

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Clericals demonstrate for equal treatment

Before work, after work, during lunch: PG&E clericals are hitting the sidewalks outside Company offices throughout Northern California with signs and leaflets to let the public know their demand — "Equal Treatment Now!"

These demonstrations, initiated by the membership, are being conducted with the help of picket signs printed by the Local Union headquarters in Walnut Creek and distributed by Business Representatives. At the request of Clerical Stewards, Local 1245 has also prepared and printed a brief informational piece to use as a handout to PG&E customers to explain the equal treatment issue.

Since the pickets began in late May, the number of Clericals and their supporters participating in the actions has continued to increase. At several locations Clericals are being joined by Physical bargaining unit members, as well as PG&E members of Engineers and Scientists of California (ESC), who are backing the Clericals' efforts.

Some of the peaceful demonstrations have included chants of "equal pay," passersby in San Francisco a few weeks ago were treated to a tuneful rendition of "We Shall Overcome" by picketers in front of 245 Market Street. Informational pickets are expected to continue as a means for Clerical workers to express their demand for parity with other PG&E employees. Members wishing more information should contact their Shop Stewards.

PG&E Clerical bargaining update

On June 3, the Union and Company Clerical Negotiating Committees met to discuss the unresolved Clerical bargaining issues. The meeting had been called by the Union to get the Company's version of the results of their meetings with clerical employees. At the previous bargaining sessions, PG&E had told the Union it wanted the employee meetings in order to explain their position on reducing wage rates to those in the "market place."

Some of the company's conclusions seemed to be in line with what the Union has been hearing from the membership: Clericals don't like the idea of a lump-sum bonus, and they are fearful that this method of payment, once agreed to, would become the norm. However, in other areas, the Com-

pany still maintains, despite overwhelming evidence to the contrary, that Clerical workers don't understand the issues at stake. According to the Company, Clericals still do not understand the wage survey, nor do they know that retroactivity is a bargainable issue and thus potentially in jeopardy. Stewards' reports flatly contradict these assertions: "we knew exactly what we were voting against!" as one Clerical leader put it.

As of June 3, the Company is still maintaining that they will not apply the proposed lump-sum bonus to the Pension Bands. At the meeting, the Company restated their position that they are willing to continue to pay Clericals "over the market rate" but there is no agreement between the two sides as

to what the "market rate" actually is or how far over it PG&E rates should be set.

The Union Negotiating Committee continues to take the position that Clericals deserve the same 2.75% general wage increase won by other bargaining units. Although no agreement was reached, the Company has said they are ready to continue meeting. Following an analysis of the results of this month's Clerical Conferences, another session with the Company will be scheduled.

The Local 1245 Clerical Negotiating Committee consists of Art Garza, Marie Kizsee, Bob Martin, Jack McNally, Manny Mederos, Shirley Roberts, Becky Rosecrans, and Howard Stiefer.



IBEW Local 1245 members spent their lunchtime demonstrating in support of equal treatment outside company offices at 77 Beale Street in San Francisco.

MORE PICKETING PICTURES—SEE PAGE 8 AND PAGE 9

Photo: Kua Partten

Southern California Dispatch office to move

Effective July 1, 1988 the new address of the IBEW Local 1245 Southern California Dispatch Office will be:

1074 La Cadena Drive
Riverside, CA 92501

City of Lodi Utility Department/new agreement ratified

IBEW Local 1245 members in the City of Lodi Utility Department ratified a new Memorandum of Understanding (M.O.U.) on April 15. The Agreement will run through January 1, 1991.

According to Business Representative Pete Dutton, Chief Spokesperson for the Union Negotiating Committee, highlights of the M.O.U. include parity with PG&E salary increases during the life of the agreement, beginning with a 2.75% increase for 1988, and the establishment of a Troubleman class which will be compensated at five percent above the Journeyman rate.

The City also agreed to pick up

all increased costs of health care plans during the term of the M.O.U., representing a major cost item due to huge increases in premium rates. "The continuation of the previous benefit level at no additional cost to the members is one of the most important features of the package. Our members will be able to protect their families under this provision," said Dutton.

The out-of-class pay section of the M.O.U. has been significantly improved; members will now receive a guaranteed 5% upgrade for work performed in a higher classification in excess of four hours per eight hour period. In addition, the pack-

age includes an increase in the Meal Allowance, with a new formula which provides automatic increases in the allowance in future years based on the wage rate increase.

Two additional holidays will be established during the course of the M.O.U.: effective in 1988, members will have a paid holiday on the Friday after Thanksgiving, and commencing in 1990 will get one floating holiday each year. The Bereavement Leave provision of the M.O.U. was also improved by expanding the definition of "immediate family" and providing one-day leave for the death of a friend.

The City will increase its "match"

of employees' deferred compensation funds from one and one half to two percent of members' base pay. Another feature of the Agreement is a commitment between the parties that the City and the Union will jointly develop a drug and alcohol program to assist Unit members.

Dutton reports that he is especially pleased with a new provision that the decisions of the Personnel Review Board will now be final and binding, not subject to review by the City Council. "Our members will no longer have to be so concerned about possible arbitrary

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MEMBER OPINION

The Union makes us strong

By Olivia Mercado

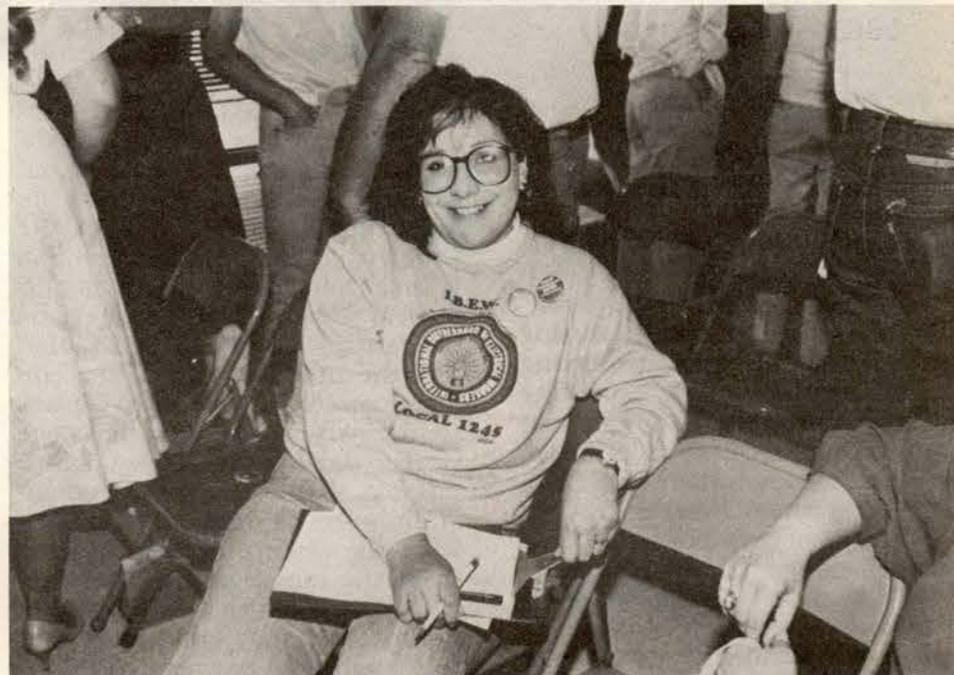
I have a message for all of our IBEW brothers and sisters at PG&E:

I have worked for PG&E and been an IBEW Local 1245 member for ten years. For the first six years I was with the company I always believed the company propaganda: *they* gave me a great salary plus benefits, too — right? Wrong!

When I finally opened my eyes in 1985, I realized that our wages are not given to us because we are dedicated employees (which we are) or because we deserve decent pay (which we do) but because our Union, IBEW Local 1245, has been negotiating with the company since 1953 to get us fair pay and benefits.

I would like to educate our members who are unaware of the history of our Local and the Labor Movement in general. What we have in terms of wages, benefits, and working conditions we have because *our members* negotiated and voted for the results. In other words, nothing has been handed to us — everything was fought for and won by Union members.

Stop for a moment and think: if we did not have our Union, how much do you think the company would be paying us and what do you think our benefits would be? Last



Olivia Mercado, PG&E Stockton Division Clerical Shop Steward.

year, sister and brother clerical workers at Pacific Gas Transmission (PGT), a "wholly owned subsidiary" of PG&E, organized and became members of Local 1245. The reason? Their company — our company — told these nonunion workers that they were 30% overpaid and that their wages would be frozen for

five years! Those workers learned we must be organized to get a shot at a fair deal.

We need to *unite* as brothers and sisters to keep our Union strong and together!

Olivia Mercado is a Clerical Shop Steward in PG&E's Stockton Division.

Utility Reporter

JUNE 1988

VOLUME XXXVII NUMBER 6

CIRCULATION: 24,500

(415) 933-6060

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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.



Local 1245 Delegation at the Tampa, Florida conference.

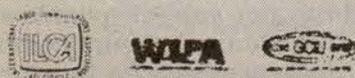


Business Manager Jack McNally addresses the assembly from the conference floor.

Local 1245 delegates attend Regional Utility Conference

The International Brotherhood of Electrical Workers held its annual Regional Utility Conference at the Hyatt Regency in Tampa, Florida on April 26-28, 1988.

Local 1245 was represented at the conference by Jack McNally, Kathy Tindall, Gwen Wynn, Manny Mederos, Ron Van Dyke, Mike Davis, Roger Stalcup, Ron Blakemore, Vern Loveall, Lyman Morrison, Jim McCauley, Gary Mai, and Ron Field.



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY Apprentice Meterman Committee

Paula Ramsey

SIERRA PACIFIC POWER COMPANY 1988 Sierra Pacific Power Company Ballot Committee

Dan Keefe
Patricia H. Martin
Gloria E. Miller
Donald L. Moler
Robert Vieira

MERCED IRRIGATION DISTRICT Merced Irrigation District Negotiating Committee

George "Eddie" Slown

CITY OF OAKLAND 1988 City of Oakland Negotiating Committee

John P. Hendry
James Mahoney
Edward N. Myall
Ronald L. Davis
Robert Glaze
(Alternate)

PLUMAS-SIERRA REC Plumas-Sierra REC Negotiating Committee

Michael Mitchell

CP NATIONAL CP National - Elko Telephone Negotiating Committee

Dora Carone
Teresa Dory
Mary Janet Peterson
Sandra Reynolds
Cherri Roberson
Charles Stout

OUTSIDE LINE CONSTRUCTION Outside Line Ballot Committee

Nell K. Beirne
Jeff P. Madigan

CITY OF LODI City of Lodi Negotiating Committee

Joe Ferrante
Ralph M. Lea
Timothy S. McGeorge
Randal McVinnie
William Schmer, Sr.

CENTRAL LABOR COUNCILS Napa-Solano Counties Central Labor Council

Sam Tamimi
Joy E. Giorgi

CONFERENCES AND CONVENTIONS Joint Executive Conference of Southern California Electrical Workers

Curt Peterson
Richard Dunkin

Ecology of Work Conference

Larry Pierce
Ed Fortier

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Clericals Take Action

Hundreds of IBEW Clericals have been demonstrating their commitment to equal treatment by wearing buttons and armbands, and picketing at PG&E facilities around the State. Our Union staff is supporting these member-initiated actions.

I have been very pleased to see that support is growing among Physical Unit employees for the stand being taken by the Clericals. I also want to note the support shown by the PG&E Unit of Engineers and Scientists of California (E.S.C.). Their Executive Committee moved unanimous support for our Clerical Unit's "just demand for equal treatment" at their April 15 meeting, and their members have responded enthusiastically to the Executive Committee's encouragement of support activities.

In the last two to three weeks, information to PG&E Clerical has been distributed and informational meetings have been held with Clerical Shop Stewards and other interested Clerical members.

Since the last rejection of the Clerical contract offer, the Union and the Company met once to discuss the latest rejection. At that meeting the Company indicated they wanted to communicate with the Clerical employees to explain their position concerning the Clerical negotiations. They have done that, and based on the feedback I've gotten from the membership, they didn't win any converts.

The Union called a meeting on June 3 to discuss with the Company anything they may have learned from those meetings with the employees which might help lead to an acceptable offer by the Company. There were several discussions again over the issue of rates of pay vs. market. However, no new proposals or counter-proposals were made by either side.

The Union informed the Company that we are holding area meetings with Clerical Shop Stewards and other active Clerical members to discuss the Clerical situation. After the meetings are completed the Union will, as soon as possible, schedule negotiating meetings with the Company. As of this writing, the Sacramento and San Jose meetings have been held with a very good turnout and good two-way communication. A strong showing of solidarity was evident.

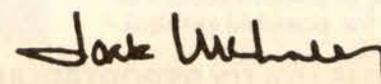
Your Union Negotiating Committee will aggressively approach the bargaining with a strong desire to achieve an offer from the Company that will be acceptable to the membership.

Plant Closings Veto

Like me, I am sure you find it hard to believe that President Reagan would veto the trade legislation package because of the inclusion of a requirement that plant closings or large layoffs be disclosed to affected employees. Polls show that 85% of the American people think the 60-day notice requirement contained in the bill is a matter of basic fairness. The truth is that tens of thousands of workers and their families are devastated every year, and entire communities crippled, when companies tell their employees "don't come in tomorrow."

California Senator Pete Wilson, who voted against the bill when it first came before the Senate, voted not to override Reagan's veto despite the overwhelming support of his constituents for fair trade. If Wilson and a few other Republican Senators had voted correctly, this country would have the trade legislation we so desperately need. Wilson is up for re-election this November. We must remember when we go to the polls to express our anger over Wilson's unsupportable and inexplicable position on this crucial issue.

In Unity,



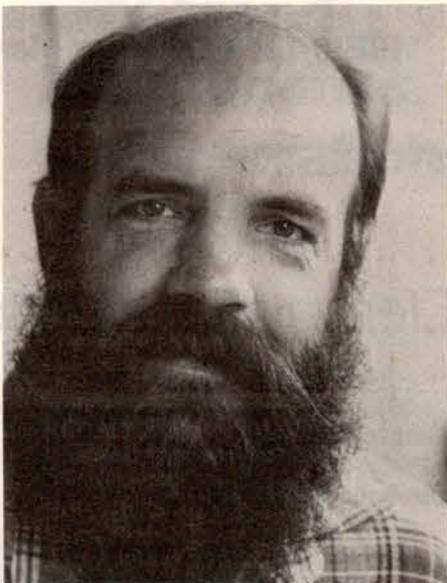
Staff Notes

Dean Gurke

Dean Gurke was hired as a Local 1245 Business Representative on March 9 and is assigned to provide service to PG&E's Peninsula and Skyline Divisions, San Francisco power plants, and Davey Tree (San Francisco and San Mateo Counties).

Dean worked for Davey Tree and Pacific Tree in the 1970's before moving on to PG&E, where he worked as a Lineman for the past ten years. As a member of Local 1245, Dean served on the Union negotiating committee and has been a steward in San Rafael, Oakland, and San Francisco.

Dean's wife of nine years, Kathryn, is a Registered Nurse at Highland Hospital in Oakland, and is a member of the Executive Board of S.E.I.U. Local 616. The Gurkes have an 8-year-old son, Charlie, and they have recently moved to



Photos: Kua Patten

Alameda, where they are expecting another addition to the family at the end of the month.

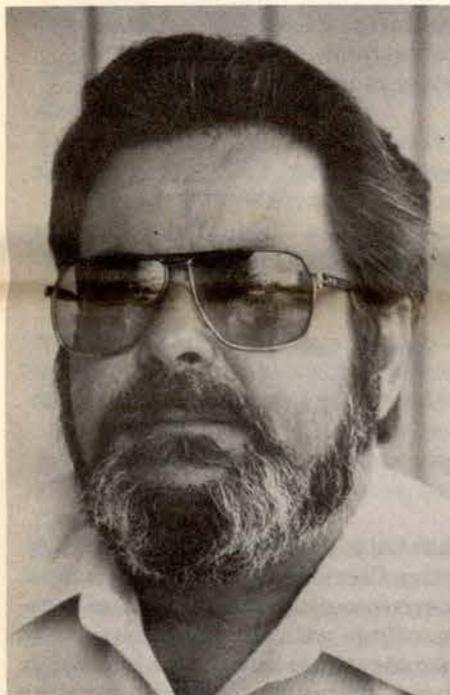
Mike Del Rio

Mike Del Rio, a 22-year Lineman with PG&E, was appointed as a Business Representative for Local 1245 on May 2.

Mike, who has been a 1245 shop steward for "as long as [he] can remember," came out of the San Joaquin Division of PG&E where he worked mostly in Bakersfield. As a Rep, Mike's area of responsibility includes Southern San Joaquin, Davey Tree, CP National Needles, Southern Pipeline Operations (PLO), Southern Kings Division, and Lindmore Irrigation District.

Mike and his wife Dena have four children and reside in Bakersfield. One of Mike's favorite pastimes is trout fishing.

"After being a steward for so long, and having served on past negotiating committees, becoming a Business Representative is a logical move for me," said Del Rio. "I'm already enjoying doing this work on behalf of the Local."



New Editor, Jenny Lipow

As the new Director of Communications for Local 1245, Jenny Lipow will be the managing editor of the Utility Reporter and other Union publications.

Jenny began her career in the labor movement as a union organizer in New England; she has also done research and lobbying on contracting out in public agencies. She majored in history at UC Berkeley, and worked as a Business Representative for a public employees union for four years prior to being hired by Local 1245 on May 2.

"I'm very interested in what the membership and their families think of the paper," said Lipow. "We'll be redesigning the Utility Reporter later this year, and I hope that people will call or write and let me know what they like, what they dislike, and what they want to see in our publications. Any members who would like to submit letters or guest articles for possible publica-

tion are encouraged to do so."

Jenny lives in Berkeley with one cat and two boa constrictors and is engaged to be married "sometime in 1989."



Pat Collins

Pat Collins, longtime Local 1245 activist, was appointed as a Business Representative effective March 14. Pat is a 21-year employee of PG&E and a Local 1245 shop steward for nearly seven years. Pat's assignment area includes Oakland Customer Service, Berkeley/Richmond, Martinez, Pittsburg/Antioch, 245 and 1170 Market, S.F.

Pat began her career with PG&E in the Livermore office and worked all over the Bay area, including a stint as a groundman in Concord. Her position prior to joining the staff was in Concord Customer Service.

Pat, a resident of Concord, has a 21-year-old son in college. Pat also has three stepchildren through her marriage to Ed Collins, Director for AFL-CIO Region IX in Seattle.

Pat's varied interests outside of work include water and snow skiing, photography, flower arranging and motorcycling. So far, Pat has felt great about the job of representing her former co-workers. "It's

exciting and appropriate that I have this opportunity to do things as a Business Rep with and for PG&E Clericals," said Collins.



Enid Bidou

On May 23, Enid Bidou became Local 1245's newest Business Representative. Enid's assignments include South Bay Clerical and Physical (PG&E), Pipeline Operations (PLO) and Davey Tree.

Enid has done Clerical work for PG&E all over the Bay Area for the past 30 years, most recently in Concord. She has been a Local 1245 shop steward for over 26 years. "I'm looking forward to learning the job and working on behalf of the membership," said Bidou.

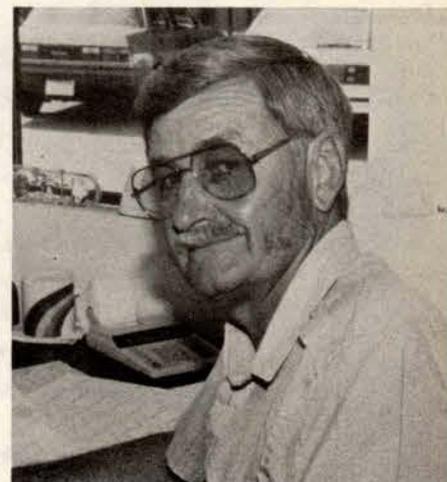
Enid, who lives in Benicia, enjoys photography and camping. She has three children and three grandchildren.



Corb Wheeler Returns

Local 1245 Business Representative Corb Wheeler is back at work after six months of leave necessitated by a stroke. Corb received the go-ahead last month from his doctor to return to the job which he has held for eighteen years. Wheeler has resumed working out of the Walnut Creek office, where he is taking over his former assignments as the rep for PG&E's Mission Division, the VIP Program in Livermore, and Pipeline Operations (PLO).

During Corb's disability, his assignments were covered by Ed Caruso and Art Murray. "I appreciate all the hard work put in by the Stewards and the reps who pinch-hit for me during my recovery period," said Wheeler, "and



I'm grateful for all of the get-well cards and wishes from the membership. I'm very happy to be back on the job."

1988 Union Scholarship Winner



Steve Dabney, 18, is the winner of I.B.E.W. Local 1245's 1988 Al Sandoval Memorial Scholarship Competition. Steve, the son of Citizens Utilities Shop Steward Veda Dabney, won the award on the basis of his essay on the topic "How to Improve Labor's Image In the Education System and Promote a Positive Outlook Concerning Labor."

Steve's entry was chosen from among thirty qualified applicants' essays by independent judge Pete Guidry of the U.C. Berkeley Institute of Industrial Relations. In praising the high caliber of this year's entries, Guidry wrote Local 1245 Business Manager Jack McNally that "the fine quality of all essays made it necessary to apply higher standards in the selection criteria so that one winner... could be selected."

Steve is graduating this month from Enterprise High School in Redding, California with a 3.5 grade point average. In addition to his academic interests, which include journalism and Spanish, Steve found time to star on the Enterprise Varsity Football team as a tight end and outside linebacker, winning the team MVP award last season. Steve's football skill also earned him the tight end slot on McColl's Allstar Team.

Steve's mother Veda, who has worked for Citizens Utilities for 22 years, has been a Local 1245 Steward ever since the Union became the workers' representative. At press time, the Dabneys had decided on Wittenberg University in Springfield, Ohio, a private Lutheran college where Steve expects to continue his academic as well as his football success. The Dabneys expressed their appreciation for the scholarship money, which will provide substantial assistance for Steve's college expenses to Veda, who has been a single parent since her 1981 divorce. Close family friend Jack Huberty was singled out by the Dabneys as a very special source of support for Steve during his high school years.

The Sandoval Memorial Scholarship began in 1967 and was named for the late Al Sandoval, a Local 1245 Business Representative, following his death in 1981. Winners receive a \$500 grant to offset college or junior college tuition for up to four years. The contest is open only to children of Local 1245 members who are high school seniors.

Winning Essay

How to improve labor's image in the education system and promote a positive outlook concerning labor

By Steve Dabney

According to the Bureau of Labor Statistics, labor unions lost a net of 62,000 members in calendar year 1987. Membership has fallen to 16,913,000 notwithstanding an increase in new jobs of about 2.5 million. Unions now make up only 17% of the full-time employees in the U.S.

I am presently in my senior year of high school. My courses have included U.S. History, American Government/Civics, World History, Economics, General Business and four years of English. One would think that any or all of these would have involved some references to the labor movement in a substantial manner, either as part and parcel, or in the case of English, in the form of assigned literary works. However, that exposure was minimal and fleeting. I assume this is true as to many of the other high schools in California. If so, vigorous efforts should be launched by labor officials and members to bring about both recognition and action on the part of the educational community of these deficiencies and to urge that corrective measures be undertaken.

Students cannot become fully aware of the importance to them and society of the labor movement in the economic well being of all citizens unless they are exposed to the history, aims and successes of unions by means of

school programs and courses. Influence of home and the media are not enough, as borne out by the figures aforementioned.

In medieval times craft guilds were formed. Later, the Industrial Revolution spawned the birth of national unions in the 1800's. The creation of federations of unions followed. Ultimately, the general structure and functioning of unions evolved to what now exists. This rich history should be taught so as to enlighten students of what led up to the current status of unions. The fact is that the major reason for our high standard of living lies with the success of unions. Over the years they have constantly strived for improvement of wages, hours, working conditions and the economic security of members, along with job training, rehabilitation plans and vast spectrums of other valuable programs. All this and more must be put on the platters of knowledge.

We should press for use of text and study materials which have as part of their content facts regarding the labor movement and its value to the world and society, keyed to courses such as history, economics, sociology, etc. If such texts do not exist we should urge publishers to prepare them.

There could be an offering by unions of speakers and/or films

for presentation to student bodies at auditorium programs in specific classes of topics tailored to stressing the critical value of unions in our world. Since Labor Day usually precedes the start of school, maybe a special post-Labor Day auditorium program could be made an annual affair for the first week of school. Student newspapers could be urged by journalism teachers to cover stories which tie student life with economic issues, e.g., minimum wage laws, costs of college educations, the high per cent of working people's income taxes going to support education, etc.

No doubt more can be done, but I'm sure the incorporation of any or all of these approaches would be constructive.

My being a member of a union family has taught me that my mother's membership plays a major role in maintaining members' job security and a wage level needed to experience a pleasant and wholesome family life. Also, she can look forward to ultimately enjoying her retirement rather than fearing it because of economic stresses. Because of these and other reasons, I feel the improving of labor's image and the encouraging of young people to have a positive attitude towards unions are essential to continuing and improving those aspects of life.

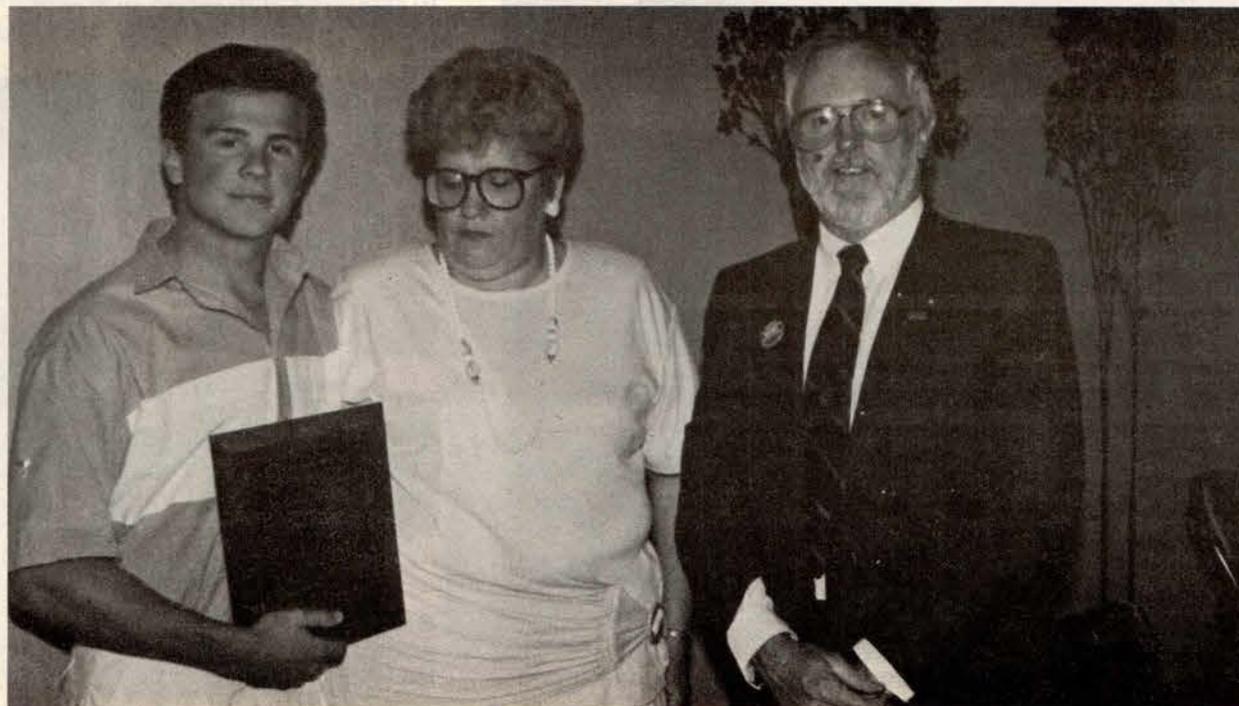


Photo: Jenny Lipow

Scholarship winner Steve Dabney accepts a plaque commemorating his winning essay. With Steve are his mother, Veda Dabney, Local 1245 Shop Steward at Citizens Utilities, and Business Manager Jack McNally.

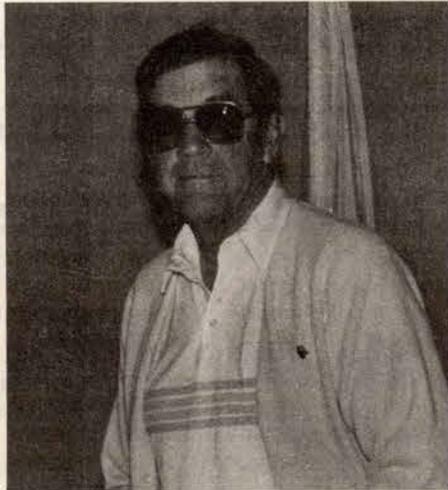
Advisory Council Meets

The quarterly Local 1245 Advisory Council Meeting was held on May 7, 1988 at the Ramada Inn in Bakersfield, California. The location was chosen last year by the Council in honor of former Business Representative Wayne Weaver, who passed away in October after years of service to members in Kern County and surrounding areas.

Bob Martin (East Bay and Material Control, PG&E) and Vivian Simons (Citizens Utilities Company of California) were sworn in as the newest members of the Council.

In addition to the reports from Union staff and Council members, the meeting featured a moving post-luncheon tribute to Wayne Weaver and the presentation of the first-place essay in the 1988 Al Sandoval Memorial Scholarship Contest by winner Steve Dabney.

The Advisory Council is made up of delegates elected by members from the major employer and industry groups within the Local. Its function is to advise the Business Manager and Executive Board on matters of policy and to communicate the concerns of the membership. The Council's quarterly meetings are open to all members.



Lyman Morrison



Leroy Adams and Dan Locati



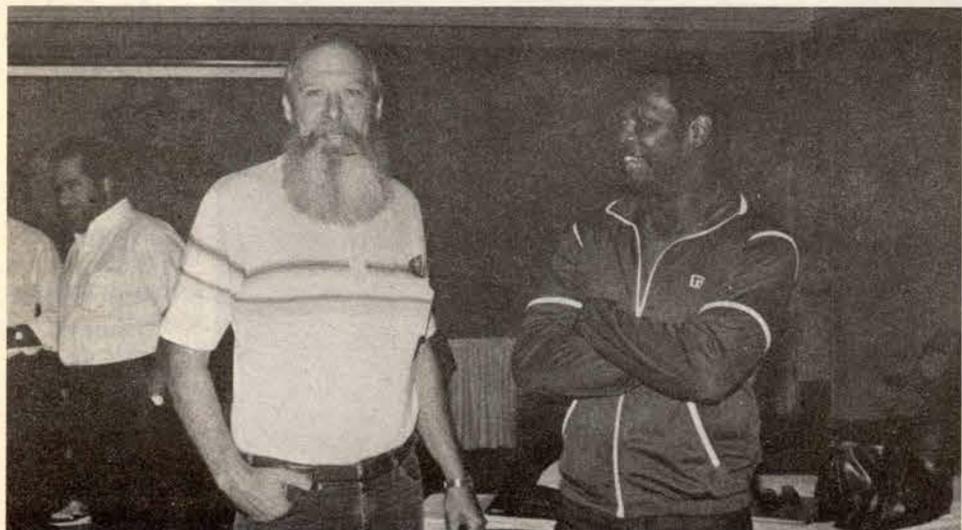
Business Manager Jack McNally presented prizes to top Cal/OSHA signature gatherers: (l-r) Bob Martin, Ron Van Dyke, Bob Choate, Bill Branson, Gwen Wynn, Joe Johnson, McNally.



Vice President Ron Blakemore administered the oath of office to Vivian Simons and Bob Martin.



Will Rodriguez (standing) makes his report. Seated (l-r): Bill Demerritt, Vivian Simons, Wilford Nunez, Dan Melanphy



Gary Mai, Local 1245 Business Rep and Kenneth Doran, Sacramento Regional Transit

Wayne Weaver Honored

Former Local 1245 Business Representative Wayne Weaver was honored by his Union colleagues in a memorial tribute at the May 7 Advisory Council meeting in Bakersfield.

Wayne, who had been on staff for twenty years before ill health forced his retirement, passed away on October 30, 1987. At its November meeting, the Advisory Council voted to hold its May 1988 session in Bakersfield in honor of Wayne.

Staff and members recalled

Wayne's dedication to the Local Union and his many years of hard work on behalf of the labor movement. Wayne's son Gary described the pride the Weaver family has in Wayne's achievements and the esteem in which Wayne was held by his Union brothers and sisters.

The moving tribute ended with a toast to Wayne's memory using his favorite beer, and established that Wayne Weaver will not soon be forgotten.



Betty Weaver listened to the celebration of Wayne's contribution to the labor movement.



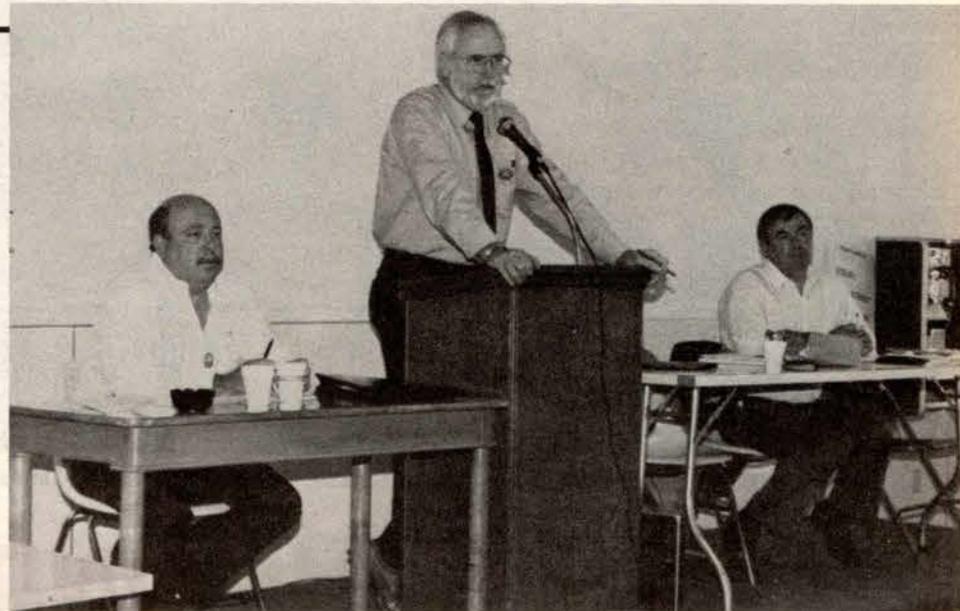
Gary Weaver recalled his father's dedication to the members of Local 1245.

Union sponsors clerical meetings

Sacramento

IBEW Local 1245 sponsored conferences for PG&E Clerical Stewards to discuss the status of Clerical bargaining. The first meeting was held on June 4 at the Sacramento Labor Temple, and the San Jose Holiday Inn was the site for the second meeting. Coverage of the third and final meeting scheduled for June 18 in Fresno will appear in the July issue of the Utility Reporter.

Over 150 Clerical Stewards and other activists attended the two conferences. Both events featured lively discussions and exchanges of ideas among the participants. Senior Assistant Business Manager Darrel Mitchell opened the conferences and made introductory remarks; he was followed by Business Manager Jack McNally who reviewed the preparation for the 1988 negotiations.



Business Manager Jack McNally, standing; seated (L-R) Darrel Mitchell, Senior Assistant Business Manager and Manny Mederos, Assistant Business Manager.



Photo: Jenny Lipow



San Jose

Both conferences were highlighted by presentations from Stewards and Staff members who reported on growing member-initiated activity in their areas, along with the responses to the activities by co-workers, management, and the public. Members reported that pickets, armbands, and buttons had spread throughout Northern California. Prior to lunch, Assistant Business Manager Manny Mederos gave a bargaining recap

and update on the most recent negotiating session.

Following the brief "bag lunch" break, McNally spoke on the current status of Clerical bargaining before opening up the meeting to general discussion and input by attendees. Both conferences produced many ideas which will in turn be considered by the Negotiating Committee in terms of bargaining strategy.



Stewards report on actions in their areas



Karen Russell



Barbara Hartke



Dada Rao



Leslie Green

PG&E Clericals stage informational pickets



(L-R) Richmond Meter Readers: Nick Stella, Bob Alvarez, Chris Villalobos, Ann Tims, Tracie Davidson.



James Morris. James Bragg.



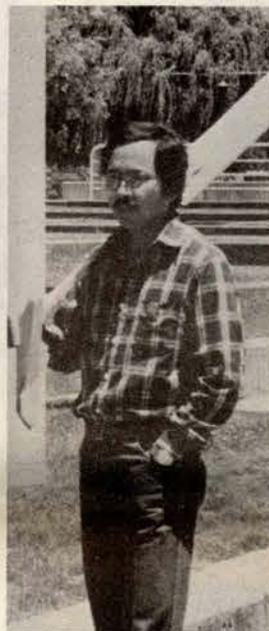
RICHMOND



(L-R) Richmond Meter Reader Cynthia McDonald gets support from her daughters Mercedes and Jessica.



(L-R) Mary Fallah, Charles Coleman.

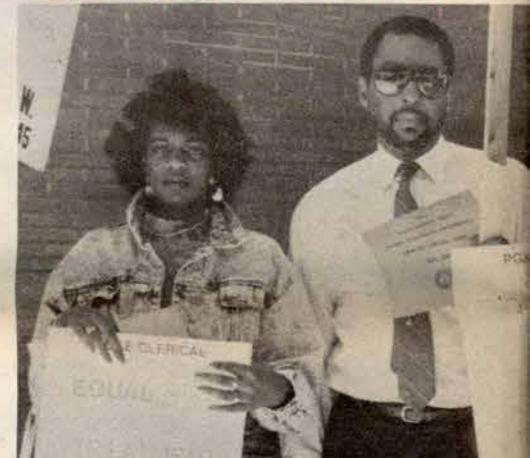


Bill Jung.



Doris Preston.

OAKLAND



(L-R) Service Reps.: Felicia Mack, Arthur Martin, and Utility Clerk: Glenda Goodwin.



Sherry Rogers.



Sandy Torres.



(L-R) Joe Valentino, Maryann Whitefield.

CONCORD



(L-R) Dave Meier.

ANTIOCH



Harvey La Shon, Steward.



Gay Wren.



Steward: Laura Tucker and family.



(L-R) Business Rep Joe Valentino, Clara Coffee, Romeo Bomagat, Esther McCoy, Lori Mijs, Mona Magaña, Jayne Easley, Sue Padget, Larry Honeggar.



(L-R) Ann Taylor, Eva Sweet, David Chan, Bill Attinger.



(L-R) Cesar Vinas, Carrie Matthews.



(L-R) Evelyn Barairo, Edgar Monroe, Emilia Morales, René MacDonald.

SAN FRANCISCO



Jeri Porter.



(L-R) Carolyn Bell, Ray Dearman, Gracie Turner.



(L-R) Brenda Fisher, John Ashby, Rose Memeguzzi, Gwen Wynn, Marilyn Miles.



(L-R) Larry Stevens, Ed Abriam, Willie Arjona, Lori Kirkham.



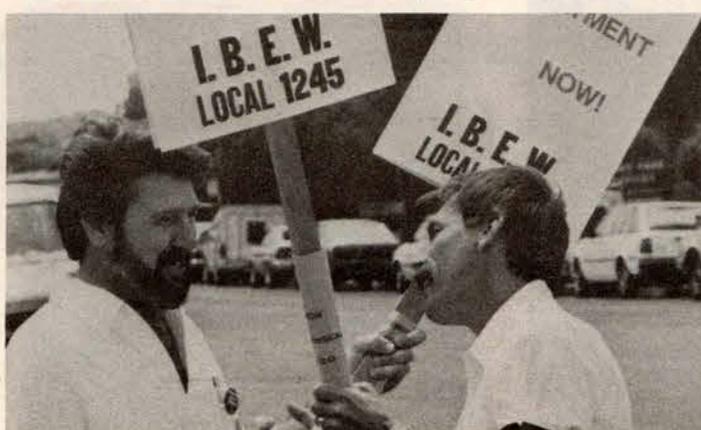
Cheryl Zieper, Cheryl Garcia.



(L-R) Debra Hughes, Licia Cienfuegos.



(L-R) Mary Ann Nevares, Joe Valentino, Sandy Rankins, Gordon Bealer.



(L-R) Steve Corbin, Physical Unit, and Gary Hester, E.S.C., support Clericals.



itional pickets



(L-R) Ann Taylor, Eva Sweet, David Chan, Bill Attinger.

(L-R) Evelyn Bar

SAN FRANCISCO

OAKLAND



(L-R) Service Reps.: Felicia Mack, Arthur Martin, and Utility Clerk: Glenda Goodwin.



Jeri Porter.



(L-R) Carolyn Bell, Ray Dearman, Gracie Turner.



(L-R) Brenda Marilyn Mile



(L-R) Larry Stevens, Ed Abria

CONCORD



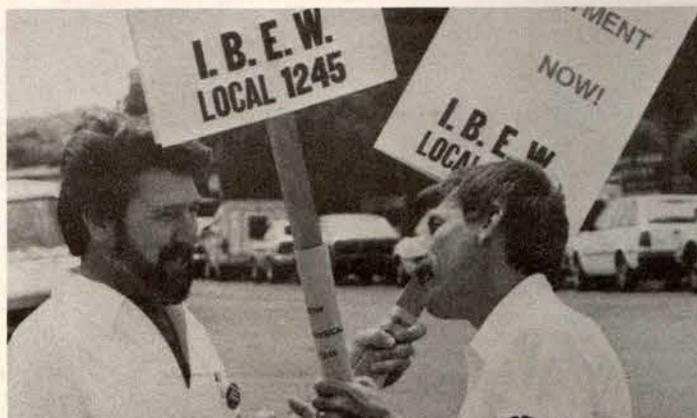
(L-R) Dave Meier, Cheryl Zieper, Cheryl Garcia.



Valentino, Clara Coffee, Romeo Bomagat, Esther McCoy, Lori Easley, Sue Padget, Larry Honeggar.



(L-R) Mary Ann Nevares, Joe Valentino, Sandy Rankins, Gordon Bealer.



(L-R) Steve Corbin, Physical Unit, and Gary Hester, E.S.C., support Clericals.



1988 Softball Tournament is a smash

The eleventh annual Local 1245 Slo-Pitch Softball Tournament was held on May 21 and 22 at Willow Pass Park in Concord.

Fourteen teams participated in the competition while being cheered

on by family and friends.

At the end of the second day, the results were in and the winners received trophies from Business Manager Jack McNally. The rosters for the winning teams included:



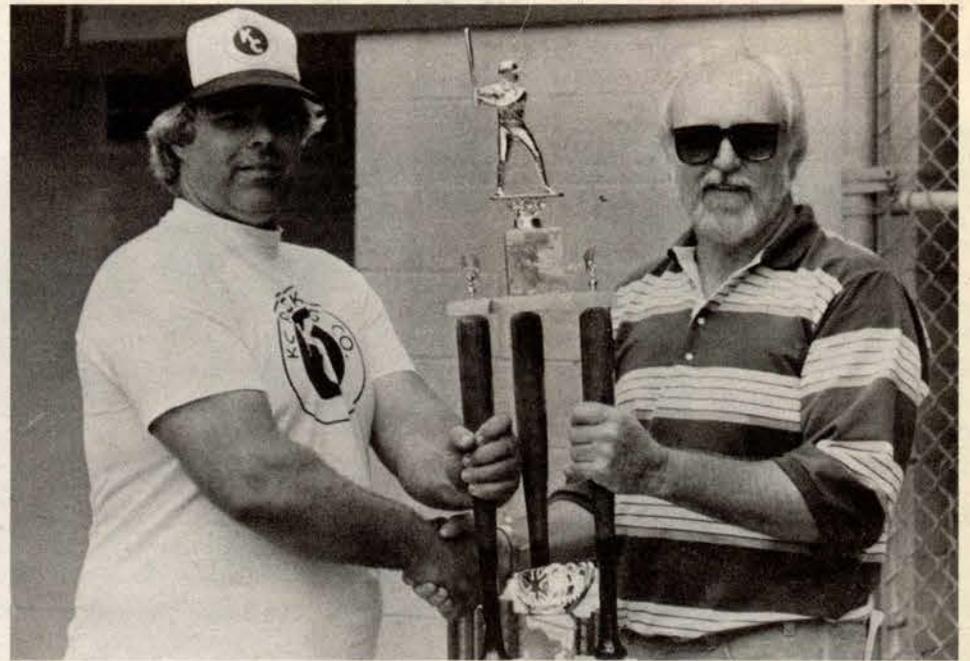
FIRST PLACE: K.C. PACKING. Manager — Bill Greaves. Members — Rich Allen, Jason Fithian, Randy Fithian, Bill Greaves, John Lawrence, John Mallory, Dan Moss, Donne Negranza, Wayne Pacheco, Rich Thurman, Al Tiscareno, Guy Waldren, Darrell Williams.



SECOND PLACE: S.M.U.D. Manager — Bob "Taco" Alonso. Members — Bob "Taco" Alonso, Don Baptista, Bob Bonafacini, Manny Corey, Rich DeArcos, Bruce Green, Steve Guzman, Tony Juarequi, Steve Kulesza, Tim Lewis, "Sonny" Losoya, Rich Morrison, Mark Raley, Ron Redding.

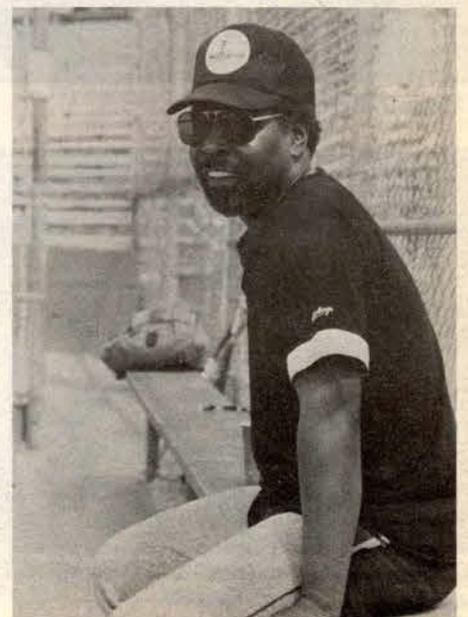


THIRD PLACE: MILLERS MAULERS. Manager — Jim Reeves. Members — Mike Alvarado, Pat Colip, Steve Crane, Jerry Debacha, Garry Hambrick, Dennis Harrison, Rod Krick, Chuck Monroe, Jim Reeves, Dave Rust, Mike Vandini, Joe Vaserhely, Mike Vaserhely, Dave Vecchi, Randy Williamson.



Jack McNally, Business Manager, presents first place trophy to K.C. Packing. Team Manager — Bill Greaves.

Photo: Kua Patten



Day on the Delta is big success

By Bob Martin

The Annual Day on the Delta Poker Run was held on May 14, 1988. Great weather brought out many Local 1245 boating enthusiasts along with their families and friends, who bought a near-record total of 394 hands.

Participants started from Brannan Island Day Use Area and floated to each of the following resorts during the course of the day: Spindrift Marina, Moore's River Boat, Tower Park, Herman and Helen's, and Frank's Resort. At each stop, boaters picked up an envelope as proof that they had indeed been there. Upon returning to Brannan Island, poker hands were drawn with cash prizes going to the players with the best hands in the following categories:

MEN'S: Manny Mederos, Michael Pallatroni, Kevin Fernaus, Joe Valentino, William Cunningham, Louie Alexander, Clinton Wallington, Dallas Davis, Ellis Cecchini, Steve Rigler, David McClelland, and Wade Miller.

WOMEN'S: Fro Valentino, Sandi Holloway, Ella Lemus, Kathy Brown, Margaret Davis, Mary Malmgren, Linda Britt, Charlotte Trumbull, Linda Perreira, Doris Pate, Judi Sterger, and Penny Gettemy.

CHILDREN'S: Brian Trumbull,

Tom Freitas, Jenny Trainer, Jason Pender, Denise Britt, Mike Trumbull, Kevin Williams, and Maureen Cunningham.

At the end of the day, a ramp raffle was conducted at the Brannan Island Day Use Area featuring gifts donated by the following: Jack McNally, Local 1245 Business Manager; Ed Caruso, Local 1245 Business Representative; Antioch Marine; Aquatic Marine; Mike Budesilich, J.B. Tackle; John Cambra, PG&E; Concord Marine; Contra Costa Welding Supply; Diamond Syl's; John Gibbs, PG&E; Hair/Nail Creations; and Herman and Helen's.

Credit for the success of the 1988 Day on the Delta goes to the hardworking committee who put the event together. In addition to yours truly, the committee consisted of Jack McNally, Dale and James Dorman, Jerry Good, Dale Kaupanger, Dave and Judi McClelland, Ed Medina, Jim Poindexter, Paula Ramsey, Al Reed, Steph Rollins, Steve Smith, Gary Surfus, and Cleo Withrow.

If you missed the festivities this year, you'll want to watch for an announcement early next Spring in the Utility Reporter with all of the details on how you can be a part of the 1989 edition of this popular event.



Photos: Bob Martin



IBEW LOCAL 1245 UNIT MEETINGS

July—December
Plan to Attend

				Jul	Aug	Sep	Oct	Nov	Dec
SAN JOAQUIN									
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: J. Cannon	Tuesday 5:30 p.m.	5	9	6	4	8	6
1112	BAKERSFIELD The Labor Hall 200 W. Jeffrey	Chairman: J. Levesque	Thursday 7:30 p.m.	14	11	15	13	10	15
1113	MADERA Di Cicco's 516 S. I St.	Chairman: J. Souza	Thursday *5:15 p.m.	7	4	1	6	3	8
1117	WASCO Wasco Inn	Chairman: D. Wilson	Monday 5:00 p.m.	11	8	12	10	7	12
1118	CRANE VALLEY Sierra Sky Ranch Hwy 41, Oakhurst	Chairman: R. Newton	Wednesday 7:30 p.m.	6	3	7	5	2	7
1119	BALCH Rec. Hall Balch Camp	Chairman: A. Simms	Tuesday 5:30 p.m.	12	16	13	11	15	13
1120	SELMA El Conquistador Restaurant	Chairman: T. Thomas	Thursday 5:00 p.m.	14	11	8	13	10	8
1122	MERCED IRRIGATION DISTRICT Bernie's 2322 "G" St.	Chairman: *S. Thomas	Thursday 7:30 p.m.	14	11	8	13	10	8
1123	MERCED Carrows 72 Motel Dr. 2000 E. Childs	Chairman: D. Mayo	Wednesday 7:30 p.m.	13	10	14	12	9	14
1124	LOS BANOS Wool Growers Inn 609 "H" St.	Chairman: B. Howard	Thursday 5:00 p.m.	14	11	8	13	10	15
1127	TAFT Papa's Pizza 538 Finley Drive	Chairman: D. Thomas	Wednesday 5:15 p.m.	13	10	14	12	9	14
1128	LEMOORE 788 E. D Street	Chairman: *M. Ormande	Tuesday 5:00 p.m.	12	9	13	11	8	13
COAST VALLEYS									
1211	SALINAS Amer. Legion Hall 14 W. Laurel Dr.	Chairman: K. Richards	Tuesday 5:00 p.m.	5	9	6	4	8	6
1212	MONTEREY 2 Guys From Italy 2030 Fremont St.	Chairman: M. Anastasia	Wednesday 4:30 p.m.	20	24	21	19	23	21
1214	MOSS LANDING Moss Landing Marine Lab	Chairman: K. Markoe	Thursday 5:00 p.m.	7	11	8	6	10	8
1216	SANTA MARIA Round Table Pizza 1437 So. Broadway	Chairman: C. Bartlett	Tuesday 5:00 p.m.	5	9	6	11	8	6
1217	PASO ROBLES Wings Park 545 Spring St.	Chairman: J. Johnson	Tuesday 4:00 p.m.	12	16	13	18	15	13
1218	MONTEREY PENINSULA TV 2 Guys From Italy 2030 Fremont St.	Chairman: P. Gaudoin	Tuesday 7:00 p.m.	19	23	20	18	22	20
1219	HOLLISTER Paine's Rest. 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	6	10	7	5	9	7
1220	DIABLO CANYON San Luis Bay Inn Avila Beach	Chairman: W. Wellman	Monday 5:00 p.m.	11	15	12	17	14	12
1221	BUELLTON Valley Hunter 350 E. Hwy 246	Chairman: S. Worden	Thursday 5:00 p.m.	14	18	15	20	17	15
1222	MORRO BAY Breakers Cafe 801 Market Ave	Chairman: E. Havemann	Wednesday 4:45 p.m.	6	10	7	12	9	7
PIPE LINE									
1311	BARSTOW PSEA Rec. Hall Hinckley Station	Chairman: V. Cooke	Wednesday 5:00 p.m.	6	3	7	5	2	7
1313	TOPOCK Park Moabi Rec Rm Needles-Top ck	Chairman: C. More	Thursday 4:00 p.m.	7	-	8	-	3	-
C. P. NATIONAL									
1312	NEEDLES Eagles Club Front St.	Chairman: M. Walters	Thursday 5:00 p.m.	-	4	-	6	-	8
SANTA CLARA									
1411	CITY OF SANTA CLARA Round Table Pizza El Camino Santa Clara	Chairman: J. Parker	Thursday 5:30 p.m.	7	4	1	6	3	1

				Jul	Aug	Sep	Oct	Nov	Dec
SAN JOSE									
1501	SAN JOSE CLERICAL 3050 El Camino Santa Clara	Chairman: B. Brill	Tuesday 6:00 p.m.	5	2	6	4	1	6
1511	SAN JOSE PHYSICAL 3050 El Camino Santa Clara	Chairman: R. Fitzpatrick	Tuesday 8:00 p.m.	5	2	6	4	1	6
1512	BELMONT 1030 El Camino San Carlos	Chairman: *J. Schoening	Wednesday 5:15 p.m.	13	10	14	12	9	14
1513	SANTA CRUZ Adolph's 525 Water Street	Chairman: A. Garza	Wednesday 7:00 p.m.	6	3	7	5	2	7
1515	GILROY Watsonville Svgs 801 "I" Street	Chairman: H. Johnson	Tuesday 7:00 p.m.	19	16	20	18	15	20
DAVEY TREE									
4412	DAVEY TREE — APTOS *To Be Announced	Chairman: K. Neal	Wednesday 6:00 p.m.	20	17	21	19	16	21
4416	DAVEY TREE — SELMA El Conquistador Restaurant	Chairman: C. Hulseley	Tuesday 6:30 p.m.	7	4	1	6	3	1
4418	DAVEY TREE — SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: P. DuBoise	Tuesday 7:00 p.m.	12	9	13	11	8	13
4419	PAC TREE Hospitality House 532 N. Market	Chairman: *D. Mitchell	Tuesday 6:00 p.m.	5	2	6	4	1	6
CITY OF OAKLAND									
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: *Ed Myall	Thursday 5:00 p.m.	7	4	1	6	3	1
EAST BAY									
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: T. Ferreira	*Tuesday 6:00 p.m.	12	9	13	11	8	13
2311	OAKLAND The Flanker 45 Hegenberger	Chairman: P. Ramsey	Tuesday 5:00 p.m.	5	2	6	4	1	6
2314	HAYWARD/FREMONT The Office 3575 Peralta Blvd Fremont	Chairman: H. House	Wednesday 6:00 p.m.	13	10	14	12	9	14
2315	LIVERMORE Eagles Hall 527 N. Livermore	Chairman: J. Howard	Thursday 5:30 p.m.	6	4	8	6	3	1
2316	CONCORD IBEW Local 1245 3063 Citrus Cir. Walnut Creek	Chairman: D. Sutton	Thursday 7:30 p.m.	14	11	8	13	10	8
2317	ANTIOCH Odd Fellows Temple 305 H St. Antioch	Chairman: A. Reed	Tuesday 7:00 p.m.	12	9	13	11	8	13
SAN FRANCISCO									
2412	SAN FRANCISCO CLERICAL Sheraton Palace #2 New Montgomery	Chairman: G. Wynn R. Sorbi	Wednesday *5:30 p.m.	13	10	14	12	9	7
2412	SAN FRANCISCO St. Emydius Gym 255 Jules Ave.	Chairman: *J. Horton	Wednesday 7:30 p.m.	6	3	7	5	2	7
STOCKTON									
2511	STOCKTON E. Stewart Post 803 3110 N. West Lane	Chairman: M. Rasmussen	Thursday 7:30 p.m.	14	11	8	12	9	8
2513	JACKSON Native Sons Hall Court Street	Chairman: D. Schulze	Tuesday 7:30 p.m.	5	2	6	4	1	6
2514	TRACY Ricco's Pizza 2227 Tracy Blvd.	Chairman: R. Pender	Tuesday 4:30 p.m.	5	2	6	4	1	6
2515	MODESTO Sundial Lodge 808 McHenry, #138	Chairman: J. Loades	Wednesday 7:30 p.m.	13	10	14	12	9	14
2516	LODI Carpenters Hall 15417 N Lower— Sacramento Rd	Chairman: W. Schmer Sr.	Wednesday 7:30 p.m.	6	3	7	5	2	7
2517	SONORA *Brawley's Rest. Hwy 108	Chairman: W. McCord	Tuesday 4:00 p.m.	12	9	13	11	8	13
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, #138	Chairman: D. Pittman	Thursday 7:30 p.m.	7	4	1	6	3	1
2519	S. SAN JOAQUIN IRRIGATION DISTRICT Great America Savings 150 W Yosemite Ave Manteca	Chairman: J. Vienna	Tuesday 6:00 p.m.	12	9	13	11	8	13

Jul Aug Sep Oct Nov Dec

Jul Aug Sep Oct Nov Dec

IBEW LOCAL 1245 UNIT MEETINGS

				Jul	Aug	Sep	Oct	Nov	Dec
PACIFIC GAS TRANSMISSION									
3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: C. Pacheco	Wednesday 7:00 p.m.	13	10	14	12	9	14
3024	REDMOND Pietro's Pizza 413 W. Glacier St	Chairman: T. Touchon	Tuesday 7:00 p.m.	12	9	13	11	8	13
HUMBOLDT									
3111	EUREKA Labor Temple 9th & E Streets	Chairman: J. Russell	Tuesday 7:30 p.m.	12	9	13	11	15	13
3112	GARBERVILLE Firemans Hall Locust Street	Chairman: T. Hensley	Thursday 5:00 p.m.	14	11	15	13	17	15
3113	WILLOW CREEK Willow Inn 299 East	Chairman: B. Skoonberg	Wednesday 5:00 p.m.	13	10	14	12	16	14
SHASTA									
3212	REDDING Hospitality House 532 N. Market	Chairman: J. Kropholler	Tuesday 7:30 p.m.	5	2	6	4	1	6
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnel	Thursday 5:30 p.m.	7	4	8	6	3	8
3214	RED BLUFF Papa Joe's Pizza	Chairman: H. Iness	Thursday 5:30 p.m.	14	11	15	13	10	15
3216	TRINITY New York Hotel Weaverville	Chairman: A. Wells	Tuesday 7:30 p.m.	12	9	13	11	8	13
NEVADA									
3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: D. Moler	Wednesday 7:30 p.m.	6	3	7	5	2	7
3312	CARSON CITY Carson Fire Sta.	Chairman: H. Landis	Monday 6:00 p.m.	11	8	12	10	14	12
3313	YERRINGTON Fire Station	Chairman: B. Allen	Tuesday 6:00 p.m.	5	2	6	4	8	6
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: *S. Poore	Thursday *5:30 p.m.	7	4	1	6	3	1
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Thursday *5:30 p.m.	14	11	15	13	10	15
3317	WINNEMUCCA *Cattleman's	Chairman: R. Osborn	Tuesday 7:00 p.m.	13	10	14	12	9	14
3318	ELKO Stockmen's Hotel Elko	Chairman: C. Roberson	Wednesday 7:30 p.m.	12	9	13	11	8	13
DESABLA									
3411	CHICO Pizon's Pizza Hwy 32, Chico	Chairman: *L. Terrell	Wednesday 7:30 p.m.	13	10	14	12	9	14
3412	QUINCY Moons Restaurant Lawrence Street	Chairman: N. Adamson	Wednesday 7:00 p.m.	6	3	7	5	2	7
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	7	4	8	6	3	8
DRUM									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	Tuesday 7:00 p.m.	12	9	13	11	8	13
3512	ROSEVILLE *Bunz & Co. 311 Judah St.	Chairman: D. Shell	Wednesday 5:00 p.m.	13	10	14	12	9	14
3513	GRASS VALLEY NV Co. Sportsman Banner Mtn Trail	Chairman: L. Richerson	Wednesday 7:30 p.m.	13	10	14	12	9	14
COLGATE									
3611	MARYSVILLE *Marcella's	Chairman: J. Kuhn	Tuesday 6:00 p.m.	5	2	6	4	1	6
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	Thursday 6:00 p.m.	7	4	1	6	3	1

				Jul	Aug	Sep	Oct	Nov	Dec
NORTH BAY									
3711	MARIN COUNTY Sams, 209 Third San Rafael	Chairman: J. Findley	Thursday 5:30 p.m.	14	11	8	13	10	8
3712	SANTA ROSA Round Table Pizza 421 Stonypoint	Chairman: B. Giannecchini	Tuesday 7:00 p.m.	5	2	6	4	1	6
3713	GEYSERS *Little Red Schlhouse Bottle Rock Rd Cobb	Chairman: R. Runnings	Wednesday 6:00 p.m.	20	17	21	19	23	21
3714	UKIAH Discovery Inn 1340 No. State	Chairman: K. Wilson	Wednesday 7:30 p.m.	6	3	7	5	9	7
3715	LAKEPORT West America Bank Main St.	Chairman: W. Dawson	Tuesday 8:00 p.m.	5	2	6	4	8	6
3716	NAPA/VALLEJO *San Marco 1801 Solano Ave Vallejo	Chairman: T. Jacobson	Thursday 7:00 p.m.	7	4	1	6	3	1
3717	FORT BRAGG/PT. ARENA Masonic Temple 428 N. Main	Chairman: D. McDonell	Thursday 5:00 p.m.	7	4	8	6	10	8
SACRAMENTO									
3011	SACRAMENTO REGIONAL TRANSIT Union Hall 3453 Ramona Ave	Chairman: L. Gill	Wednesday 4:45 p.m.	6	3	7	5	2	7
3811	SACRAMENTO Florin Odd Fellow 8021 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	20	17	21	19	16	21
3812	VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	14	11	8	13	10	8
3813	PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: G. Park	*Thursday 5:00 p.m.	14	11	8	13	10	8
3814	WOODLAND American Legion Hall Post 77 523 Bush Street	Chairman: G. Cooper	Thursday 5:00 p.m.	7	4	1	6	3	1
3815	RIO VISTA Striper Club Main Street	Chairman: R. Greenwood	Tuesday *4:30 p.m.	5	2	6	4	1	6
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Jose's 5451 Fair Oaks	Chairman: D. Seyfer	Wednesday 4:30 p.m.	6	3	7	5	2	7
3912	FRESH POND (SMUD) Moose Lodge Hwy.50-Frontage Rd	Chairman: D.Reishus	Tuesday 6:00 p.m.	5	2	6	4	1	6
3913	RANCHO SECO (SMUD) Community Center Herald	Chairman: J. Payseno	Tuesday 4:30 p.m.	12	9	13	11	8	13
3914	HIDDEN VALLEY (SMUD — GEO) Starview Lodge Cobb Mountain	Chairman: S. Ahern	*Tuesday 6:00 p.m.	19	16	20	18	15	20
CITIZENS UTILITIES COMPANY									
4012	SUSANVILLE Roundtable Pizza 2655 Main	Chairman: P. Thomas	Monday 5:30 p.m.	18	15	19	17	14	19
4013	ALTURAS Benney's 1200 W. 4th St	Chairman: J. Belle	Thursday 5:00 p.m.	19	16	20	18	15	20
4014	ELK GROVE Pizza Barn 8610 Elk Grove Blvd	Chairman:	Thursday 5:30 p.m.	7	4	8	6	3	8
4015	BURNEY — C.U.C.C. Sams Pizza Hwy 299E	Chairman: B. Darrough	Wednesday 5:30 p.m.	20	17	21	19	16	21
OUTSIDE LINE									
4911	OUTSIDE LINE CONSTRUCTION — SACRAMENTO IBEW 3453 Ramona Ave. Sacramento	Chairman: B. Branson	Saturday 10:00 a.m.	9	13	10	8	12	10
4912	OUTSIDE LINE CONSTRUCTION — CLAREMONT *1074 La Cadena Riverside	Chairman: T. Dudley	Wednesday 8:00 p.m.	13	10	14	12	8	13

Public Sector Update

City of Lodi...

From PAGE ONE

action overturning grievance victories," Dutton said.

"I deeply appreciate the hard work of the Negotiating Committee," said Dutton. "They did an outstanding job of representing their fellow workers at the bargaining table and they were instrumental in achieving the fair settlement that was accepted by the membership." Chief Shop Steward Darel Clark, Lineman; Bill Schmer, Sr., Electrician; and Al Smatsky, Jr., Line Crew Foreman, served on the Committee.

City of Lodi Maintenance and Operations bargaining begins

Negotiations began early this month on a new Agreement covering approximately 100 workers in the City of Lodi Maintenance and Operations bargaining unit represented by Local 1245.

According to Business Representative Pete Dutton, Negotiations are progressing. "The biggest hurdle is

benefits, due to huge increases in health insurance costs," Dutton said. "The Union is committed to getting the best possible settlement for the members to accept."

"The Union is committed to getting the best possible settlement for the members to accept."

In addition to Dutton and Chief Shop Steward Bill Schmer, the Union Negotiating Committee consists of Joe Ferrantes, Ralph Lea, Tim McGeorge, and Randy McVinnie.

Tri-Dam Project negotiations continue

Business Representative Pete Dutton reports that the Union has been meeting with Project representatives since February to reach agreement on a successor M.O.U. to the one which expired March 1, 1988.

"Our goal is to attain parity with the Utility Industry for our members at Tri-Dam," Dutton said. He and Committee Member Dan Childress are negotiating on behalf of approximately 16 workers represented by Local 1245. The Tri-Dam Project is a joint venture between the South San Joaquin

Merced Irrigation District Members accept new agreement

A new Agreement covering 94 employees in the Merced Irrigation District was ratified by Local 1245 members on April 27.

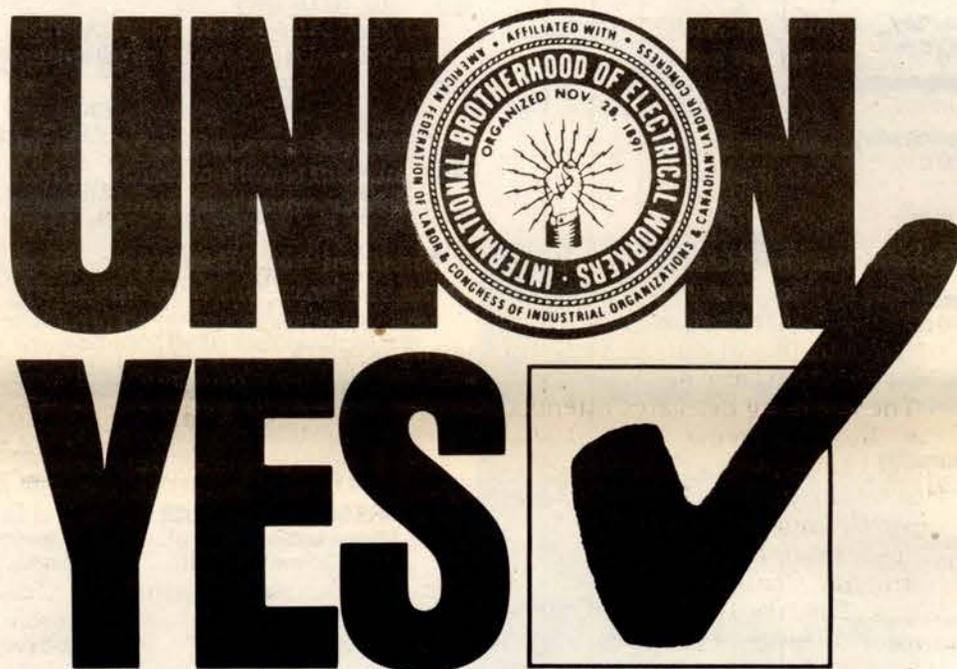
Highlights of the M.O.U., which will run through December 31, 1990, include a two percent across-the-board increase for all classes in 1988 with reopeners on salaries in the second and third year of the Agreement.

The Union also won inequities for all garage classes. All Ditch Tenders, except the two who live near the

"Highlights of the M.O.U.... include a two percent across-the board increase for all classes in 1988..."

Corporation Yard, will receive a \$1300 cash payoff as compensation for the elimination of the use of District vehicles during the off-water season. A new medical plan was necessary to offset the soaring costs of health insurance premiums.

The following members served on the IBEW Negotiating Committee: Mike Higgins, Bill Latronica, Mike Powers, and Eddie Sloan. Pete Dutton, Local 1245 Business Representative, served as the Committee's Chief Spokesperson.



"Our goal is to attain parity with the Utility Industry for our members at Tri-Dam."

and Oakdale Irrigation Districts, which operates three dams on the Stanislaus River; Local 1245 members are responsible for maintaining the Project's hydro plants.

City of Oakland negotiations commence

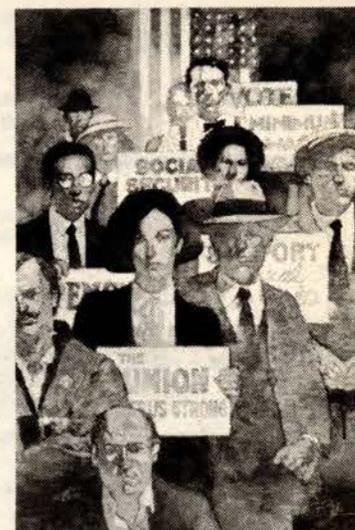
The IBEW Local 1245 Negotiating Committee has met to develop the Union's initial proposals and is scheduled to meet with management representatives on June 15, June 22, and June 29.

The Negotiating Committee is comprised of Ronald Davis, John Hendry, James Mahoney, Edward Myall, Robert Glaze (alternate) and Business Representative Frank Saxsenmeier, the Chief Spokesperson for the Union.



The Union Makes Us Strong

This work of art is one of a series of six illustrations depicting worker concerns. They make strong statements regarding Human Dignity & Workers' Rights; People vs. Machines; Fighting Discrimination; Job Safety & Health; Security of Families and Worker Solidarity. The six illustrations, available as posters and art prints, were commissioned by the Communications Workers of America in commemoration of its 50th anniversary.



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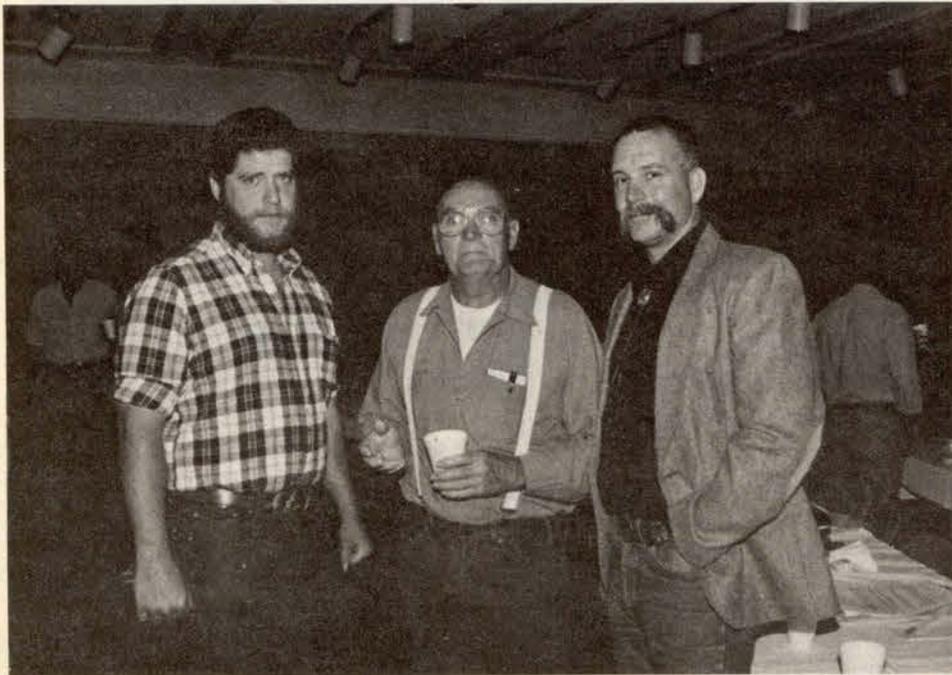


Photo: Jenny Lipow

Paul Dubois, Marvin Parker, and Jim Travis at May Advisory Council Meeting.

By Jim Travis

IBEW Local 1245 conducted regional Tree Trimmer Training Conferences in both Santa Cruz and Chico during the month of April.

The meetings were scheduled to help strengthen the network of leadership among Union tree men needed to effectively deal with the problem of encroaching scab tree outfits.

The first meeting was held Saturday, April 9 in Chico. Santa Cruz was the site of the second meeting, which took place on Saturday, April 30.

Orville Owen, Local 1245 Assistant Business Manager, presided at the meetings with help from area Business Representatives Larry Pierce and Scott Thomas and Organizing Representative Jim Travis.

Guest Speaker Jim McMullin of Widener and Associates was featured at both conferences. Jim is the administrator of the Money Purchase Pension Plan (severance plan) enjoyed by Union tree men. Jim explained the plan in detail to

the assembled delegates and answered questions from the group regarding plan's current status.

The conferences were well attended and participation was lively by both Asplund and Davey Tree Shop Stewards and activists.

The following delegates attended the Chico conference: Robert Irwin, Gerald Horner, Gary Colbert, John Hursh, Bill Colbert, Doug Bonham, Jesse Chandler, and Dennis Mitchell (Asplund Tree); Leonard Jack Senicola, Craig Spalding, Doug Wiles, Paul Dubois, Chris Hubbard, Pete Swan, and Ernie Grijalva (Davey Tree).

The Santa Cruz conference was attended by the following tree men: Scott Riddle, Marvin Parker, Robert Irwin (Asplund); John Dzambik, John Kenney, John Bowen, Sev Garza Jr., William Jelley, Jose Cruz, Jed Rehrig, Darryl Tracy, Ronald Kauande, Andrew Hauptman, Gene Lunneman, Craig Spalding, and Dave Chaptin (Davey).



Tree Company owner should let union organize

The following is an open letter to Mr. Richard Alvarez, Sr., Owner of Arbor Tree, from Jim Travis, Local 1245 Organizing Representative.

May 31, 1988

Dear Sir:

You know who I am — the "Union organizer" intent on bringing your Arbor Tree employees into Local 1245! And I know who you are — the owner/operator of Northern California's third largest line clearance tree service.

On the surface, it would appear that we are *only* adversaries in a labor battle. You can say I just want to cause trouble among your employees; I can say you are profiting from the hard, dangerous work of your men and denying them fair pay.

Yes, we can fight and name call and end up as bitter enemies. And yet...

...And yet, everyone I talk to in the tree industry describes you as an honorable man, as someone dedicated, as shown by past deeds, to the betterment of the tree trimming profession. For instance, I know of your involvement in helping draft the state tree safety regulations, and as a twenty-year working tree man, I am grateful for your contributions to the betterment of arborists' standards in our state.

And this, Mr. Alvarez, is what puzzles me. On the one hand, I see the evidence of your dedication to quality in the tree industry. On the other hand, I see your operation in the north state, headed by your son, Rick, which seems bent on lowering standards for everyone involved in trimming trees as a profession.

In our society, money is used not only as simple currency to buy the necessities of life, but also as a symbol of respect. I can only conclude from the recent wage cuts at Arbor Tree that, in your eyes, line clearance trimmers do not deserve respect.

In 1988, \$6.00 to \$9.00 an hour for this difficult work amounts to nothing less than a slap in the face. Men with families to feed are forced to live one step above welfare. This is degrading to them and bad for all of us in the tree industry.

Mr. Alvarez, I know years ago you were a simple tree trimmer, and it is a credit to your strong resolve and years of hard work that you have climbed to the heights of success in our industry that you have achieved. I admire guts and determination, and I take my hat off to you, sir.

But you know, I cannot help but wish you would reflect back

on those early years and remember the struggle to raise a family and provide the "good things" in life for your loved ones.

Because now, your men, the men who work daily, risking their lives to help make a profit for Arbor Tree, are in that same struggle for the betterment of themselves and their families.

And you know, somehow, deep down, I don't think we are really that far apart in our goals for this tree industry that we both love.

From your standpoint, you want to maintain a smooth-running, profitable tree service for years to come. I know, with sons of my own, that you want to leave yours a foundation on which to build into the future.

Well, sir, I respect these goals, and believe it or not, a Union operation would help ensure the realization of these aims.

Local 1245 is dedicated to providing a qualified, stable work force, with written guidelines for pay, advancement, attendance — job conditions in general.

What we have seen is that when employees know where they stand — with a contract agreement to refer to — many problems disappear. For instance, with Union security, turnover decreases, thereby eliminating the high accident rate of "green" men and lowering insurance rates. With spelled-out pay scales, morale is boosted and so is production. And by rewarding your men with industry-standard pay rates, you maintain quality tree men who ensure a top-notch operation.

I know that last year you spent a lot of money on Redwood Employers' Association to keep the Union out. It worked last year — it may (though I doubt it) work this year. In any case, we will not quit.

I cannot help but think that instead of giving \$100,000.00 or \$200,000.00 to some "wanna-be" lawyer, we could sit down and negotiate a pay raise for your men. I think they are the ones who deserve it.

Honestly, we do not want to hurt your operation or keep you from making a good profit — that's the American way....

We only want what is FAIR for Tree Trimmers

I'll close now, but I hope I have changed, just a little, your view of "the Union." Believe me, we want only to work with you, in a spirit of cooperation, for the betterment of our tree industry.

Sincerely,

Jim Travis
Organizing Representative
IBEW Local Union 1245

Index updates sent to Stewards

Contract Index supplements have been sent to all PG&E Shop Stewards. The supplement contains summaries of letters of agreement and arbitration, review, and pre-review decisions that are precedent setting. From the summaries, stewards can identify documents they need to first step grievances.

The supplement is designed for

the purpose of getting Local 1245 members the best possible representation by giving Union Stewards the tools they need to be their most effective. Please refer any questions you have about the supplement to your Steward; in early 1989 a further revised and updated Index will be available to them.

PRIVATE SECTOR

Century TV negotiations begin



Photo: Jenny Lipow

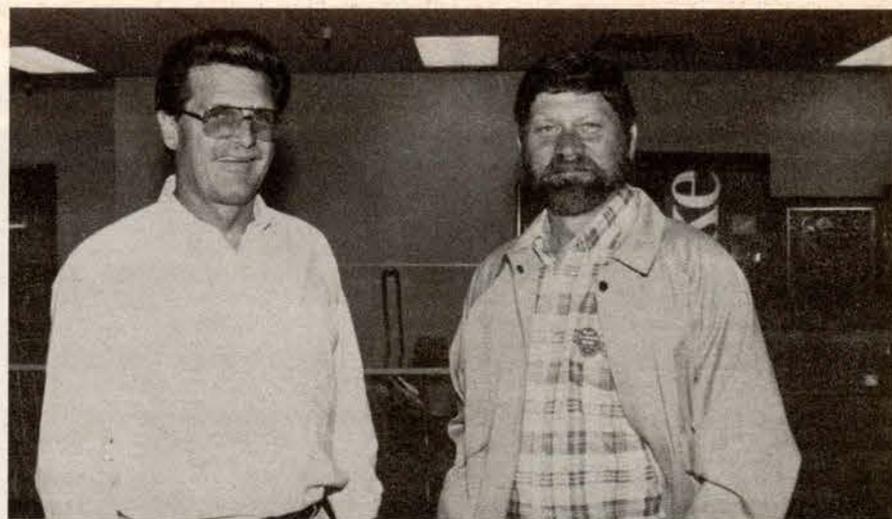
Local 1245 Negotiating Committee from Century Cable Television (L-R): Mike Kline, Donna Whetstone, and Bob Di Vito.

Assistant Business Manager Orville Owen reports that negotiations are underway between the Union and Century Communications of Mendocino.

Company and Union negotiators met on May 10, May 17, and June 3

for talks on a successor to the contract which expired May 31. "The talks are progressing," said Owen, "and we expect to obtain a tentative agreement to present to the membership as expeditiously as possible."

Physicals support Clericals



Bryant Bolen & Rich Cowart.

Concord Physical Shop Stewards Bryant Bolen and Rich Cowart, attending the Sacramento Clerical Stewards workshop on June 4, spoke with the *Utility Reporter* about the widespread support among their co-workers for the Clericals' "Equal Treatment Now" Campaign.

Utility Reporter: What activity is going on in your area?

Rich Cowart: Everyone's wearing the blue buttons. Several people wore black armbands at the beginning, but I think others were reluctant at first to show their support for the clericals openly. That's changed.

Bryant Bolen: The support among Physical members is growing because of the pickets—they're joining in. We expect that

the support actions will continue to increase.

U.R.: Why are Physical Members getting so involved in backing the Clericals?

Bolen: To be blunt, we feel that if they get away with this, we're going to be next in terms of bargaining with the Company.

Cowart: The Company is trying to drive a wedge between Physical and Clerical members. If they succeed, there's nothing to prevent them from trying to divide and conquer groups within our own unit—like Gas vs. Electric, for example.

U.R.: Anything else?

Bolen: Just that I hope physicals throughout the company will all take the time to get involved—wear buttons, help picket, go to Unit meetings.

Last chance to co-star with Jack Lemmon in a 'Union, Yes' contest

Official Rules

1. No purchase necessary.
2. **How to Enter:** Two union members will be chosen to appear in a national television commercial based upon their performances in the following events:
Qualifying Event—Essay Competition: In 25 words or less, describe how your union helped you with a problem on the job. Mail your essay, along with a completed entry form, to: "Union, Yes" Contest, P.O. Box 27543, Washington, D.C. 20006. All essay entries must be received no later than July 4, 1988. Limit one entry per person. All entries become the property of the sponsor, and none will be returned. By entering, contestants consent to the AFL-CIO's use of the material contained in their submitted essays in any manner determined by the AFL-CIO, without compensation. Sponsor is not responsible for lost, late, mutilated, misdirected, illegible or postage-due mail. Please type entries or hand-print legibly.

Essays will be judged by an independent judging organization on the basis of: originality, subject matter, clarity and positive portrayal of the contestant's union. All criteria will be weighted equally. From among all eligible entries received, 25 persons will be chosen to participate in the semifinal event. Winning essayists will be notified by mail. The decisions of the judging organization are final.

Semifinal Event—Personal Interview: The 25 semifinalists will be interviewed by the judging organization at a location at or near their place of residence. The semifinalists will be judged, in their interviews, on the following criteria: presentation, expressiveness, articulation, representation of the contestant's union. All criteria will be weighted equally. The judging organization's decisions are final. From the 25 semifinalists, four persons will be chosen to participate in the final event and will be so notified by mail or telephone. All costs involved in attending the interview, except those that may be designated by the sponsor, are the semifinalists' responsibility.

Final Event—Hollywood Audition: Each of the four finalists will receive a trip for two (the finalist and one guest) to Los Angeles to audition for the television commercial. (See paragraph 3 for complete details of the prize trips.) The finalists will be judged on the same criteria as the semifinalists. The judg-

ing organization's decisions are final. Two winners will be chosen to appear in the television commercial, which will be filmed during the prize trip to Los Angeles.

As a condition of continued eligibility, the four persons chosen to participate in the final event must be able to appear and remain in Los Angeles through the completion of filming on the dates designated by the sponsor. Inability to comply with this condition will result in forfeiture of the prize. At the sponsor's discretion, an alternate finalist(s) may be chosen.

3. **Prizes:** Grand Prize (2)—Appearance in a national "Union, Yes" television commercial.

First Prize (4)—Each finalist will receive a trip for two to Los Angeles for four days and three nights. Included are: round trip coach air fare from the airport nearest the finalist's home (estimated retail value not to exceed \$1,120 per person); double occupancy hotel accommodations (estimated retail value \$540); incidental expenses including transportation to and from the audition and filming (if applicable), but excluding meals and gratuities (estimated retail value \$700). Total estimated retail value of all prizes: \$13,920.

All taxes are sole responsibility of winners. Prizes are non-transferable and no substitutions or cash redemptions will be made.

4. Contest is open to all U.S. members in good standing as of the date of entry and through the filming of the commercial of a national or international union affiliated with the AFL-CIO. Employees and officers of the AFL-CIO, its affiliates, promotional and advertising agencies, and the immediate families of each are not eligible to enter.

5. First and grand prize winners will be required to execute an affidavit of eligibility and release of liability that must be returned to the sponsor within seven days of notification. Failure to comply with this condition may result in forfeiture of the prize, and an alternate winner may be chosen at the sponsor's discretion. All contestants, by entering the contest, consent to the use of their names and/or likenesses for advertising and promotional purposes without compensation. Grand prize winners consent to receiving no compensation for their participation in, or the subsequent broadcast of, the television commercial, and will be required to execute appropriate releases prior to filming. Failure to comply with this condition will result in forfeiture of the prize.

6. Guests of first prize winners will be required to execute publicity and liability releases.

7. In the event of a tie, an additional essay will be required and will be judged on the same basis as the qualifying essay event. For Wisconsin residents only, duplicate prizes will be awarded in the event of a tie.

8. This contest is void where prohibited by law. All federal, state and local laws and regulations apply.

9. For a list of winners, send a self-addressed, stamped, business-size envelope by September 30, 1988 to:

Union, Yes Contest Winners
P.O. Box 854
Riverton, N.J. 08007-0854

10. This contest is sponsored by the AFL-CIO, P.O. Box 27543, 815 16th St., N.W., Washington, D.C. 20006.

AFL-CIO 'Union, Yes' Commercial Contest

OFFICIAL ENTRY FORM

Name _____ Age: _____

Address _____

City _____ State _____

Telephone: (Day) _____ (Evening) _____

National or Int'l. Union Affiliation _____

Local Union # _____

Are you currently a member in good standing of the above union? _____