

## USBR Arbitration victory on 1989 wages

**T**he 195 workers at the United States Bureau of Reclamation (USBR) represented by Local 1245 will receive 1989 wage increases averaging 16.4% and totalling nearly one million dollars as a result of Arbitrator John Kagel's March 3 ruling.

The award came on the second day of a hearing in San Francisco at which Local 1245 staff attorney Jane Brunner presented the Union's case. A complete vindication of the Union's bargaining position, the victory was the culmination of four months of negotiations conducted by Business Representative Rich Hafner.

Negotiations with the Bureau for 1989 wages began on October 31, 1988, using data which Hafner and Bargaining Committee members Rick Golden and Bill Chambers had painstakingly assembled by updating a prevailing wage survey and calculating wage increases classification by classification to correspond with prevailing pay rates.

As reported in the January



Photo: Kua Patten

*Utility Reporter*, the parties submitted the 1989 increases to Arbitrator Kagel after several days of negotiations and mediation failed to produce agreement. According to Rich Hafner, the Bureau wanted Union concessions on the double-time pay provision and would not bargain over pay without the take-away. The Union committee steadfastly refused to give up this important working condition, and the pay question was submitted to arbitration in ac-

cordance with Federal impasse procedures.

Kagel completely upheld the Union's position on wages. According to attorney Brunner, "the hundreds of hours of preparation spent by our bargaining committee — particularly Golden and Chambers — contrasted with a surprising lack of preparation by the Bureau. In the end, there was no way USBR could refute the Union's evidence on prevailing wage rates. This just goes to

Staff attorney Jane Brunner, center, with victorious USBR Bargaining Committee members (left to right): Bob Gonzales, Al Wright, Bill Chambers, Don Day, Rick Golden, and Jim Hudson. Not pictured: Business Representative Rich Hafner, the Committee's chief spokesperson.

prove that you have to do your homework before you go into negotiations!"

After the first day of the hearing, Kagel converted the arbitration into a mediation session and by noon the next day had

See PAGE TWO

## CSAEW backs Fitzsimmons for Standards Board

**L**ocal 1245 Assistant Business Manager Ron Fitzsimmons has won the unanimous endorsement of the California State Association of Electrical Workers (CSAEW) for the vacant position on the Cal/OSHA Standards Board.

At their meeting in Concord last month, hosted by the Local, CSAEW delegates enthusiastically supported the nomination of Fitzsimmons. "Ron's expertise on occupational health and safety matters is widely recognized," Business Manager Jack McNally told the *Utility Reporter*. "If the governor can be persuaded to appoint him, Ron would be a great asset to the Cal/OSHA Standards Board."

The CSAEW meeting also featured a talk by Cal/OSHA chief Robert Stranberg, who projected optimistically that the Cal/OSHA apparatus would be reassembled and operative by mid-summer following the lengthy re-staffing process. ■

## ● McNally honored by APRI ●

Local 1245 Business Manager Jack McNally was one of three trade unionists honored at the Second Annual Testimonial Dinner of the A. Philip Randolph Institute (APRI) Contra Costa Chapter on March 4 in Concord.

The dinner also paid tribute to the accomplishments of Pete Guidry of UC Berkeley's Labor Education Center—a frequent guest speaker at Local 1245 workshops and conferences—and Lucille Johns of the American Federation of Government

Employees (AFGE), a longtime employee of the Social Security Administration.

APRI was founded in 1964. As a vital force within the black community, APRI adheres closely to the values of the late A. Philip Randolph, the founder of the Brotherhood of Sleeping Car Porters and America's foremost black labor leader.

Those values include a commitment to political democracy, a commitment to work within the labor movement, and a commitment to racial integration.

In his acceptance speech, McNally told dinner guests that Randolph "devoted a lifetime of

See PAGE ELEVEN

Assistant Business Manager Dorothy Fortier, a 1988 APRI honoree, presents the 1989 award to Jack McNally



Photo: Kua Patten



## INSIDE

### Drug Testing

Our special report continues with a look at a key legal decision.

Page 6

### The Union Tree

Travis takes on the NLRB; Davey Tree negotiations update. Page 12

### Financial Planning

Learn how to protect your future at Union-sponsored seminars.

Page 5

## CALENDAR

**March 24**  
Executive Board

**March 31**  
Sacramento Pin Dinner (changed from March 11)

**April 1**  
Santa Rosa Pin Dinner

**April 8**  
East Bay Stewards Conference

**April 14**  
Stockton Pin Dinner

**May 13**  
Day on the Delta Poker Run



# A group that delivers

By Matt Simon

## UTILITY REPORTER

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**A**ny boy or girl who has worked as a newspaper carrier knows that there can be problems on the job. On top of having to contend with angry subscribers and crazed neighborhood dogs, carriers earn low wages, work difficult hours in all types of weather, and receive their pay only after they have collected from their customers.

But if work problems can begin early in life, so can the solutions. In Edgewater, Rhode Island, carriers of the *Providence Journal* have responded to their work troubles by forming an organization.

The Rhode Island Carriers' Association was formed two years ago at the suggestion of Henry Shelton, a community activist whose sons deliver the *Journal*.

"My sons and their friends seemed to have a number of reasonable complaints about working for the *Journal*," says Shelton. "So I met with them one day and had them explain their work situation in detail. The best advice I could give them from my experience working with community organizations was that they could address their problems most effectively by acting as a group."

Soon after, the Association was holding regular meetings, had 12 members, and had be-

gun compiling a list of complaints to present to the *Journal*.

The newspaper's management agreed to meet with the group, and the carriers asked for a number of improvements in their jobs.

"We wanted a raise, and credit when our customers don't pay," says Patrick Shelton, a sixth-grader who has delivered the *Journal* for three years. Under the paper's current system, carriers are responsible for the cost of all the papers they deliver, even if subscribers fail to pay their bills.

"We also asked for a better scholarship program," says Patrick. The *Boston Globe* gives a \$5,000 college scholarship to everyone who delivers the paper for three years. The *Journal* only gives out four \$1,000 scholarships each year.

The *Journal* has since given carriers a 5-cent-per-paper pay raise, and now extends them credit pending collection on certain accounts. But the paper has not expanded its scholarship program, and has refused to meet further with the carriers. The Association has responded by conducting sidewalk protests and publicity campaigns.

"Right now, the *Journal* is ignoring us," says Mike Moniz, a sixth-grader who recently joined the Association. "But if

we keep trying, I think they will listen." The idea of organizing paper carriers may be unusual, but it is not brand-new. Charles Dale, international president of The Newspaper Guild, recalls that in 1974, in Canada, carriers in Winnipeg, Manitoba, confronted their employer over issues of pay and working conditions.

"The winters in Manitoba are bitter cold, and these kids were spending hours each day in the worst weather conditions you can imagine," Dale says.

"Eventually, about 450 of the carriers and their parents held a meeting and decided to demand improvements from the newspaper. They were successful, but, unfortunately, Manitoba law prohibited news carriers from organizing, so the group never evolved into an actual union."

Dale says the organizing of carriers has not been more widespread because "most of these kids remain on the job for a few years at the most, and it is very difficult to build a base of support for a union under those

conditions."

Henry Shelton thinks that fear of being fired also prevents many carriers from raising complaints about their jobs. "The news carriers have no job protection, and the employer can take away their routes for any reason it chooses," he says. "As a result, many of the kids don't want to make waves."

But Matt Harrigan, an eighth-grader who belongs to the Association, feels that carriers should not be afraid to fight back. "You shouldn't worry about losing your job," says Matt. "We didn't lose ours, and we got a raise."

According to Matt's brother Ryan, a seventh-grader, paper carriers should get involved in groups like the Association, but they should be prepared for hard work.

"It's not fun," says Ryan. "But it got us more money." ■

*This article originally appeared in Union, the magazine of the Service Employees International Union.*

### USBR

from PAGE ONE

elicited an agreement between the parties to implement an interim wage increase retroactive to January 1, 1989 and the full Union proposal effective July 1 of this year.

Hafner and Brunner both told the *Utility Reporter* that the testimony of Golden, a Shasta District Painter, and Chambers, a Control Operator in the same District, was extremely impressive. "Their statements irrefutably proved the accuracy of the Union's wage rate calculations," Brunner said.

"From the get-go, the Bu-

reau wouldn't bargain or even listen to us," Rich Hafner told the *Utility Reporter*. "We told them we'd prevail in an arbitration, but even I was surprised at the extent of our victory. In 1 1/2 years as a Business Representative, I have never had a better feeling than when Arbitrator Kagel—a neutral third party—totally validated our position and rejected management's. I hope and believe the Bureau has learned a good lesson in collective bargaining from this experience." ■

### Signs of the times

from PAGE THREE

to blame, and that his demand for \$125 million in concessions from the 8500 Eastern Machinists is simply an effort to break the union.

The strikers, whose picket signs carry anti-Lorenzo slogans, got a glimmer of support from a very unexpected source last week. Representative Newt Gingrich (R-Georgia), one of the most conservative and anti-labor congressmen in office, announced on television last week that "I am against a union-busting, vicious style of management that terrifies its

employees. And frankly, there are times when Lorenzo comes close to the old 19th century robber baron."

President Bush and Labor Secretary Dole have made it clear that they are not ready to promote "kinder, gentler" labor relations. But the Eastern strike could begin to make people angry about the damage to workers and the economy done by the new breed of corporate raiders and robber barons. And if the people take the lead, our leaders will have no choice but to follow. ■

### LETTER TO THE EDITOR

February 15, 1989

Dear Jack:

On behalf of Dennis Gray, his family and friends, we want you to know how much we appreciate the significant contribution received and your efforts in coordinating the fund raising drive for Dennis' family.

We would like to thank the Union members, Union staff, and the California State Association of Electrical Workers delegates for their generosity in contributing \$628.00. This amount will help with some of the many upcoming financial burdens that will occur in the following months.

Thank you very much again. Any future help would be greatly appreciated.

Sincerely,  
Tina McKean, Redwood Region, Santa Rosa Division

*Editor's Note: Dennis Gray is a Local 1245 member in PG&E's Santa Rosa Gas Department. Last month, Brother Gray suffered a double aneurysm which resulted in partial paralysis. Brother Gray is currently undergoing physical rehabilitation, but his recovery is expected to be lengthy and expensive. Contributions to ease the financial burden on the Gray family can be sent c/o Ms. McKean, 3965 Occidental Road, Santa Rosa, CA 95401.*

## APPOINTMENTS

### PACIFIC GAS AND ELECTRIC COMPANY

Roving and Utility Operator Interim Negotiating Committee

Jerry Covert  
Russ Morgan  
Al Reed  
Robert Whitley

### LOCAL UNION 1245

#### 1989 Election Committee

Jack Prosser  
Gary Surfus  
Norma Ricker  
Art Garza  
Alex Castillio  
Christine Habecker  
Robert McCormack  
Dan Dennis  
Darryl Norris  
Patrick Gates  
Gary Dabney  
Veronica Parker  
Craig Spalding  
Douglas Hansen  
Dennis Seyfer

#### CONFERENCES AND CONVENTIONS

##### Coalition of Labor Union Women NEB

Kathy Tindall

##### A. Philip Randolph Institute 8th Annual California Section Conference

Shirley Roberts  
Doris Preston  
Litha Saunders  
Ed Miles  
Gail Alston  
Jessie Turner  
Danny Jackson  
Norma Ricker  
Dorothy Fortier

## BOYCOTT BULLETIN

# Stop apartheid Boycott Shell

**W**hat does your neighborhood Shell gas station have to do with apartheid, the notorious system of racial discrimination and segregation in South Africa? Too much, according to a growing number of Americans who are joining the boycott of Shell products to demonstrate their opposition to apartheid. The long list of boycott endorsers includes a big range of people and organizations: the National Council of Churches, star Boston Red Sox Pitcher Roger Clemens, and the AFL-CIO, to name a few.

Apartheid not only enslaves South Africans but also affects Americans as corporations have chosen to invest there to take advantage of cheap black labor instead of investing in American jobs. They then export products which unfairly undercut American goods in the market.

Pressure on multinational corporations has proven to be an effective way to demand an end to the apartheid system, because those corporations are crucial to apartheid's survival. As a result, the independent

black organizations fighting for freedom in South Africa are calling on Americans to step up that pressure.

Royal Dutch/Shell, Shell Oil's parent company, is a particularly appropriate target because Royal Dutch/Shell supplies fuel to the South African military and police and to the apartheid economy. South Africa does not have its own oil supplies. Without companies like Royal Dutch/Shell, apartheid could not survive.

In addition, Royal Dutch/Shell co-owns the Rietspruit coal mine where striking South African miners have been forced to work at gunpoint and union supporters have been fired.

In response to requests from the National Union of Mine-workers—the largest black union in South Africa, where even trade unions are segregated by law—Royal Dutch/Shell and its subsidiaries have been targeted by the World Council of Churches, the Free South Africa Movement, the NAACP, the National Organization for Women, the International Confederation of Free Trade Unions, and many other groups.

#### Apartheid: cheap labor for big corporations

Apartheid is a tightly organized economic system which maintains a supply of cheap black labor. Although five out of every six South Africans are black, blacks cannot freely choose where to live or work. They are forced instead to live in remote reservations (which the government calls "homelands"), guarded barracks totally controlled by their employers, or isolated townships without basic services such as electricity or paved roads.

Blacks cannot own property in South Africa outside of the barren "homelands" set up on only 13 percent of the country's land. Because there is little work near the allowed living areas, millions of black workers are forced to live separated from their families for all but a few weeks a year.

See PAGE FIVE

## POINT OF VIEW

# Signs of the times

By Jack McNally, IBEW 1245 Business Manager

#### Time for a change

Hairstyles change. Necktie widths change. Even the Ford Mustang has had a few different styles. And every once in a while, the Utility Reporter gets a new look. I look forward to your feedback on the latest change, which begins with this issue.

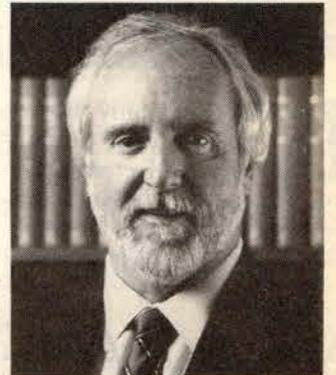
I also want to encourage members to submit letters, photographs, cartoons, and/or articles for the newspaper. The Utility Reporter belongs to all of us, and your contributions are welcome.

#### Eastern Airlines Turmoil

President Bush has failed an important first test by refusing to intervene in the Eastern Airlines labor dispute. Prior to the strike, the National Mediation Board had strongly recommended that Bush invoke a sixty-day "cooling-off" period, during which time a neutral panel would arbitrate the dispute in an advisory capacity.

This recommendation was supported by the Machinist's Union (IAM), which remains convinced that outsiders with access to all the facts will agree that the enormous wage and benefit cuts demanded by Eastern are not economically necessary. At press time, more than a week into the strike, President Bush is still refusing to intervene despite growing calls from labor leaders and elected officials to do so.

Eastern Chairman Frank Lorenzo has cannibalized the once-profitable airline since he bought it three years ago for \$600 million, selling off profitable routes and assets while trying to wring further concessions from a workforce which had already given back pay and benefits in prior negotia-



tions. Less than a week into the strike, Eastern declared bankruptcy in an apparent effort to void existing labor contracts.

Much credit for the strength of the strike must be given to the pilots and flight attendants who have refused to cross IAM picket lines. The pilots, who had not yet settled with Eastern when the strike began, remember how Lorenzo broke their union at Continental Airlines in 1983.

This overwhelming show of solidarity took Lorenzo by surprise, and signals an important change from past instances of disunity among workers in the airline industry. As in any strike, it takes tremendous courage for these men and women, and their families, to take this principled stand.

The battle at Eastern could be a positive turning point for the labor movement in this country, which is still struggling with the effects of the Reagan Administration's relentless anti-labor policies. The firing of the air traffic controllers in August 1981 set the tone for the next several years.

So far, Lorenzo has been unable to convince the public that Eastern's financial difficulties are the fault of the workers. It is clear that his financial mismanagement is

See PAGE TWO

## CAPCO Negotiating Committee Gears Up



Photo: Kua Patten

Local 1245 Business Representative Corb Wheeler (second from right) is working with Negotiating Committee members from the newly organized cogeneration facility on developing bargaining proposals. Committee members pictured are Bill Cox (far left), Henry Reese (second from left) and Dave Cannon (far right).

## Tindall re-elected as CLC head



Photo: Jenny Lipow

Local 1245 Executive Board member Kathy Tindall has been re-elected Secretary-Treasurer of the Northern Nevada Central Labor Council. Tindall was first elevated to the

position in 1987 after several terms as a trustee of the Council.

As Secretary-Treasurer, Tindall coordinates union activities with the AFL-CIO, working closely with Nevada State AFL-CIO Secretary-Treasurer Claude "Blackie" Evans. Tindall's counterpart on the Southern Nevada Central Labor Council is Jack Jeffries, an IBEW member and state assemblyman from Las Vegas.

The Northern Nevada Central Labor Council has 17 affiliate Local Unions representing 6,184 members of 15 International unions. ■

## Nevada AFL-CIO sponsors scholarships

The Nevada State AFL-CIO has announced the sponsorship of two \$500 scholarships to be awarded to two graduating seniors in 1989. The topic chosen for the 1989 essay is "Why 'Union Yes?'"

The Jim Arnold Senior Scholarship Fund awards two \$500 dollar scholarships annually to children of members or retirees of affiliated local unions who will be attending an accredited public or private Nevada university, community college, vocational or technical school.

Financial need is not a criteria for the scholarship, but applicants must be graduating high school seniors when making application. Applicants

must currently have at least a 2.0 grade point average and must have maintained this minimum average for the last full year of school prior to applying.

Applications must be post-marked by May 2, 1989 and must include a grade transcript, a statement of career goal or intent, and an essay of at least 1,000 words on the topic "Why 'Union Yes?'"

Application forms and a complete list of requirements and eligibility criteria are available through Local 1245 Business Representative John Stralla or by contacting the Nevada State AFL-CIO office in Carson City at (702) 882-7490. ■

IBEW LOCAL 1245

## Financial Planning Seminar for Nevada members

Thursday, March 30  
6:30 p.m.

Sierra Pacific Corp. Headquarters, Reno

See page 5 for more information about seminar

## Proud parent of special olympic athlete

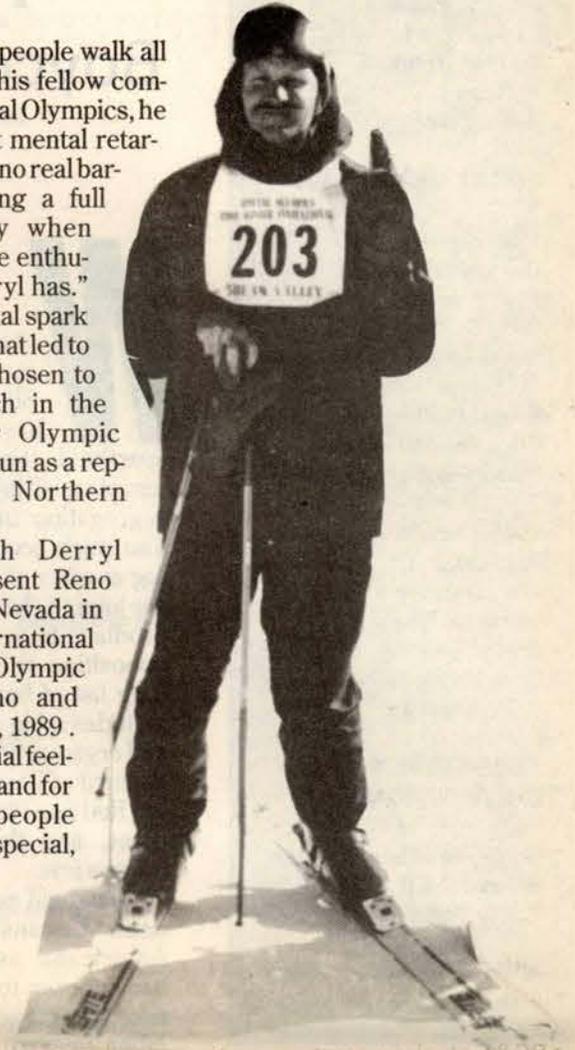
Local 1245 member Jay R. Killgore is very proud of his son, Derryl, age 27. As one of 1,400 special athletes competing in the 1989 International Winter Special Olympic Games this April, Derryl would love to win a medal in skiing. It would look great next to the gold medal he won at the 1983 International Summer Games in Baton Rouge, Louisiana.

But Derryl knows that Special Olympics also means making lasting friendships and building self-confidence, both in his physical abilities and his social skills. Since he started competing eleven years ago, Derryl has been winning at more than sports. He works full time at Sak 'n' Save and has recently moved into his own apartment.

Jay Killgore works at Sierra Pacific and has been a Local 1245 member for over 25 years. According to Jay, "Derryl has learned to express himself, and

not to let other people walk all over him. Like his fellow competitors in Special Olympics, he has proven that mental retardation presents no real barriers to enjoying a full life—especially when you live with the enthusiasm that Derryl has." It was that special spark of enthusiasm that led to Derryl being chosen to carry the torch in the 1984 Summer Olympic Games Torch Run as a representative of Northern Nevada.

Come watch Derryl Killgore represent Reno and Northern Nevada in the Third International Winter Special Olympic Games in Reno and Tahoe April 1-8, 1989. You'll get a special feeling for Derryl...and for some other people who are pretty special, too. ■



### STAFF NEWS

#### Pat Collins Leaving

Business Representative Pat (Friend) Collins is leaving Local 1245, PG&E, the Bay Area and California for the greener (and wetter) pastures of Seattle, Washington.

Pat's husband, Ed, has been the Director of AFL-CIO Region IX in the Pacific Northwest for over two years, and the couple has decided to try a change from their commuter marriage. Pat's son Mike, a junior at San Francisco State University, will remain in the Bay Area.

"I'll sleep late the first few days I'm in Seattle," Pat told the *Utility Reporter*, "and then I'm going to start some serious house-hunting." When asked what she plans to do after settling the housing crisis, Pat says cryptically that "I'm sure they can always use tough union women up in Seattle."

Pat has worked in both Clerical and Physical occupations at PG&E for more than 21 years. She has been a Local 1245 shop steward and Advisory Council member, and joined the union staff in 1988. The members and staff of



Local 1245 wish Pat all the best in her future endeavors and expect to hear from her now and then! ■

#### Wendy Bothell New Benefits Specialist

The newest member of the Local 1245 staff is Wendy Bothell, who began work at Walnut Creek headquarters on February 27. Wendy will be the Union's benefits specialist, dealing with all employer pension, health and welfare plans as well as the Local's own plans.

Wendy, a native of Glen Cove (Long Island), New York, moved to California in 1968. She has an extensive background in insurance and benefit specialties, having worked in the sales department of Union Mutual for several years. Most recently, Wendy was an Account Representative for Equicor.

Wendy and her husband Rex are avid skiers, and enjoy hiking with their two dogs. ■



Photos: Kua Patten

## Local sponsors financial planning seminars

In order to best serve its diverse membership, Local 1245 is sponsoring a series of Financial Planning Seminars for all interested members.

The seminars grew out of the overwhelmingly positive response in the past several years to the Local's Retirement Planning Seminars, which were limited to members age 45 and over. These seminars are open to members of all ages, and spouses are encouraged to attend.

The Financial Planning Seminars will approximately 75 to 90 minutes, and will cover a variety of topics, including

- planning for your retirement
- why should I reduce my consumer debt?
- should I contribute to an IRA?
- home ownership
- do I have enough insurance?
- how to save for your kids' college expenses
- how to obtain long-term health care
- how to save on your income tax
- PG&E stock forecast
- interest and inflation forecast for 1989-90

The seminars will be conducted by Bob Gallo, Vice President of Consumer Markets for Merrill Lynch. Bob has several years of experience and is one of the largest financial planners in California, managing over \$100 million in assets.

According to Bob, "In the past, these seminars were only available to Local 1245 members over age 45. The response has been tremendous, with thousands of members participating in the program. The new seminars will cover planning for the future for people of all ages. Everyone from age 20 to age 60 will get useful information from these programs."

After attending a seminar, any member may schedule one hour of consultation with Bob's office at no charge to review ideas about individual financial planning strategies. "The seminars are designed to be brief," Gallo told the *Utility Reporter*, "no more than an hour and a half, including questions. Our purpose is to take complicated information and present it in a clear concise format that everyone can understand. Participants will get a clear sense of direction on financial planning from the seminars."

Seminars will be held in Reno and the greater Bay Area this spring; another series will be conducted all around California, from Bakersfield to Eureka, in September and October. All members will receive information about the seminars in the mail; you must return the enclosed reply card in order to attend. There is no charge for the seminars and refreshments will be served. ■

### Shell boycott. . . from PAGE THREE

Blacks cannot vote or hold public office, so they have no way to change the system through the political process. Trade unionists, church leaders, students and others—black or white—who organize protests or strikes against the apartheid system may be gunned down, jailed without trial, tortured, confined to house arrest, or fired from their jobs and forcibly banished.

There is no free speech in South Africa; even foreign journalists are deported if they attempt to write about what is really happening there.

Not surprisingly, shortsighted employers, including multinational corporations from the U.S. and other countries, take advantage of this system to pay black workers slave wages, often with virtu-

ally no benefits, job rights, or health and safety protection. That in turn means that apartheid has a direct impact not only on South Africans but also on people in the United States.

#### Apartheid affects Americans

Many of the world's largest corporations, including more than 300 U.S. companies, have operations in South Africa. Some apologists claim that black South Africans benefit from that trade and investment, but U.S. companies employ less than one percent of the black workforce while foreign trade and investment keeps the apartheid system going.

The American people are worse off because many of our corporations have invested in the apartheid economy instead of in American jobs. Over the last twenty-five years, U.S. corporate investment in South Africa increased tenfold while

companies were failing to develop and modernize operations in the U.S.

Every year, South Africa exports billions of dollars worth of products made by multinational companies to the U.S. For example, while workers in our steel industry have been savaged by unemployment, U.S. bank loans have helped South African steel exports grow fifty times greater since 1975. And South Africa sell products to countries that normally buy from the U.S.; again, they undercut U.S. jobs with cheap labor.

To add insult to injury, profits made in South Africa can finance corporate attacks on American workers. Bolstered by profits made in South Africa, companies like Royal Dutch/Shell, Phelps Dodge, and IBM can afford to fight workers in the U.S. who demand respect for their rights.

Lower labor standards in countries like South Africa help create a climate for employers to demand a lower standard of living for Americans as well. Cutbacks and jobs lost in America's private sector mean a smaller funding base for public services, which hurts public employees and all Americans.

It is in our self interest to help end the immoral system of apartheid and to help workers in countries like South Africa to improve their conditions.

#### Economic pressure helps

Pressure on corporations doing business with South Africa works because the apartheid economy needs foreign investment and foreign markets. It does not have its own oil supply, so it needs oil provided by multinationals like Royal Dutch/Shell. It needs technology, computers, cars and trucks. It needs foreign loans,

and markets to sell its minerals, agricultural products and other exports.

In short, without support from multinational corporations, apartheid cannot survive. That is why it is an act of treason under South African law to advocate "disinvestment" or other economic action against apartheid. It is also why black South Africans have risked arrest and torture to call on Americans to support disinvestment campaigns.

After more than a decade of citizen protests led by churches, civil rights groups, unions, and students, many state and local governments have passed legislation to withdraw public funds from companies doing business in South Africa. Concerned citizens even forced President Reagan to announce limited sanctions against apartheid.

See PAGE 12

## IBEW Local 1245 Financial Planning Seminars

Open to all members, spouses welcome  
Reservations required—reply card will be mailed to you

PLACE	DAY	DATE	TIME	LOCATION
San Mateo	Tuesday	April 25	7:30 p.m.	Dunfey Hotel 1770 S. Amphlett Blvd.
San Francisco	Thursday	April 27	7:30 p.m.	Holiday Inn Union Square 480 Sutter Street
Sacramento	Tuesday	May 2	7:30 p.m.	Capitol Plaza Holiday Inn 300 J Street
Stockton	Wednesday	May 3	7:30 p.m.	Stockton Hilton 2323 Grand Canal Blvd.
Walnut Creek	Thursday	May 4	7:30 p.m.	Local 1245 Headquarters 3063 Citrus Circle
Oakland	Tuesday	May 9	7:30 p.m.	Airport Holiday Inn 500 Hegenberger Rd.
San Jose	Tuesday	May 23	7:30 p.m.	Holiday Inn Park Center 282 Almaden Blvd.
Santa Rosa	Wednesday	May 24	7:30 p.m.	Sheraton Round Barn Inn 3555 Round Barn Blvd.

## SPECIAL REPORT: DRUG TESTING

Part two

In granting a preliminary injunction against the Department of the Interior plan to implement random drug testing, District Court Judge Harold H. Green issued a strongly worded opinion in a case brought in the District of Columbia by federal employee groups and the American Civil Liberties Union (ACLU).

The proposed Interior Department rules enjoined by Judge Green would affect Lo-

quires federal agencies to develop and implement plans to achieve a drug-free workplace by, among other means, testing their employees for illegal drug use. Pursuant to this Order, in December 1987 the Department of the Interior published its "Drug Free Workplace Policies and Procedures" plan, in which the Secretary of the Interior identified those positions deemed sufficiently "sensitive" to warrant "random urinalysis testing" for marijuana, cocaine,

ment claimed that fully one-quarter of its employees are in positions which "directly and immediately relate to public health and safety, the protection of life and property, law enforcement, or national security," and would thus be subject to random testing.

The plan specified how workers would be chosen "randomly," the procedures for the testing, and stated that a positive result would result in disciplinary action.

est play of chance. The government's own figures confirm that illegal drug use is virtually nonexistent within the Department of the Interior...the Department has some 70,000 employees [but they have] been unable to cite a single drug-related accident, safety violation, or incident of blackmail or bribery, the usual consequences of drug use cited by the government.

"The government nonetheless argues that random testing is justified by its compelling

nexus between the asserted interests and the testing program."

### Program "degrading"

Green called the random testing procedure "degrading" to employees, and slammed the Reagan-Bush administrations' overall approach to the problem of illegal drugs: "...the government-wide program of which the Interior Department plan under consideration here is a part has very little to do with

## "Bureaucracy run amok"

# DC judge blasts Interior

cal 1245 members working for the United States Bureau of Reclamation (USBR). As reported in last month's *Utility Reporter*, Local 1245 is opposing the random testing scheme through the grievance procedure and has joined with nine other IBEW Locals in a separate suit against the program.

### Background

A 1986 Executive Order re-

opiates, amphetamines, and phencyclidine (PCP). The plan also includes testing employees under "reasonable suspicion" of illegal drug use; this part of the plan was upheld by Judge Green.

The random testing plan defined "sensitive" positions as those "characterized by critical safety or security responsibilities as related to the mission of the Department;" the Depart-

### Testing unnecessary, intrusive

"In the view of this court," wrote Judge Green, "the Interior Department's random drug testing program entirely fails the [reasonable grounds] test established by earlier legal rulings] for...no reasonable grounds exist for suspecting that the search will turn up evidence of work-related drug use, except only by the remot-

interest in safety, security, integrity, and confidence in the federal workplace. While the goals are certainly laudatory," Judge Green wrote, "they do not justify a significant intrusion into an employee's privacy, particularly when there is absolutely no showing that drug use exists that is impairing the routine functions, let alone the critical responsibilities of the Department."

Judge Green expressed undisguised contempt for the Interior Department's designation of "routine" job classifications as being "of such sensitivity as to warrant the invasion of their privacy notwithstanding the absence of the slightest suspicion of wrongdoing." "The sweep of the Department's program is breathtaking," he commented, including many positions that are "non-sensitive by normal standards" such as file clerks, secretaries, computer operators, printing press operators, various scientists and engineers as well as "some 3,753 Bureau of Indian Affairs teachers, education specialists, counselors, dormitory attendants and social workers."

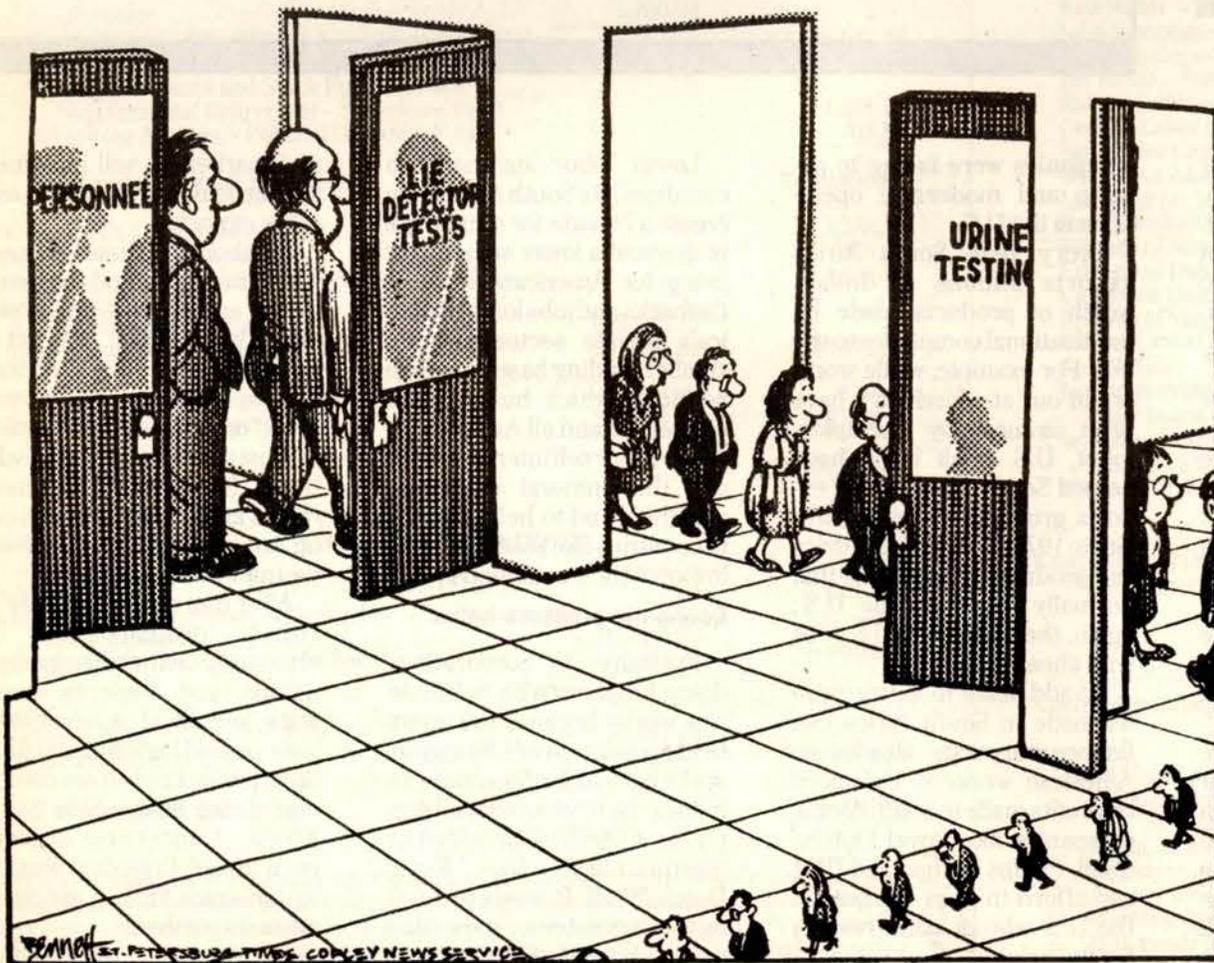
"It hardly constitutes hyperbole to say that the designation of thousands of employees of this type as being all in sensitive positions is bureaucracy run amok," wrote Green. "...absent some demonstration of a drug problem, random testing of any of the incumbents in any of these positions is unwarranted, since the government has utterly failed to show any

fighting the drug menace or the drug sellers, nor does it even have much to do with curbing the use of drugs. The program does not in substance address any of these: stripped of the verbiage that surrounds it, the program is essentially but a show, perhaps an educational show, in which the civil servants employed at the Interior Department are but involuntary players."

In his opinion, Green said that the minuscule figures on drug use within the department confirm "what anyone thinking about the problem knows intuitively"—that "there are few, if any, concentrations of individuals...that are freer of illegal drugs than the faithful, loyal, perhaps stolid, not very 'hip' members of the federal bureaucracy."

"It is not an exaggeration to state," Judge Green wrote, "that in the government's search for the proverbial needle in a haystack (the one user of drugs out of 2,000 employees) unconstitutional procedures must be applied that have few parallels for scope and intrusiveness."

"Under the Department's program, about twenty-five percent of its employees, or some 17,000 of them, both men and women, may be subjected to tests which require urination within earshot or under the eye of the government's inspectors. Yet not one of those who will be forced to undergo these humiliating procedures is as much as suspected of unlawful drug use, much less is there probable cause for a search or seizure



within the meaning of the Constitution...

"Drug sellers can easily be found at dozens of well-identified street corners here in the nation's capital, as they probably can also be found in many other urban areas. There must be thousands of places in this country where drug users congregate and can be located with a far greater degree of certainty than in the offices of the Department of the Interior...Yet the government has singled

out its loyal, almost completely drug-free public servants for a vast, intrusive testing program as the only place where the drug menace must be fought without the normal constitutional protection of individualized cause...

"Let there be no mistake about this: this case is not just about another slight deviation from the proper constitutional search and seizure standard in a particular case...Rather, it presents for judicial considera-

tion a wholesale deprivation of the most fundamental privacy rights of thousands upon thousands of loyal, law-abiding citizens, and the deprivation of their rights, not because anyone actually suspects that they are drug users but because they are employees of the government whom that government believes it can command on that account to repair to the toilets, so that it is able thereby to demonstrate its commitment to the war on drugs." ■

**"...the government has singled out its loyal, almost completely drug-free public servants for a vast, intrusive testing program as the only place where the drug menace must be fought..."**

# or Dep't drug test plan

## Questions and answers about Drug Testing

**Q** In a drug test, what drugs are identified?

**A** Generally, the tests screen for several substances, including Amphetamines and Methamphetamines (Speed, Crank); Barbiturates (Phenobarbital, Secobarbital); Benzodiazepines (Valium, Librium); Cannabinoid (Marijuana, Hashish); Cocaine (Coke, Crack); Methaqualone (Quaaludes); Opiates (Heroin, Morphine, Codeine); Phencyclidine (PCP, Angel Dust); and Alcohol.

**Q** Are drug testing labs reliable?

**A** There are quality labs available, but even under the best of circumstances there need to be quality controls exerted over the testing process. The Union employs outside experts to verify the overall standards of laboratories and lab tests as well as to investigate specific test results.

**Q** Can eating poppy seeds cause a positive test result?

**A** Yes, but it's unlikely to do so. There is a possibility that in large quantities certain processed poppy seeds can show on the narcotics screen.

**Q** Can passive exposure to marijuana smoke cause a positive test result?

**A** Yes. Being in an enclosed room or automobile where marijuana is being smoked, you will passively inhale the smoke, possibly in levels sufficient to test positive.

**Q** How long do drugs stay in your system?

**A** The time period after drug use that the drug can be detected varies with the drug. Mari-

juana can be detected up to sixty days after use or exposure. Cocaine may be detected five days or more after use. Ironically, the most "hard core" drug of all, heroin, becomes undetectable faster than any other substance. There is no way to "flush out" your system any faster by using water, laxatives, or diuretics.

**Q** Does an employer have the right to regulate your behavior off the job?

**A** No. It is the Union's position that unless a worker's off-the-job behavior has an impact on his or her work performance, such behavior is none of the employer's business. The Union does not condone illegal drug use, nor does it condone invasion of employee privacy. Drug tests may reveal off-the-job drug use when there is no on-the-job impairment resulting from such use.

**Q** What if I think my co-worker is under the influence?

**A** The Union believes you should first approach the person directly, or contact your Union Representative or the Employee Assistance Program. Drugs and alcohol have no place at work, but it should not be the worker's responsibility to make such serious accusations. If you ever feel physically endangered by a co-worker's actions or behavior, you must protect yourself.



**Coming next month:  
Snitches, informants, and undercover operatives in the workplace.**



# FINANCIAL STATEMENT

February 10, 1989

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

We have audited the accompanying statement of Assets, Liabilities and Equity arising from cash transactions as of December 31, 1988 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year ended December 31, 1988. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

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

The savings account and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1988, the entire amount in the fund was a liability to present and former employees and the Local had no equity in the fund.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year ended December 31, 1988 and its assets, liabilities and equity at December 31, 1988 in accordance with the note to the Statement of Assets, Liabilities and Equity arising from cash transactions on the basis of accounting described in the note to the statement.

DALMAS & LU  
Certified Public Accountants

**EXHIBIT A**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**  
**LOCAL NO. 1245**  
**STATEMENT OF ASSETS, LIABILITIES AND EQUITY**  
**ARISING FROM CASH TRANSACTIONS**  
**December 31, 1988**

**ASSETS**

Cash Accounts and Stock Fund at cost:		
General Fund:		
Wells Fargo Bank & Bank of America - checking accounts	\$ 279,031.24	
Wells Fargo Bank - market rate account	51,638.87	
Wells Fargo Bank - savings account	316,990.21	
Certificates of deposits	2,712,661.93	
Cash funds	5,200.00	
<b>Total General Fund</b>		<b>\$3,365,522.25</b>
Savings Accounts and Stock Fund at cost - Supplemental Retirement - Severance Fund		74,224.78
Checking Account - Political Donation Fund		703.83
<b>Total cash and Stock Fund at cost</b>		<b>3,440,450.86</b>
200 shares PG&E common stock - at cost.		3,388.17
Air Transportation deposit		425.00
Loans receivable from Energy Workers Center, Inc.		224,524.43
Fixed assets:		
Automobiles (50) at cost	625,285.75	
Less: allowance for depreciation	301,814.24	323,471.51
Furniture and office equipment - at cost	424,628.83	
Less: allowance for depreciation	309,057.71	115,571.12
<b>Total assets</b>		<b>\$4,107,831.09</b>

**LIABILITIES AND EQUITY**

Liabilities:		
IBEW per capita portion of December receipts to forward	\$ 136,634.76	
For supplemental Retirement - Severance	74,224.78	\$210,859.54
Equity:		
General Fund	3,896,267.72	
Political Donation Fund	703.83	3,896,971.55
<b>Total liabilities and equity</b>		<b>\$4,107,831.09</b>

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

**EXHIBIT B**  
**SUPPLEMENTAL RETIREMENT - SEVERANCE FUND**

Balance, December 31, 1987	\$ 77,110.28
Receipts:	
Dividends	1,852.48
Interest	6,881.34
<b>Total receipts and balance</b>	<b>85,844.10</b>
Disbursements:	
Direct payment made to former employee	11,619.32
Balance, December 31, 1988	<u>\$ 74,224.78</u>
Details of Balance:	
Four American Savings & Loan Accounts	\$ 61,710.76
One Dodge & Cox Fund Account - at cost	12,514.02
<b>Total as above</b>	<u>\$ 74,224.78</u>

**EXHIBIT C**  
**POLITICAL DONATION FUND**

Cash balance, December 31, 1987	\$6,567.02
Receipts:	
<b>Total receipts and balance</b>	<b>32,245.21</b>
<b>Total receipts and balance</b>	<b>38,812.23</b>
Disbursements:	
Friends of Rod Diridon	900.00
No. Nevada Central Labor Council	50.00
Roberti for Senator	4,500.00
Unionist of the Year	450.00
CWIC	500.00
Central Labor Council	500.00
Senator Petris Campaign Committee	1,400.00
Labor Leader Committee	350.00
Pat Johnston for Assembly	750.00
Senator Bill Green Birthday Committee	1,000.00
Friends of Phil Isenberg	3,000.00
Friends & Neighbors of Lloyd Connelly	500.00
Floyd Campaign Committee	1,500.00
Garamendi Committee Campaign	500.00
Garamendi Committee Senate	500.00
Friends of Given Moore	500.00
Willie Brown Campaign Dinner	10,000.00
Robin Yeaman Campaign	200.00
Friends of Bob Campbell	500.00
Sue Wagner - State of Nevada	100.00
Courtney Sgan - State of Nevada	200.00
Jack Jeffries - State of Nevada	500.00
Bob Price - State of Nevada	500.00
Vivian Freeman - State of Nevada	300.00
Ken Haller - State of Nevada	200.00
John Sampaga - State of Nevada	100.00
Ernest Adler - State of Nevada	100.00
Jan Evans - State of Nevada	250.00
Robert Sader - State of Nevada	500.00
Central Labor Council Cope	200.00
San Mateo Central Labor Council Cope	100.00
Waters for Assembly	500.00
Lockyear for Senate	500.00
Ray Whitaker	1,500.00
Friends of Senator Barry Keene	500.00
Friends of Dan Boatwright - Senate	500.00
California Demo Party	750.00
Friends of Van de Camp	900.00
Contra Costa COPE	650.00
Len Nevini	250.00
In House Printing for S. Hone - Bart Board of Directors	1,453.93
In House Printing for S. McPeak - 7th District	544.47
Write off of old outstanding checks	(590.00)
<b>Total</b>	<b>38,108.40</b>
Cash balance, December 31, 1988- Wells Fargo checking account	<u>\$703.83</u>

**EXHIBIT D**  
**GENERAL FUND**

Cash balance, beginning December 31, 1987	\$3,186,591.85
Receipts:	
Local Union portion of receipts:	
"A" members' dues	\$88,140.65
"BA" members' dues	5,761,833.44
Initiation fees	13,356.73
Reinstatement fees	760.50
Agency fees	39,288.92
Working dues - Outside Line	715,371.84
Difference in dues	3,668.10
Difference in fees	325.80

# FINANCIAL STATEMENT

CONTINUED

Retirement Club dues	2,124.00	
PRD Charges paid	3,615.00	6,628,484.98
Reimbursements to General Fund:		
Interest	187,585.98	
Dividends	358.00	
Refunds and reimbursements:		
Loan payments - Energy Workers Center:		
Interest	18,660.99	
Principal	32,045.25	
Sale of used autos	36,510.00	
Sale of baseball caps, pins and other	8,146.40	
Various other expenses	1,255.18	
Other receipts	12,995.65	
Arbitration settlement	115,778.00	
State workmen's compensation dividend	120,803.49	534,138.94
International portion of receipts:		
"A" members' per capita	241,272.90	
"BA" members' per capita	1,386,888.15	
Initiation fees	13,356.73	
D.B.A.F. fees	158.00	
Reinstatement fees	1,790.50	
Agency fees	11,520.00	
Difference in per capita	3,553.10	
Difference in fees	23.80	1,658,563.18
Total receipts		8,821,187.10
Total balance and receipts		12,007,778.95
Disbursements, per Page 12 of Schedule of Disbursements		8,642,256.70
Cash balance, December 31, 1988, Details in Statement of Assets, Liabilities and Equity		\$3,365,522.25

## GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers		\$1,689,669.43
San Francisco C.L.C.		3,888.00
Santa Clara C.L.C.		5,460.00
Alameda C.L.C.		7,680.00
Northern Nevada C.L.C.		1,650.00
Nevada State AFL - CIO		3,360.00
Nevada State Electrical Association		420.00
Sacramento C.L.C.		8,450.00
Contra Costa C.L.C.		5,400.00
California Federation of Labor		48,125.00
California State Association of Electrical Workers		6,840.00
Marin County C.L.C.		819.00
San Joaquin and Calaveras C.L.C.		2,100.00
Butte - Glenn C.L.C.		780.00
Napa - Solano C.L.C.		1,605.00
Kern - Inyo - Mono C.L.C.		1,350.00
Fresno - Madera C.L.C.		3,000.00
Sonoma, Mendocino, Lake C.L.C.		1,932.00
Merced - Mariposa C.L.C.		1,125.00
Stanislaus - Tuolumne C.L.C.		1,116.00
Marysville C.L.C.		240.00
Humboldt - Del Norte C.L.C.		603.00
Five Counties C.L.C.		852.00
Monterey County C.L.C.		576.00
Government Coordinating Council		1,100.00
San Mateo C.L.C.		2,100.00
Boise, Idaho AFL - CIO		109.20
Coalition California Utility Workers		3,600.00
Joint Executive Conference - S.C. Electrical Workers		60.00
Joint Executive Conference - N.C. Electrical Workers		100.00
Forum - C.C. Napa, Solano		20.00
Congress of California Seniors		24.00
9th District Manufacturing		360.00
California Labor Federation - Retiree Dues		13.00
Forum - Alameda Retired Members		5.00
Maritime Trades Post Co.		420.00
		1,804,951.63
Staff expenses:		
Salaries		2,375,471.90
Expenses		203,654.26
Automobile expenses		95,992.46
Automobile purchases		281,567.99
Organizing expenses		9,090.64
		2,965,777.25
Research and Education:		
Subscriptions and publications		\$ 11,959.62
Scholarship fund		3,000.00
Research and education		4,850.56
Public relation		521.00
		20,331.18
Office salaries:		
Administration office salaries		239,429.40
Bargaining unit salaries		348,415.26
		587,844.66

Office expenses:		
Rent		148,539.61
Telephone		152,493.08
Postage and meter expense		57,661.19
Print room/printing		65,565.12
Wang word processor		11,338.89
Supplies		28,397.14
Equipment maintenance		11,994.07
Data processing		93,830.74
Equipment rental		4,230.95
Office utility, Los Angeles		1,460.39
Utility reporter		139,590.77
Miscellaneous		7,526.58
Check charges		3,138.50
Furniture and equipment purchases		39,058.40
		764,825.43

## GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 15,770.67	\$ 13,936.01	\$ 29,706.68
Executive Board means and ways		106.29	106.29
Central Labor Council	12,990.21	526.69	13,516.90
Advisory Council	9,212.12	46,850.96	56,063.08
Trustee Committee	8,149.53	1,535.36	9,684.89
Review Committee	3,956.28	2,730.05	6,686.33
Safety Committee	6,101.31	5,812.23	11,913.54
Outside Construction conference	2,706.71	2,756.20	5,462.91
Shop Steward conference	25,913.82	47,211.33	73,125.15
Other conferences	17,082.29	71,052.44	88,134.73
	101,882.94	192,517.56	294,400.50
Various Other Committees:			
Sacramento Reg. Trans. Arbitration	5,809.67	419.00	6,228.67
Citizen Utility	4,693.67	1,870.95	6,564.62
Sierra Pacific Power	38,900.48	6,973.73	45,874.21
U.S. Bureau of Reclamation	1,135.44	5,444.90	6,580.34
Lynch Communication		31.66	31.66
Pacific Tree Expert	2,776.24	7,494.98	10,271.22
Outside Line Const.	13,923.19	15,822.85	29,746.04
City of Lodi	1,926.48	1,514.65	3,441.13
Sacramento Muni Utilities District	25,937.52	15,675.35	41,612.87
Merced Irrigation District	151.02	1,756.97	1,907.99
CP National - Lassen	713.92	107.65	821.57
A.C. Transit District		6.50	6.50
Nevada Irrigation District		181.47	181.47
Truckee Donner Recreation and Park		131.97	131.97
City of Redding		821.75	821.75
Modesto Irrigation District	3,370.65	1,440.76	4,811.41
Tri Dam		273.90	273.90
Monterey Peninsula Cable	378.56	339.04	717.60
Sonic TV Cable	1,160.16	1,061.77	2,221.93
City of Roseville	135.44	125.04	260.48
Davey Tree	1,248.64	6,108.34	7,356.98
Totals carried forward	102,261.08	67,603.23	169,864.31

## GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Balance brought forward	\$102,261.08	\$ 67,603.23	\$169,864.31
CP National - Elko	926.88	4,012.13	4,939.01
CP National - Needles	392.40	668.39	1,060.79
Pacific Gas Transmission	15,338.09	23,233.81	38,571.90
City of Healdsburg		323.64	323.64
City of Oakland		833.79	833.79
Other Organizing Expense	12,232.4	70,052.17	82,284.57
So. San Joaquin Irr. Dist.		2,440.02	2,440.02
Group W Reno	492.00	105.65	597.65
Group W Lompac		8.40	8.40
Group W Santa Maria		996.00	996.00
Group W Ukiah		694.19	694.19
Group W Fort Bragg	2,128.00	514.78	2,642.78
Western TV Cable		954.80	954.80
Oakdale Irr. District		1,717.29	1,717.29
Concord TV Cable	46.94	8.70	55.64
City of Berkeley		301.00	301.00
Plumas - Sierra		140.48	140.48
C.P. National - Lassen	1,177.52	28.10	1,305.62
C.P. National - Elko		210.90	210.90
C.P. National So. Lake Tahoe	11,315.45	405.28	11,720.73
Shasta Dam PUD		1,464.63	1,464.63
Bureau of Electric - Alameda		50.40	50.40
Foster Wheeler	132.00	136.00	268.00
City of Lompac		102.26	102.26
City of Reno	246.00	70.92	316.92
	146,688.76	177,176.96	323,865.72

# FINANCIAL STATEMENT

CONTINUED

GENERAL FUND			
	Salaries Paid or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Departmental:			
Clerical	253.92	883.74	1,137.66
Meter Readers	234.04	206.65	440.69
Gas Serviceman		932.77	932.77
Arbitration	160.17	10,146.76	10,306.93
Grievance, L.I.C./F.F.	949.71	2,869.39	3,819.10
Labor Management	37.37	2,104.41	2,141.78
Review/Labor Management	3,014.84	2,027.15	5,041.99
Review	1,458.19	543.50	2,001.69
Jt. Grievance	6,145.21	12,543.92	18,689.13
Metering Electronics Tech		149.47	149.47
Pipe Line Operations		261.12	261.12
Diablo Canyon Negotiations		46.38	46.38
G.C. Apprentice Gas Tech	145.47	299.32	444.79
Re - rate Expenses		806.63	806.63
G.C. Expenses	639.68	399.52	1,039.20
D.C.P.P. Apprenticeship		35.35	35.35
12 Hour Shift Committee		71.00	71.00
Apprentice M.M.R.W.		314.68	314.68
Benefits		4,124.84	4,124.84
General Negotiations	35,525.02	53,246.50	88,771.52
Livermore Prod.		169.72	169.72
M and C AD HOC	3,468.87	2,743.55	6,212.42
Rec. Accounting	1,303.09	338.49	1,641.58
Clerical Job Evaluation	12,304.54	1,433.15	13,737.69
Transmission T-Man	1,853.68	1,695.03	3,548.71
Geysers	626.65	237.94	864.59
Cold Stand By	2,220.12	308.25	2,528.37
Apprentice Gas Tech		43.40	43.40
	<u>70,340.57</u>	<u>98,982.63</u>	<u>169,323.20</u>

GENERAL FUND	
Membership supplies:	
Supplies - Local	\$ 7,679.55
Supplies - Intl.	6,120.25
Shop steward supplies	627.18
	<u>14,426.98</u>
Membership benefits:	
Group life insurance	106,619.10
Pin award dinners	6,436.06
Unit meeting prizes	550.00
Unit drawing award	600.00
Unit fund, refreshments	9,800.00
Life saving award	754.13
	<u>124,759.29</u>

Payroll taxes:	
Employee portion:	
U.S. income tax withheld	\$ (451,230.59)
California income tax withheld	(117,954.86)
FICA withheld	(198,391.09)
SDI withheld	(18,265.59)
U.S. income tax forwarded	451,230.59
California income tax forwarded	117,954.86
FICA forwarded	198,391.09
SDI forwarded	18,265.59
Local Union portion:	
FICA	198,399.53
California Unemployment	6,445.25
U.S. Unemployment	4,890.70
	<u>209,735.48</u>
Employee benefits:	
Health and Welfare plans	257,624.52
Group life insurance	41,886.37
Staff pension plan	403,619.43
Bargain unit pension	51,634.58
Administration trustee pension plan	3,475.00
Other costs, pension plans	11,053.20
Administration fees, pension plan	900.00
	<u>770,193.10</u>

GENERAL FUND	
Other disbursements:	
Legal fees	\$ 77,602.01
Hall rentals	46,890.67
Workmen's compensation insurance	171,567.92
Refunds	5,455.20
Miscellaneous taxes	116.18
Audit fees - local	8,750.00
Audit fees - pension plans	1,500.00
Insurance - other	4,704.00
Baseball tournament	503.41
Local union cap and jackets, mugs and other	13,350.62
PRD fees	5,301.38
Auto insurance	20,327.74
Charitable donations	18,600.00
Insurance - bond	1,615.00
Flowers	513.00
Donations in lieu of flowers	156.09
Payroll deductions - 401K, savings, credit union dues	(102.18)
Cal/Osha	2,377.88
Calif. Labor - Cal/Osha	200,000.00
Fidelity insurance	627.00
Fiduciary insurance	11,066.36
Fair Give a Ways	900.00
	<u>\$ 591,822.28</u>
Total General Fund Disbursements	<u>\$8,642,256.70</u>

## Twelfth Annual Slow Pitch Softball Tournament

Saturday and Sunday, May 20 & 21, 1989

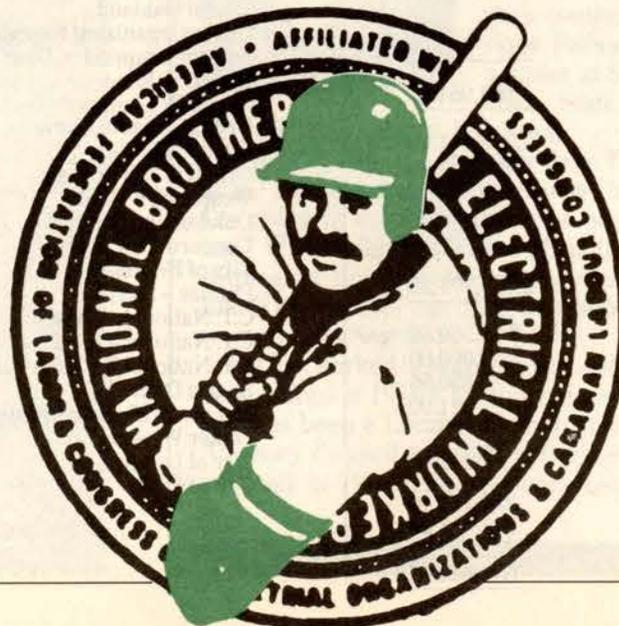
### 3 Divisions

Open

35 or Older Team

Women's or Mixed Team

Family Members Eligible



Individual Trophies for the  
1st Place Teams  
Team Trophies for  
2nd & 3rd Place in All Divisions  
Winner of Open Division to  
Advance to State Championship  
USSSA Umpires Provided

# East Bay stewards workshop



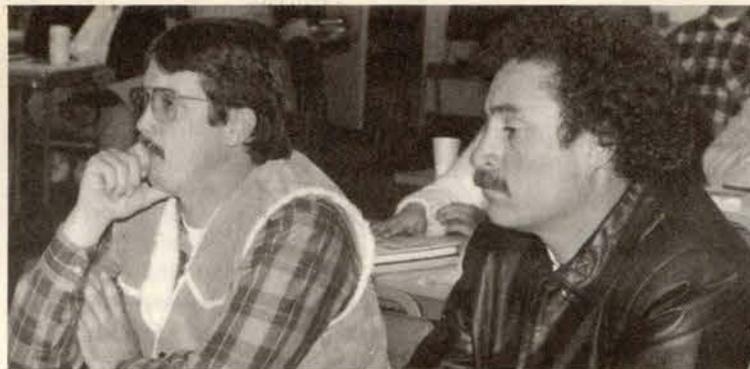
Photos: Jenny Lipow

**O**ver twenty-five shop stewards attended an all-day training workshop on Saturday, March 4 at Local 1245 headquarters in Walnut Creek. The workshop was sponsored by East Bay Business Representatives Enid Bidou, Pat Collins,

Participants in the workshop included Wayne Pacheco, Steve Gutzweiler, Rick Jones, Theodore Rios, Gary Surfus, Clifton Jackson, Mike Sutton,

Bryant Bolen, David Meier, Yoshiko Ball, Rich Cowart, Jim McCauley, Tom Thorne, Della Underwood, Harvey LaShon, Loren Davis, Tom Young, Felicia Mack, Ray Shepherd, Peggy Daniel, Frank Garcia, William Smith, John Roberts, Anna Maria Gomez, and Marie Kizzee.

The workshop featured an address by Business Manager Jack McNally and sessions on New Member Orientation and training for new stewards. ■



## McNally honored by APRI

from PAGE ONE

effort to the struggle for social and economic justice for all people," and said that "this year, 1989, we celebrate Randolph's 100th birthday, making tonight extra special for me."

"Our work is never done; our struggle continues," McNally said. "The commitment and involvement of the A. Philip Randolph Institute benefits the trade union movement in its never-ending effort to improve the way of life for all people."

Throughout the country, APRI activists are involved in assisting workers who seek union representation, coordinating local boycotts in support of union workers, and organizing support for labor's legislative program. The Institute encourages black workers to play an increasingly active role in their trade unions and sponsors a Trade Union Intern Program which has placed black trade unionists into staff and leadership positions within the labor movement.

Over the years, the APRI Voter Participation program has registered millions of minority voters—320,000 in 1984 alone—and has worked to improve voter turnout in cooperation with other labor and community organizations. ■

## Correction



Last month, these Vallejo Combination Crew members were misidentified. Now that we've figured out our right from our left, here's who they really are (left to right): Mike O'Neal, Wayne Thompson, and J.B. Baulwin. Sorry about the mixup, guys!

## THE UNION TREE

By Jim Travis, Local 1245  
Organizing Representative

Well, Howdy Tree  
Men!

Hope all is well with you and your families. Myself, I have to admit to being just a little bit down. I'm usually a "gamer." You know, a positive attitude — ever-onward — straight-through-hell-on-rollerskates type of guy.

But lately, a couple of things are weighing pretty heavy on my mind and heart. Frankly, I can't decide which is worse, but neither one is good for California Tree Trimmers.

First of all guys, PAC Tree (Asplundh) Stockton Division will take a One Dollar (\$1.00) *pay cut* in May 1989 in an effort to protect Union jobs from SCAB contractors.

This is a bitter pill to swallow for hardworking Tree men trying to support their families.

The fact remains, though, that SCAB contractors like Arbor Tree are forcing wages *down* and threaten to ruin Union standards of wages, benefits, and job security.

Meanwhile, our Union's efforts to bring Arbor trimmers into our Union are still stalled by the National Labor Relations Board (NLRB)!

Tree men are proud, hard working people who risk their lives doing the dangerous job of high-voltage line clearance. I believe we should be going *forward* instead of backwards. One thing I do know is that even though times are tough now — our Union is our one best hope to achieve our goals.

We tree trimmers must unite to succeed. If we stand together we will win.

### Davey Tree negotiations

In general, bargaining is difficult due to increased competition from low-paying SCAB tree contractors. Your Davey Tree Negotiating Committee is an *excellent, hard-working team* of men trying their best to achieve all they can for Davey Tree men and the tree trimming profession. You can be proud of these guys: Kenneth Bissmeyer, San Joaquin; Paul Dubois, North Bay; Alan Finocchio, San Joaquin, Frank Gomez, San Jose; Frank Gratz, Humboldt; John Kenney, Santa Cruz; and Norm Langenes, East Bay.

Since the last update, the Union and the Company have met at Union headquarters in Walnut Creek on February 8 and February 22 to continue bargaining on a new contract that will be effective and retroactive back to January 1.

During these sessions the parties discussed a wide range of wage distribution issues; the Company's billing process to their customers; and economic problems involved in bidding for upcoming contracts. We've exchanged proposals and counter proposals covering Subsistence Allowance, Bulletin Boards, Union Security and P.T.O.

The next bargaining session will be scheduled after both parties further review wage distributions and billing procedures. Your Negotiating Committee appreciates your support and the interest you demonstrate at Unit meetings and on the job, and we'll keep you updated on developments as they occur.

### Severance Statements

Davey and Asplundh employees should be receiving your yearly Money Purchase Pension Plan (severance plan) statements in the mail. If you do not receive your statement in the next few weeks, it is probably due to an address problem. In any case, if you do not receive your statement or have any questions regarding the plan, please contact your Local 1245 area Business Representative.

Well, I'm outta here for now, men. Climb safe, BE UNION PROUD.



### Shell boycott. . .

from PAGE FIVE

Because of these efforts, multinational companies have begun to weigh the combined costs of international protests and increasing instability in South Africa. Many have decided to stop new investment; some have pulled out. Even supporters of apartheid admit that the disinvestment movement has, at the very least, prevented billions of dollars in new U.S. investments in South Africa.

Now people opposed to apartheid are focusing on one multinational corporation—Royal Dutch/Shell—and making an example of it.

### Targeting Shell

Royal Dutch/Shell is a truly multinational company with substantial American ownership. It is a partnership of Royal Dutch Petroleum Co., based in the Netherlands, and Shell Transport and Trading Co., based in Great Britain. At least one fifth of the combined stock is owned by American interests.

Royal Dutch/Shell is the largest corporation in the world in terms of assets. It produces and sells products under the names of more than 300 subsidiaries, including Shell Oil in the United States and Shell South Africa. Shell is one of the most important suppliers of critical materials to the South African government and the apartheid economy.

Shell supplies fuel to the South African military and police. With no oil of its own, South Africa is dependent on petroleum products supplied by companies like Shell to enforce their immoral apartheid codes. And Shell's cooperation is by no means passive: they have agreed to make their refineries available to the government for processing other sources of crude oil and to make specialized strategic (military) products if requested.

In addition, Shell has agreed to abide by South African laws which allow the apartheid government to take over the company's operation in the event of a national emergency and which prevent Shell from disclosing the facts about the how much petroleum it supplies to the government and what it is used for.

Under South African law, oil supplies are considered "munitions of war." By providing oil to the South African government, Shell is helping to make the battle to end apartheid longer and bloodier. Instead of working for peaceful change by joining the movement to put economic pressure on apartheid, Shell is making it more likely that millions of South Africans, black and white, will be victims of violence.

Shell literally helps fuel the apartheid economy. Without

imported oil, transportation would grind to a halt in South Africa. Shell provides chemicals needed to operate industry and agriculture, which in turn export products to the U.S. and to former American customers around the world.

Shell co-owns or operates South Africa's largest oil refinery; the offshore station through which most of the country's oil imports are delivered; an oil pipeline operated with the government; and more than 800 gasoline stations inside South Africa.

### Shell's sad record

Royal Dutch/Shell has repeatedly refused to stop supplying the apartheid system. In 1984, they told stockholders that refusing to supply oil to the South African police and military "would constitute interference in the internal affairs of that country..." Shell says its "guiding principal" is to let each subsidiary manage its affairs "within the laws of the country" where it conducts operations—no matter how immoral the laws.

Although the United Nations General Assembly has, since 1963, called on all nations to stop supplying oil to South Africa, Shell has chosen to thumb its nose at this request. Shell told its stockholders that it doesn't have to comply because there is no legally enforceable embargo.

Shell claims to be a "model employer" in South Africa and to be contributing to "developing a free trade union movement." Ironically, these boasts come from the very company which owns fifty percent of the notorious Rietspruit coal mine. In 1985, 86 miners were fired in a dispute arising when miners attempted to hold a memorial service for a worker killed in a

mine accident. The company defeated the workers' protests by using armed guards to force miners to work. "We're glad to see the last of them," said a company spokesman after the firing of the miners, who he labeled "hard core trade unionists."

### What you can do

Start with yourself. Don't buy Shell products. If you have a Shell credit card, cut it up and send it to the Shell Boycott Committee, c/o IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596. Encourage your family and friends to do the same; we'll let Shell know that our members are joining the thousands of people around the country that have returned their mutilated credit cards because of Shell's complicity in apartheid.

Contact your city council, county supervisors, and school board members to urge them to pass "Shell Free" resolutions if they haven't already. Tell them you don't want taxpayer money used to buy Shell gas or other products for government vehicles and equipment.

You'll have lots of company when you join the Shell Boycott. In addition to the National Council of Churches, made up of 32 Protestant and Orthodox churches with more than 40 million members, endorsers include other major religious groups such as the American Baptist Churches (1.6 million strong), the Episcopal Church, United Church of Christ, Methodist Church, Progressive National Baptist Convention, and Unitarians.

Apartheid in South Africa is a crime against humanity. By peaceful economic protest, like the Shell boycott, Americans can help South Africans in their fight for freedom.



## Pipe Line Operations Employees

Have initiated a trust fund for Faye Luke  
and her four children

In Memory of

### Jim Luke

Gas Control Mechanic  
Tracy District

Tax - deductible checks should be made payable to  
"Trust for the Benefit of Faye Luke" and forwarded to:  
Wells Fargo Bank, 1906 Pacific Ave., Stockton, CA 95204

For further information, please call  
Mike Nordgreen, Hollister, (408) 586-6226