. In 1988, the same worker will earn less than three-fourths of the amount necessary to keep even a small family out of poverty."

A bill to raise the minimum wage, sponsored by California Congressional Representative Augustus Hawkins and Massachusetts Senator Edward Kennedy could be passed in the next legislative session. But if it is passed while President Reagan is in office, a veto is likely. The ensuing battle to override the veto would be a strong test for

labor's influence in the Democratic Congress.

Meanwhile, here in California, the battle for a reasonable minimum wage is not yet over. When the State's Industrial Welfare Commission raised the minimum last December, they exempted California employees, like restaurant workers, who customarily receive more than \$60 in tips per month.

The California Labor Federation and other public interest groups have filed suit in state court arguing that this "sub-minimum" wage is a violation of the State Labor Code, which specifically prohibits adding tips to earned wages. The lawsuit also argues that the sub-minimum wage would have a disproportionate impact on women and minorities who typically work in industries with tipping.

"The wage inequities are clear," Fran Bernstein, an attorney with the Legal Aid Foundation of Los Angeles, told the *Los Angeles Times*. "A full-time employee at the new \$4.25 minimum wage will gross \$8,840 per year. An employee working full time at the \$3.50 sub-minimum wage who earns \$60 in tips will only earn \$8,000 per year. This action necessarily punishes those least able to afford it."

Asbestos found in 20% of all buildings

A new report by the Environmental Protection Agency (EPA) indicates that one in every five public and commercial buildings contains the cancer-causing insulation material asbestos.

The report was requested by the U.S. Congress which has been pressured for many years by environmental and labor groups to clean up this country's asbestos. Earlier surveys have indicated that up to one third of all school buildings contain asbestos.

The newest study found that some 733,000 buildings have some amounts of the so-called "friable" asbestos. This means that the material, used widely as insulation, is in a condition where it can crumble or is crumbling, releasing the cancer-causing fibers.

Current EPA programs put a heavy emphasis on cleaning up school buildings, but less effort into the commercial and public

buildings which were the subject of this survey. The EPA tried to play down the significance of the problem when the report was issued.

"Don't panic. There's nothing to suggest . . . there are terrible conditions out there," John A. Moore, an EPA assistant administrator, said.

But union leaders and some politicians were very concerned about the report. Bill Borwegen, of the 850,000 member Service Employees International Union, told the *Los Angeles Times* that workers are worried about exposure to asbestos and they want, at the very least, regulations that would require building owners and managers to test for asbestos hazards and notify employees of the results.

One member of Congress echoed these union concerns. Rep. James J. Florio, a Democrat from New Jersey, denounced the EPA for "sweeping this alarming problem under the rug."

U.S. Supreme Court to rule on drug testing

A challenge to the drug testing of U.S. Customs Service employees will be heard by the U.S. Supreme Court in October with a ruling on the issue expected several months later. The suit was brought against the Customs Service by the National Treasury Employees Union which represents the workers at the Customs Service.

Attorneys for the Union argue that its members are protected, as public employees, by the Fourth Amendment of the U.S. Constitution. That Amendment bans "unreasonable searches and seizures" by the government. The union argues that in addition to being unreasonable the mandatory urine testing program is "demeaning, humiliating and offensive."

Although a Supreme Court ruling in this case would not directly affect private employers, it can be expected to establish guidelines which could be applied in the private as well as public sectors.

The appeal to the Supreme Court followed a decision by a Federal Appeals court in New Orleans to allow reinstatement of the program for testing of new employees and those workers who wanted promotions to "sensitive" jobs. A Federal district court had agreed with the

union that the testing was unconstitutional.

In other decisions federal courts have upheld the testing of FBI agents, bus drivers, and racehorse jockeys. But various state courts have ruled illegal the testing of police officers, firefighters and school bus drivers.

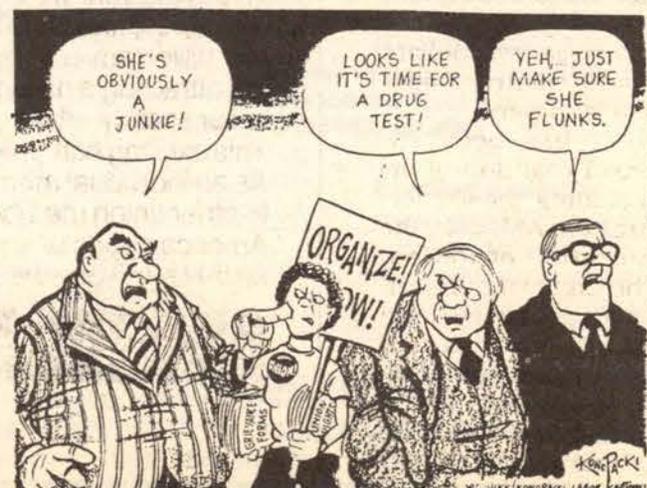
A San Francisco Federal Appeals Court, however, disagreed with other Federal Courts when it ruled in February that a mandatory drug testing program for railway workers was unconstitutional.

The San Francisco court ruled that a program to test all workers violated the U.S. Constitution's

Fourth Amendment because it did not rely on a particular suspicion with some basis in evidence available to the employer.

"Accidents, incidents or rule violations, by themselves, do not create reasonable grounds for suspecting that tests will demonstrate alcohol or drug impairment in any one railroad employee, much less an entire train crew," wrote one of the Federal judges.

The Supreme Court decision will be forced to choose between the two approaches found in the Customs Service and Railway worker decisions.



DON'T HURT THE KIDS

YES on 71 NO on 72

Local 1245 and the California Labor Federation, AFL-CIO urge you to vote for a realistic, updated state spending limit by voting YES on Proposition 71 and NO on Proposition 72 on Tuesday, June 7, 1988.

Everyone agrees something must be done to change the Gann Spending Limit which was passed by 11% of the voters in 1979. According to the bipartisan Commission on State Finance, "Unless the spending limit law is changed, \$23 billion must be cut from the current level of education, senior, health care, and law enforcement services over the next ten years."

California cannot afford to lose \$23 billion dollars when:

- California Classrooms are the most crowded in the nation.
- \$16 million in proposed State spending was slashed from already underfunded Alzheimer resources last year.
- In the wake of the severe 1987 fire season, the current State budget will cut \$40 million from the Department of Forestry.
- Shasta County was forced to close its hospital and its libraries.

Proposition 71 and Proposition 72 represent two very different futures for California.

Proposition 71 will keep firm limits on State spending but will allow us to use existing tax revenues to meet the needs of all Californians.

Proposition 72 would take \$700 million dollars away from law enforcement, education, senior, health care, and other services and give it to transportation.

Proposition 71 is a fair, common-sense measure that will not raise State or local taxes one penny. Here's what it will do:

- Require the State limit to reflect the tremendous growth in our school population.
- Require the limit to reflect California's economy. It uses the California Consumer price Index (CPI) and the growth in the State's economy to determine annual limit adjustments instead of the U.S. CPI.
- Require the existing Commission on State Finance to report annually to taxpayers on the spending limit and how our hard-earned dollars were spent. It will ensure proper accountability to taxpayers.

Proposition 71 has been endorsed by a broad coalition of organizations, including the California Labor Federation, AFL-CIO; the American Association of Retired Persons, CA; the California Association of Highway patrolmen and the State Sheriffs' Association; and Bill Honig, Superintendent of Public Instruction.

Remember, on June 7, VOTE YES ON PROPOSITION 71 AND VOTE NO ON PROPOSITION 72.

Co-star with Jack Lemmon in a Union, Yes! commercial

Join the "Why I said Union, Yes!" campaign. Let America know what your union has done for you. Show people the positive side of our unions. And help workers who don't have a union to think "Union, Yes!" If your entry is selected, you'll co-star on a national commercial with Jack Lemmon.

Tyne Daly ("Cagney and Lacey") and Howard Hesseman ("Head of the Class") are spreading the "Union,

Yes!" message. They're the first two of many stars helping our unions get the message home on national television — starting May 11th.

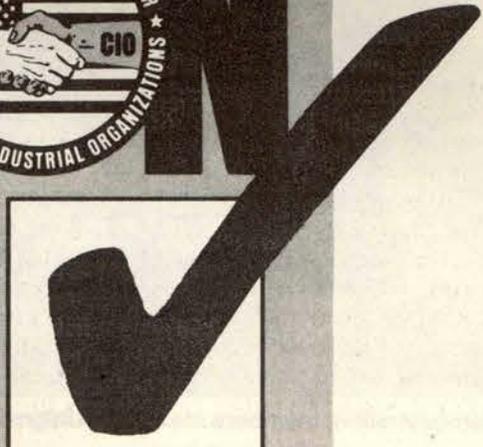
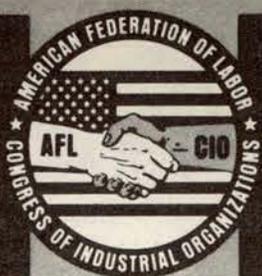
You could be seen on network TV this fall. The commercial will be part of the second stage of labor's high-visibility "Union, Yes!" campaign.

If you want to co-star in a "Union, Yes!" commercial, here's what to do: in 25 words or less, tell how your union helped you solve a problem on

the job. Send your name, address, telephone number, name and number of your union local, and the job you perform to "Why I said Union, Yes!" c/o the AFL-CIO, P.O. Box 27543, Washington, D.C. 20006. Your entry must be post-marked no later than July 4, 1988. Employees and officers (and their families) of the AFL-CIO, their affiliates, and agencies are not eligible.

NOW WE'RE TALKIN'

UNION YES



This is the year we'll be telling America what unions mean to the workplace, to families, and communities. "UNION YES" is the simple, powerful slogan of the AFL-CIO's \$13 million advertising campaign on television and radio. "UNION YES" will make it clear that unions are attracting a new generation of workers. "UNION YES" will show how unions are vital to our society—by providing a voice on the job, and by addressing issues that are crucial to all Americans. This exciting campaign will be made even more powerful with your active, enthusiastic support. As an individual member, you can carry the message of "UNION YES" to friends and family, to other union members, to unorganized workers—even to the news media. America needs unions to get moving again. So let's talk up "UNION YES"—so that everyone will be able to get the message:

AMERICA WORKS BEST WHEN WE SAY, UNION YES



Clericals greet PG&E shareholders

FROM Page One

end of last year to a 2.75% across the board increase for the over 12,000 physical employees of the Company. But they refused to offer equal treatment to the nearly 4,000 clerical employees at PG&E. Instead, management wanted the predominantly female clerical workforce to settle for a 2.75% bonus payment which would not be added to these employees' base wage rate."

"Traditionally, both groups of employees receive the same wage offer," the IBEW statement said. "To break with this pattern is divisive and is causing a deterioration in working relationships at the Company."

The statement closed with an expression of concern "that the long term impact of this division at PG&E could affect the quality of the Company's service and well-earned reputation." The Union asked its fellow shareholders for support for "equal treatment for all at PG&E."

Clericals active throughout the system

Clerical employees throughout the PG&E system are actively expressing their dissatisfaction with the unequal treatment offered by the Company. Black armbands of protest are worn everyday by many employees, including those who

work with PG&E customers. Now red and white buttons which say EQUAL TREATMENT NOW! are being distributed throughout the system.

Over the last several weeks the Company held meeting is with clerical employees because the Company felt the employees did not "understand" the contract offer. Many clericals viewed these meetings as attempts to get them to change their minds about the contract. Some clerical groups boycotted the meetings altogether; others walked out of the meetings once they began; and other groups posed several tough questions for the Company representatives.

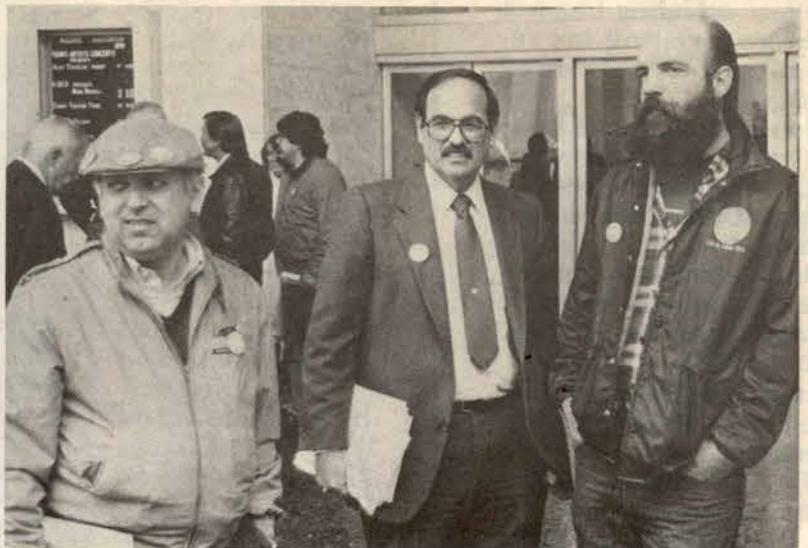
To build support for the IBEW clerical workers at PG&E, the Local Union has invited all Clerical shop stewards to one of three Clerical Conferences to be held in June. The stewards will assemble at 10 a.m. at three different locations: on June 4 at the Central Labor Council, Main Meeting Room, 2840 El Centro Road, Sacramento, California 95833; on June 11 at the Holiday Inn Airport, Alameda/Berryessa Room, 1353 North 4th Street, San Jose, California 95112; and on June 18 at the Cedar Lanes, Holiday Room, 3131 N. Cedar Avenue, Fresno, California 93703.



Local Business Manager Jack McNally talks strategy with Bill Attinger.



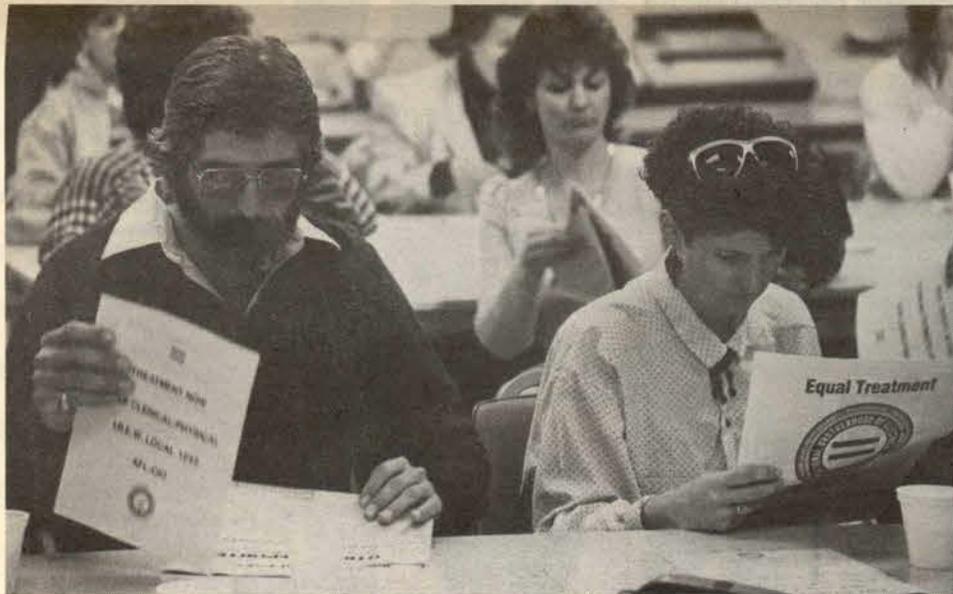
Harold Daniels and Sharon Bolton.



Local 1245 Business Representatives (L-R) Sam Tamimi, Perry Zimmerman, Dean Gurke.



Art Garza.



Prior to the demonstration, members met at the Union hall.



Dada Rao and George Oryall.

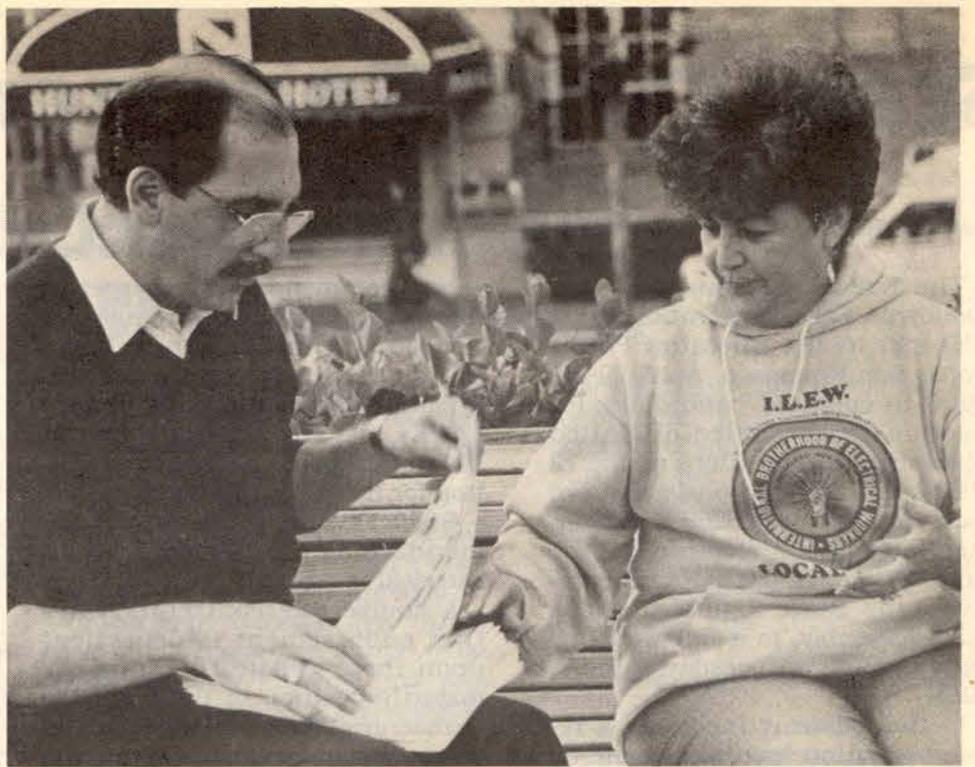


Shareholders are greeted by smiling activists.

Photographs by Kua Patten



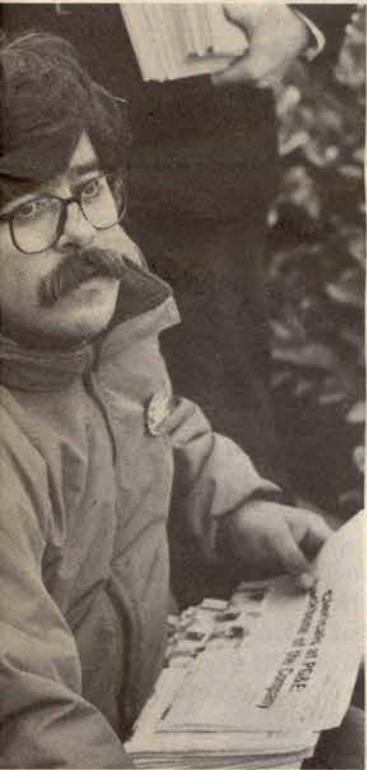
Some members brought their own message.



Larry Honegger and Enid Bidou prepare to leaflet shareholders.



Demonstrators pass out "Equal Treatment" literature to shareholders.



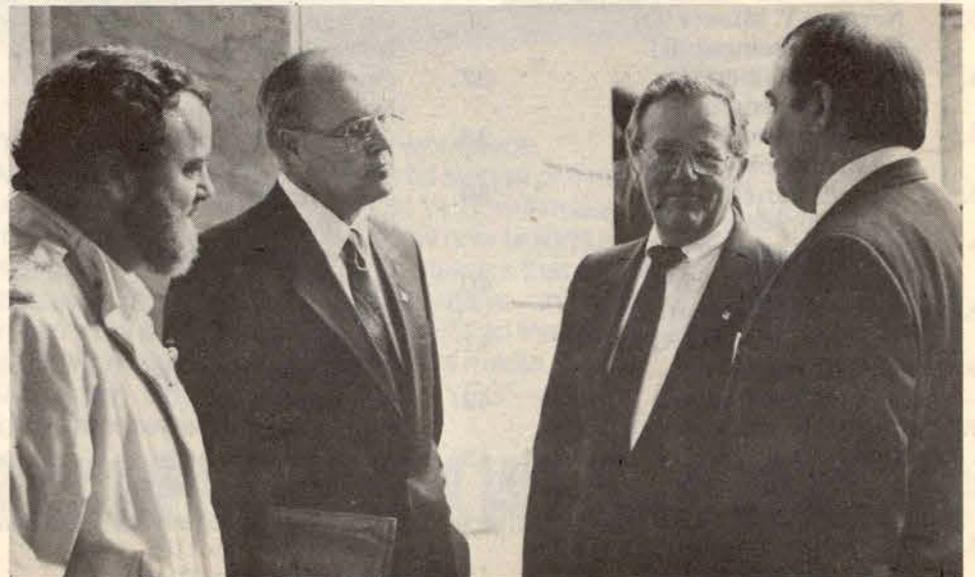
Jessie Turner tries to stay dry.



Even PG&E C.E.O. Dick Clarke got a leaflet.



Shirley Henry and Linda Shaw.



Business Representative Joe Valentino and Assistant Business Manager Manny Mederos explain the Union's position to Company managers outside the meeting.

State COPE Endorsements

San Francisco, April 21, 1988

The Executive Council of the California Labor Federation, AFL-CIO met in the Sheraton Palace Hotel, San Francisco, April 19-20, 1988 to consider candidates for election to the office of United States Senator, positions on the 12 statewide ballot propositions and local central body COPE recommendations for election to the United States House of Representatives, the State Senate and the State Assembly, in a statewide primary election on Tuesday, June 7, 1988.

In the following instances a recommendation has been made by the Executive Council without consideration of the local central body COPE:

No recommendation was received for the office in a party by the local-central labor body COPE with jurisdiction for the district.

No recommendation was received for the office in a party from one or more local central labor body Copes that share jurisdiction of a district.

Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office in a party.

Such Executive Council recommendations are preceded by an asterisk(*).

A double asterisk (**) indicates that endorsement is dependent upon the candidate accepting the majority position of the Assembly Democratic caucus on the selection of the Speaker both during the present session of the State Legislature and following the elections of November 1988.

The following recommendations are accordingly submitted by the Executive Council for designated offices:

UNITED STATES SENATOR

Leo T. McCarthy (D)
No Endorsement (R)

UNITED STATES REPRESENTATIVES IN CONGRESS

District	District
1.* Douglas H. Bosco (D) No Endorsement (R)	25. Edward R. Roybal (D) No Endorsement (R)
2.* Wayne Meyer (D) No Endorsement (R)	26. Howard L. Berman (D) No Endorsement (R)
3. Robert T. Matsui (D) No Endorsement (R)	27. Mel Levine (D) No Endorsement (R)
4.* Vic Fazio (D) No Endorsement (R)	28. Julian C. Dixon (D) No Endorsement (R)
5. Nancy Pelosi (D) No Endorsement (R)	29. Augustus F. (Gus) Hawkins (D) No Endorsement (R)
6.* Barbara Boxer (D) No Endorsement (R)	30. Matthew G. (Marty) Martinez (D) No Endorsement (R)
7.* George Miller (D) No Endorsement (R)	31. Mervyn M. Dymally (D) No Endorsement (R)
8.* Ronald V. Dellums (D) No Endorsement (R)	32. Glenn M. Anderson (D) No Endorsement (R)
9. Fortney (Pete) Stark (D) No Endorsement (R)	33. Open (D) No Endorsement (R)
10. Don Edwards (D) No Endorsement (R)	34. Esteban E. Torres (D) No Endorsement (R)
11. Tom Lantos (D) No Endorsement (R)	35.* Open (D) No Endorsement (R)
12.* Anna G. Eshoo (D) No Endorsement (R)	36. George E. Brown, Jr. (D) No Endorsement (R)
13. Norman Y. Mineta (D) No Endorsement (R)	37. Open (D) No Endorsement (R)
14.* Patricia Malbert (D) No Endorsement (R)	38. Jerry Yudelson (D) No Endorsement (R)
15.* Tony Coelho (D) No Endorsement (R)	39. Brent Hardwick (D) (Write-in) No Endorsement (R)
16.* Leon E. Panetta (D) No Endorsement (R)	40. Open (D) Open (R)
17.* Vincent Lavery (D) No Endorsement (R)	41. Dan Kripke (D) No Endorsement (R)
18.* Richard H. Lehman (D) No Endorsement (R)	42. Ada Unruh (D) Open (R)
19.* Gary K. Hart (D) No Endorsement (R)	43. No Endorsement (D) No Endorsement (R)
20.* Open (D) Open (R)	44. Jim Bates (D) No Endorsement (R)
21. Open (D) No Endorsement (R)	45. Pete Lepiscopo (D) No Endorsement (R)
22. John G. Simmons (D) No Endorsement (R)	
23. Anthony C. Beilenson (D) No Endorsement (R)	

STATE SENATE

District	District
1.* Roy D. Whiteaker (D) No Endorsement (R)	21. Louise C. Gelber (D) No Endorsement (R)
3.* Milton Marks (D) No Endorsement (R)	23. David Roberti (D) No Endorsement (R)
5.* John Garamendi (D) No Endorsement (R)	25. Cal McElwain (D) No Endorsement (R)
7.* Daniel E. Boatwright (D) Sunne Wright McPeak (D) No Endorsement (R)	27. Bill Greene (D) No Endorsement (R)
9.* Nicholas C. Petris (D) No Endorsement (R)	29. Open (D) No Endorsement (R)
11. Robert T. (Bob) Mack, Jr. (D) No Endorsement (R)	31. Open (D) No Endorsement (R)
13. Alfred E. Alquist (D) No Endorsement (R)	33. Cecil Green (D) No Endorsement (R)
15.* Rose Ann Vuich (D) No Endorsement (R)	35. Mike Balmages (D) No Endorsement (R)
17.* Henry J. Mello (D) No Endorsement (R)	37.* Pat McCabe (D) Marian Bergeson (R)
19. Open (D) No Endorsement (R)	39. Benita Berkson (D) No Endorsement (R)

STATE ASSEMBLY

District	District
1.* Arlie E. Caudle (D) No Endorsement (R)	26.* Patrick Johnston (D) No Endorsement (R)
2.* Dan Hauser (D) No Endorsement (R)	27.** Gary A. Condit (D) No Endorsement (R)
3.* Wayne C. Harrison (D) No Endorsement (R)	28.* Sam Farr (D) No Endorsement (R)
4.* Thomas M. Hannigan (D) No Endorsement (R)	29.* Open (D) No Endorsement (R)
5. John Byouk (D) No Endorsement (R)	30.* Jim Costa (D) No Endorsement (R)
6. Lloyd G. Connelly (D) No Endorsement (R)	31.* Bruce Bronzan (D) No Endorsement (R)
7.* Norman S. Waters (D) No Endorsement (R)	32.* Aden Windham (D) No Endorsement (R)
8.* Bruce D. Ketron (D) No Endorsement (R)	33.* Open (D) Open (R)
9.* Francis W. Parnell (D) No Endorsement (R)	34. Earl J. Wilson (D) No Endorsement (R)
10.* Phillip Isenberg (D) No Endorsement (R)	35. Jack O'Connell (D) No Endorsement (R)
11. Robert J. (Bob) Campbell (D) No Endorsement (R)	36. George Webb II (D) No Endorsement (R)
12.* Tom Bates (D) No Endorsement (R)	37. Open (D) No Endorsement (R)
13. Elihu M. Harris (D) No Endorsement (R)	38. Mark Lit (D) No Endorsement (R)
14. Johan Klehs (D) No Endorsement (R)	39. Richard Katz (D) No Endorsement (R)
15.* Wendell H. Williams (D) No Endorsement (R)	40. Tom Bane (D) No Endorsement (R)
16. John L. Burton (D) No Endorsement (R)	41. Open (D) No Endorsement (R)
17. Willie L. Brown, Jr. (D) No Endorsement (R)	42. Richard David Boyle (D) No Endorsement (R)
18. Delaine Eastin (D) No Endorsement (R)	43. Terry B. Friedman (D) No Endorsement (R)
19. Jackie Speier (D) No Endorsement (R)	44. Tom Hayden (D) No Endorsement (R)
20. Ted Lempert (D) No Endorsement (R)	45. Burt Margolin (D) No Endorsement (R)
21. Byron D. Sher (D) No Endorsement (R)	46. Mike Roos (D) No Endorsement (R)
22. Robin Yeamans (D) No Endorsement (R)	47. Teresa P. Hughes (D) No Endorsement (R)
23. John Vasconcellos (D) No Endorsement (R)	48. Maxine Waters (D) No Endorsement (R)
24. Dominic L. (Dom) Cortese (D) No Endorsement (R)	49. Gwen Moore (D) No Endorsement (R)
25.** Rusty Areias (D) No Endorsement (R)	50. Curtis R. Tucker (D) No Endorsement (R)
	51. Mark Wirth (D) No Endorsement (R)

VOTE June 7

District	
52.	Open (D) No Endorsement (R)
53.	Richard E. (Dick) Floyd (D) No Endorsement (R)
54.	Leon Ralph (D) No Endorsement (R)
55.	Richard Polanco (D) No Endorsement (R)
56.	Lucille Roybal-Allard (D) No Endorsement (R)
57.	Dave Elder (D) No Endorsement (R)
58.	Andrew Kincaid (D) No Endorsement (R)
59.**	Charles M. Calderon (D) No Endorsement (R)
60.	Sally Tanner (D) No Endorsement (R)
61.	No Recommendation (D) No Recommendation (R)
62.	Open (D) No Endorsement (R)
63.	Open (D) No Endorsement (R)
64.	Donald (Don) Heuer (D) No Endorsement (R)
65.	David Neal Chamberlain (D) No Endorsement (R)
66.**	Jerry Eaves (D) No Endorsement (R)

District	
67.	Open (D) No Endorsement (R)
68.	Steve Clute (D) No Endorsement (R)
69.	Open (D) No Endorsement (R)
70.	Michael K. Gallups (D) Evelyn Hart (R)
71.	Open (D) No Endorsement (R)
72.	Christian F. (Rick) Thierbach (D) No Endorsement (R)
73.	Erlinda Rodriguez Parker (D) No Endorsement (R)
74.	James S. Melville (D) No Endorsement (R)
75.	Jack Chilton (D) No Endorsement (R)
76.	Mike Harman (D) No Endorsement (R)
77.	Sam Hornreich (D) No Endorsement (R)
78.	Lucy Killea (D) No Endorsement (R)
79.	Peter R. Chacon (D) No Endorsement (R)
80.**	Steve Peace (D) No Endorsement (R)

BALLOT PROPOSITIONS

PROPOSITION NO. 66

Elected County Assessor

Recommendation: Vote YES

Digest: Presently, the State Constitution requires the offices of district attorney and sheriff to be elective in both charter and non-charter counties. This measure amends the Constitution to provide the office of assessor shall also be an elective office in charter and non-charter counties.

PROPOSITION NO. 67

Second Degree Murder of Police Officer.
Minimum Term.

Recommendation: Vote YES

Digest: Existing law enacted by initiative provides second degree murder penalty is 15 years to life in prison. Minimum term is reduced by good behavior credits, but not by parole. This measure increases the minimum prison term for second degree murder to 25 years in cases where the murderer knew or should have known the victim was a specified peace officer engaged in the performance of his or her duties. Person guilty of second degree murder under such circumstances must serve a minimum of 25 years without reduction.

PROPOSITION NO. 68

Legislative Campaigns. Spending and Contribution Limits

Recommendation: Vote NO

Digest: Limits political contribu-

tions to state legislative candidates per election to \$1000 from each person, \$2500 from each organization, and \$5000 from each "small contributor" political committee, as defined. Establishes Campaign Reform Fund to which individuals may designate up to \$3 annually from income taxes. Provides legislative candidates who receive specified threshold contributions from other sources, and meet additional requirements, may receive with limitation matching campaign funds from Campaign Reform Fund. Establishes campaign expenditure limits for candidates accepting funds for Campaign Reform Fund. Provides civil and criminal penalties for violations.

PROPOSITION NO. 69

Acquired Immune Deficiency Syndrome - AIDS

Recommendation: Vote NO

Digest: Declares that AIDS is an infectious, contagious and communicable disease and that the condition of being a carrier of the HTLV-III VIRUS OR OTHER AIDS-causing viral agent is an infectious, contagious and communicable condition. Requires each be placed on the list of reportable diseases and conditions maintained by the Department of Health Services. Provides each is subject to quarantine and isolation statutes and regulations. Provides that Health Services Department personnel and all health officers shall fulfill the duties and obligations set forth in specified statutory provisions to preserve the public health from AIDS.

PROPOSITION NO. 70

Wildlife, Coastal, and Park Land Conservation Bond Act

Recommendation: No Recommendation

Digest: This act authorizes a general obligation bond issue of seven hundred seventy-six million dollars (\$776,000,000) to provide for funds for acquisition, development, rehabilitation, protection, or restoration of park, wildlife, coastal, and natural lands in California including lands bond sales would be administered primarily by or through California Department of Parks and Recreation, Wildlife Conservation Board, and State Coastal Conservancy with funds made available to other state and local agencies and non-profit organizations. Contains provisions in event other conservation bond acts are enacted.

PROPOSITION NO. 71

Appropriations Limit Adjustment

Recommendation: Vote YES

Digest: Constitution limits tax revenues state and local government annually appropriate for expenditure: allows "cost of living" and "population" changes. "Cost of living" defined as lesser of change in U.S. Consumer Price Index or per capita personal income; measure redefines as greater of change in California Consumer Price Index or per capita personal income. "State population" redefined: includes increases in K-12 or community college average daily attendance greater than state population growth. Local government "population" redefined: includes increases in residents and persons employed. Specifies motor vehicle and fuel taxes are fees excluded from appropriations limit.

PROPOSITION NO. 72

Emergency Reserve, Dedication of Certain Taxes to Transportation. Appropriation Limit Change

Recommendation: Vote NO

Digest: Requires three percent of total state General Fund budget be included in reserve for emergencies and economic uncertainties. Provides net revenues derived from state sales and use taxes on motor vehicle fuels be used only for public streets, highways, and mass transit guideways. (Three year phase-in.) Requires two-thirds vote of Legislature or majority vote of voters before taxes on motor vehicle fuels may be raised. Reserve and fuel tax revenues excluded from appropriation limit. Prohibits Legislature from lowering local sales tax rates in effect January 1, 1987.

PROPOSITION NO. 73

Campaign Funding. Contribution Limits. Prohibition of Public Funding

Recommendation: Vote NO

Digest: Limits annual political contributions to a candidate for public office to \$1000 from each person, \$2500 from each political committee, and \$5000 from a political party and each "broad based political committee," as defined. Permits stricter local limits. Limits gifts and honoraria to elected officials to \$1000 from each single source per year. Prohibits transfer of funds between candidates or their controlled committees. Prohibits sending newsletter or other mass mailings, as defined, at public expense. Prohibits public officials using and candidates accepting public funds for purpose of seeking elective office.

PROPOSITION NO. 74

Deddeh Transportation Bond Act

Recommendation: Vote YES

Digest: This act provides for a bond issue of one billion dollars (\$1,000,000,000) to provide funds for capital improvements for local streets and roads, state highways, and exclusive public mass transit guideways.

PROPOSITION NO. 75

School Facilities Bond Act of 1988

Recommendation: Vote YES

Digest: This act provides for a bond issue of eight hundred million dollars (\$800,000,000) to provide capital outlay for construction or improvement of public schools.

PROPOSITION NO. 76

Veterans Bond Act of 1988

Recommendation: Vote YES

Digest: This act provides for a bond issue of five hundred ten million dollars (\$510,000,000) to provide farm and home aid for California veterans.

PROPOSITION NO. 77

California Earthquake Safety and Housing Rehabilitation Bond Act

Recommendation: Vote YES

Digest: This act provides for a bond issue of one hundred fifty million dollars (\$150,000,000) to provide funds for a California Earthquake Safety and Housing Rehabilitation program.

DON'T BUY

National Boycotts sanctioned by the AFL-CIO Executive Council

Ace Drill Corporation

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

Advertising Corporation of America

Pocket calendars and desk diaries
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers

Armour Processed Meats Co.

Armour Hams, Armour Bacon, Armour Hot Dogs. This UFCW boycott does not include processed meat products made by Armour-Dial.
United Food & Commercial Workers International Union

BASF A.G. Corp., Geismar, Louisiana

Video, Audio and Computer Tapes and discs, Zerex and other brands of anti-freeze advertising Alligard 340—a protectant.
Oil, Chemical & Atomic Workers International Union

Blue Cross/Blue Shield of Memphis, TN

Carrier of union health plans
AFL-CIO

Brown & Sharpe Mfg. Co.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

Bruce Church, Inc.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

California Table Grapes

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

City of Hope

National Medical Research Facility
Office & Professional Employees International Union

Clark Grave Vault Company

Copper and steel burial vaults
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

Colt Firearms Company

Manufacturers of handguns and rifles
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

Consumers Union

Publishers of Consumer Reports magazine, Consumer Reports Annual Buying Guide. Services include legal aid and car price reporting.
The Newspaper Guild

Faberge, Inc.

Personal care products: Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

Fort Howard Paper Co.

Green Bay, Wisconsin and Muskogee, Oklahoma Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Edon and Dolly Madison tissues
United Paperworkers International Union

Holiday Paper Cups,

Div. of Imperial Cup Corporation
Holiday Paper Cups brand name
United Paperworkers International Union

Indiana Desk Co.

Medium and high-priced desks
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers

John Morrell & Company

Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs
United Food and Commercial Workers International Union

Louisiana-Pacific Corp.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America and International Woodworkers of America

Marval/Rocco Turkey, Inc.

Turkey and turkey parts: Marvel, Shady Brook Farms. All products bearing USDA stamp #P-18
United Food & Commercial Workers International Union

Please boycott Mission Foods Products, support striking workers

The products listed below come from the Mission Foods Factory in Richmond. The workers there are currently on strike in order to obtain health insurance that covers their families as well as a living wage.

Four years ago a seven-month strike prevented Mission Foods from busting the Union, but the workers were forced to settle for a \$2.00 an hour wage cut and a loss of health insurance coverage for their families. Most of the workers there are paid \$4.50 an hour. Without health insurance for their families, many are forced to go to taxpayer supported clinics, hospitals, and programs such as Medi-Cal.

Mission Foods is a subsidiary of Gruma, a multi-national corporation.

Please do not buy Mission foods products. They should pay for the medical insurance of their families. Not you, the taxpayer.

Mission Foods Products include: Tradicional Tortillas, Mission Tortillas, Mission Tortilla Chips, La Tolteca Tortillas, Sarita's Deli Chips, Natural Tortilla Chips (West-Mark brand).

Thank You. Hotel and Restaurant Union, Local 28, Oakland, 893-3181.

Also, you can help by writing to Francisco De La Torre, President at Mission Foods Corporation, 2343 Saybrook Ave., City of Commerce 90040.

McCreary Tire & Rubber Co.

Truck, farm, industrial, racing and small aircraft tires
United Rubber, Cork, Linoleum and Plastic Workers of America

Mohawk Liqueur Corporation

Brand name products: Chaska and Vodstock Vodka, Grand MacNish, Arandas Tequila, Canadian Can-Am Whiskey, Mohawk labeled Gin, Rum, Peppermint Schnapps, Cordials, Kahlua, Amaretto and Sambuca.
Distillery, Wine and Allied Workers International Union

Napa Valley Co-op

Bergfeld 1885 (Sauvignon Blanc) wine
Distillery, Wine and Allied Workers International Union

Nixdorff-Lloyd Chain Company

Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool
International Association of Machinists & Aerospace Workers

Patrick Cudahy

Processed meat products: Patrick Cudahy, Gwaltney, Milano's, Smithfield, Taneda, Deli Fresh; Canned Hams: Agar, Apple Blossom, A&P, Circle A, Country Club, DAK, IGA, Jewel, Lancaster, Pathmark, Plymouth Rock, Safeway, Shur-Fine, Smoke-A-Roama, Windmill
United Food and Commercial Workers International Union

Plymouth Rubber Company

Insulating material, rubber bands and vinyl products
United Rubber, Cork, Linoleum and Plastic Workers of America

R.J. Reynolds Tobacco Co.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

Rome Cable Corporation

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

Schnadig Corporation

"International" and "Karpen" upholstered furniture
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers

Seattle-First National Bank

Withdraw funds
United Food and Commercial Workers International Union

Shell Oil Company

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); Gasoline, petroleum and natural gas products
AFL-CIO

Sterling Radiator

Baseboard heaters for the home
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

United States Playing Card Co.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale, Department Store Union

JOBS WITH JUSTICE

Campaign gains momentum

Washington, D.C., — Jobs with Justice, the nationwide movement for workers' rights, in just six months, has steamrolled across America, seven International union presidents

told the media at a recent briefing. Rallies, congressional hearings, mass picket lines and other demonstrations have already been held in nearly a dozen locations with many more currently being planned.

The union leaders told the media that the goals of Jobs with Justice are to build powerful labor/community coalitions which can force major corporations and government to act responsibly in communities; to demonstrate to unorganized workers that there is a viable collective fightback response to the workplace problems they face; and to change the political climate in the United States to permit social and legislative change favorable to working people.

To achieve these goals, regional coalitions of labor, religious, community, women's, and civil rights organizations along with elected officials and other citizens have sprung up to organize and fight together around local issues.

Communications Workers of

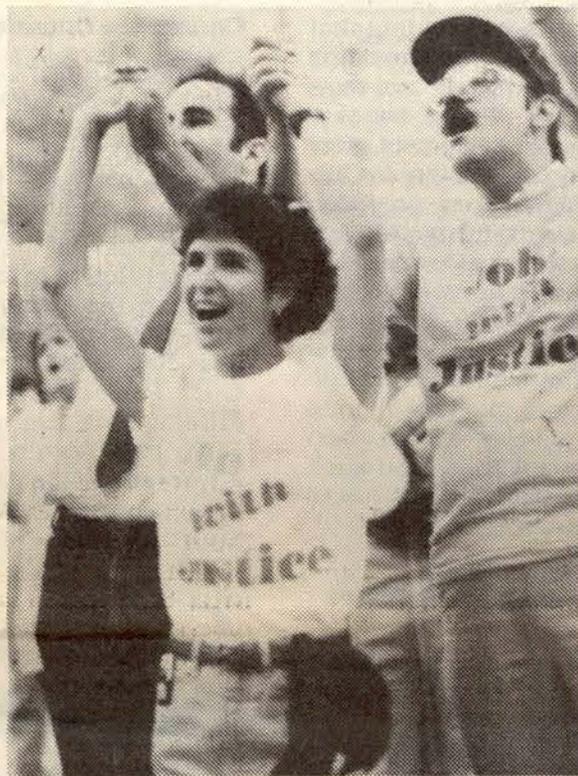
America (CWA) President Morton Bahr told reporters that more than thirty thousand workers have already signed the Jobs with Justice pledge which states, "I'll be there at least five times during the next year for other workers' struggles as well as my own."

Organizers throughout the country report that signers have been responding in huge numbers when called on to begin to fulfill their pledge.

Bahr said that computer lists of pledge signers are being generated and sent to international unions,

state federations, and local Jobs with Justice coordinators. "In addition, we will plug our card signers into the AFL-CIO political action network. We will put our activists to work for the (presidential) candidate willing to take a stand for workers' rights this year," Bahr promised.

"The strength of the campaign has been its ability to mobilize union members to fight in the battles of other workers, and to build



Jobs with Justice action, Nashville, Tennessee, 8,000 people participated



Jobs with Justice action, Des Moines, Iowa, 2,000 people participated

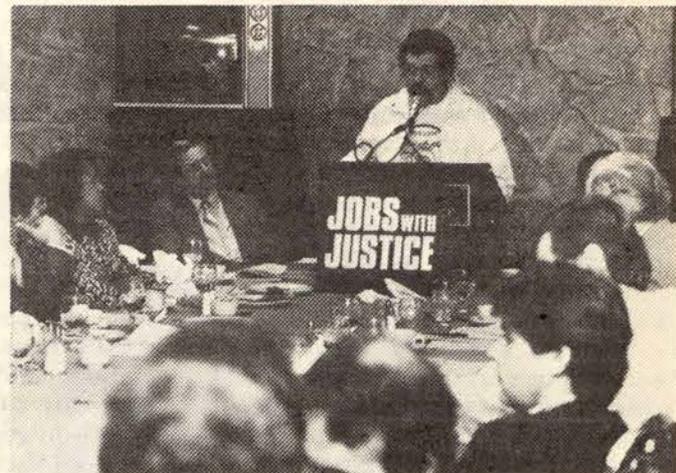
with the Southern Christian Leadership Conference (SCLC) in a Martin Luther King Memorial March for Jobs with Justice. The march will be "going from Memphis on April 4, where Dr. King was assassinated 20 years ago, through Mississippi and Alabama to meet up with the Georgia Jobs with Justice rally on April 30," he said.

In addition to Samuel and Bahr, reporters at the AFL-CIO winter meetings in Bal Harbour, Florida heard about future Jobs with Justice plans from Presidents John Sweeney (SEIU), Lynn Williams (USWA), William Winpisinger (IAM), Sigurd Lucassen (UBC), and Owen Bieber (UAW). The International Presidents were joined by Florida AFL-CIO President Dan Miller and workers who told their stories of abuse.

SEIU's Sweeney announced plans for the April 30 Jobs with Justice march and rally in Atlanta, Georgia. Under the banner Justice for Janitors, the Service Employees union has taken public the predicaments of workers who are among the most exploited in the country.

"We are demanding a living wage and decent benefits, along with the most fundamental of civil rights," Sweeney declared, "like being able to enter the door of your choice, or joining a union without having to fear for your job."

Steelworkers President Lynn Williams told reporters that Jobs with Justice will travel to Fairfield, Alabama on April 16 in support of Lloyd Noland Hospital workers who have been without a contract since 1984 and have been fighting managements' union-busting attempts. The hospital has been unsuccessful in four attempts to decertify the union. "That kind of disdain for



Joe Allevo, UAW-COLT worker addresses JWW news conference at AFL-CIO winter meeting

workers, the lack of consideration for the community — the meanness of spirit — is what Jobs with Justice is intended to counter," Williams said.

"The Jobs with Justice campaign sends a clear signal to Corporate

clear signal to Corporate America that workers are mad as hell and they're not going to take any more," IAM President William Winpisinger charged in announcing a massive multi-union campaign against Texas Air Chairman Frank Lorenzo.

Winpisinger described Lorenzo as: "a union-busting corporation chieftain with a turn-of-the-century, robber baron mentality. He epitomizes the anti-worker, public-be-damned attitude that prevailed in corporate board rooms during that era."

UBC President Sigurd Lucassen announced plans for a Jobs with Justice rally on June 8 in Portland, Oregon for lumber industry workers. "As unions united, we have a tremendous collective strength. We



must use our strength to fight our enemies in the boardrooms and on the street," he said. "Jobs with Justice rallies have provided workers the opportunity to take to the streets together to mobilize against those who threaten fair worker standards and the dignity of American workers."

Over the past six months, Jobs with Justice actions have taken place in Florida, Iowa, Tennessee, Pennsylvania, Connecticut, New York, Texas, New Mexico, Delaware, Idaho and Wisconsin.

Jobs with Justice plans are currently being made for other actions this Spring in Birmingham, New York City, St. Louis, and Kansas City (Mo.).

To bring Jobs with Justice to your community or for more information, write to Jobs with Justice, P.O. Box 19128, Washington, D.C. 20006, or call 1-800-424-2872.

Tentative agreement for Outside Line

The Local 1245 Negotiating Committee reached a tentative agreement on a two-year contract covering Outside Line Construction members late last month. The Committee is recommending a "yes" vote on the agreement. The proposal was sent to the membership for approval on May 2 and ballots are due back by May 23.

"The proposed agreement represents a fair and equitable settlement over what the Committee felt was a major takeaway campaign by the Contractors Association," said Assistant Business Manager Ron Fitzsimmons. "The contract we are recommending includes improvements in wages, benefits, and working conditions."

Union Fends Off Takeaways

At the outset of bargaining on March 4, the Contractors proposed major reductions in salaries and health benefits, decreases in premium overtime pay and holidays, and loss of worker safety protections. Ron Fitzsimmons told the Utility Reporter that "the Contractors Association came to the table insisting on forty-three takeaways, claiming they needed to become 'competitive.' After seven sessions

and literally hundreds of man-hours at the bargaining table, the Union succeeded in convincing the Contractors that they could remain competitive even with economic improvements for Local 1245 members."

Economic Progress

Lineman wages under the tentative agreement will increase by \$1.25 June 1, 1988—a 5.8% increase—and after one year will rise again by \$1.00, or 4.4%. Salaries for all other classifications are tied to the Lineman rate, and will be increased accordingly. Notable progress was made on behalf of the Groundmen, who will receive 65% of the Lineman rate, representing their first increase in seven years. Fifty cents of each rate increase will come in the form of a higher employer hourly pension contribution, totalling a 33% increase over the life of the agreement and providing additional security for Outside Line members and their families.

Safety and Stability are Key

In addition to defeating an employer proposal for three-man crews, which the Negotiating Committee viewed as a potential threat to worker safety, the Union succeeded



1988 Outside Line Negotiating Committee. Front Row (L-R): Andrew Dudley, Committee Member; Curt Petersen and Tom Heyl, Local 1245 Business Representatives. Back Row (L-R): Bill Catalfo, Alternate; Committee Members: Don Kimball, Don Holler, and Alex Urrutia; Bill Branson, Temporary Business Representative.

in winning language providing that the sole responsibility for providing a safe and healthful workplace rests with the employer. With a two-year term, the proposed agreement gives an extra measure of stability to Outside Line workers. A new provision on employee contracting will, according to Fitzsimmons, reduce the risk of favoritism in assigning work, while other new language tightens up protections against "double-breasting." "Double-breasting" refers to Contractors who are Union in one area and non-Union in another; the new contract will prohibit such employers from being signatories to the Local 1245 agreement.

Committee Commended

Andrew Dudley, Don Holler, Don Kimball, and Alex Urrutia, who served on the 1988 Outside Line Negotiating Committee for Local 1245, were hailed by Fitzsimmons as "dedicated and hardworking individuals who did an invaluable job of representing their fellow workers. In addition the Committee benefitted from the expert assistance of Business Representatives Bill Branson, Curt Peterson, and Tom Heyl." Fitzsimmons also noted that "what could have been a long and highly adversarial bargaining process turned into an amiable settlement—truly a victory for both sides."

CLERICAL SPOTLIGHT

Bakersfield PG&E Clericals speak out

At a recent meeting of the IBEW Local 1245 Advisory Council, the Utility Reporter had a chance to sit down and talk with several Clerical activists about the stalled contract negotiations at PG&E.

Linda Snelling is an Operating Clerk/Steno at the Bakersfield Service Center. A twelve-year employee of the Company, Snelling has been a Local 1245 Shop Steward for seven years. Snelling feels that IBEW members are strongly opposed to the efforts of the Company to divide Clerical unit members from their Physical Unit brothers and sisters.

"Equal treatment is really the issue," Snelling said. "PG&E should be a model employer, and they should take a stand that our clerks are worth decent wages. If other companies underpay their clerks, it's not a valid reason why we should be brought down to that level."

Mary Catherine Haring is a former Groundman and member of the Physical bargaining unit who is currently working as a Utility Clerk in Customer Services. "The Company keeps squeezing the workers," Haring said, and yet they "expect people to increase their pro-



Bakersfield Stewards: Linda Snelling and Mary Catherine Haring.

ductivity to compensate as vacant positions go unfilled. With more layoffs possible, we'll be expected to do even more extra work. They take advantage of employee loyalty, but when it comes to bargaining, they won't give it back."

Haring also serves as a shop steward and is the recorder of the Local's Bakersfield unit.

"Clericals just want to be treated with fairness, respect, and dignity," Rich Dunkin, IBEW Local 1245 Business Representative, added. "Many, if not most, clericals

are single parents, or are the main source of their families' incomes, and deserve equal consideration with Physical Unit members."

The Bakersfield activists also noted that the wearing of black armbands and the red "EQUAL TREATMENT NOW" buttons has led to a sympathetic response from PG&E customers.

"Feedback from members of the public has been overwhelmingly positive," Haring said. "Once they understand the issue of equity, most customers are very sympathetic."

Cal/OSHA petition drive...

FROM Page One

Brill signed up 547 people for the initiative. He also put together a signature gathering team that gained almost 1,000 signatures for the ballot measure.

For his efforts, Brill received an IBEW jacket. Also receiving jackets, awarded to any IBEW member who gathered 250 signatures, will be Bob Martin, Grover Day and Warren "Skip" Harris.

"It was tough at times trying to 'educate' people about Cal/OSHA," Brill said. "But well worth the effort. At the same time it was very gratifying to experience people walking up to us wanting to sign without even discussion."

The following Local Union members will receive Local 1245 hats for their contribution of 50 or more signatures: Richard Cowart, Joe Johnson, Mickey Harrington, Ronald Chan, Scott Mowry, Ocean, Al Calleros, Nayaraja Rao, Christine Mangante, Gary Covert, Peter O'Driscoll, Scott Thomas, Elbert Harte, Ron Van Dyke, Stanley Clark, Chester Bartlett, Bill Branson, Joel Elliolf, Anthony Villa, Gwen Wynn, Don Custer, Bob Choate, Don Ramos, Karen Russell, Steve Moore, Nancy Landeros, Vida Anderson, and Sandra Weeks.