

UTILITY REPORTER

SUPPORT SB 441
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Union blasts latest CPUC attack on PG&E wages

For the second time in three years, the wages earned by Local 1245 members at PG&E are under attack by the staff of the California Public Utilities Commission (PUC). The Union has responded with an intensive, highly-organized campaign which challenges this latest effort to interfere with the collective bargaining process.

The PUC's Division of Ratepayer Advocates (DRA), formerly known as the Public Staff Division (PSD), is responsible for studying requests for rate increases by utilities under its jurisdiction and making recommendations on whether the increases should be granted. The five-member PUC, appointed by the Governor, makes the final decision on the request. The DRA's function is to protect utility customers from unfair or unreasonable rate hikes.

Disturbingly, the PUC staff has begun to assert a right to judge the "reasonableness" of

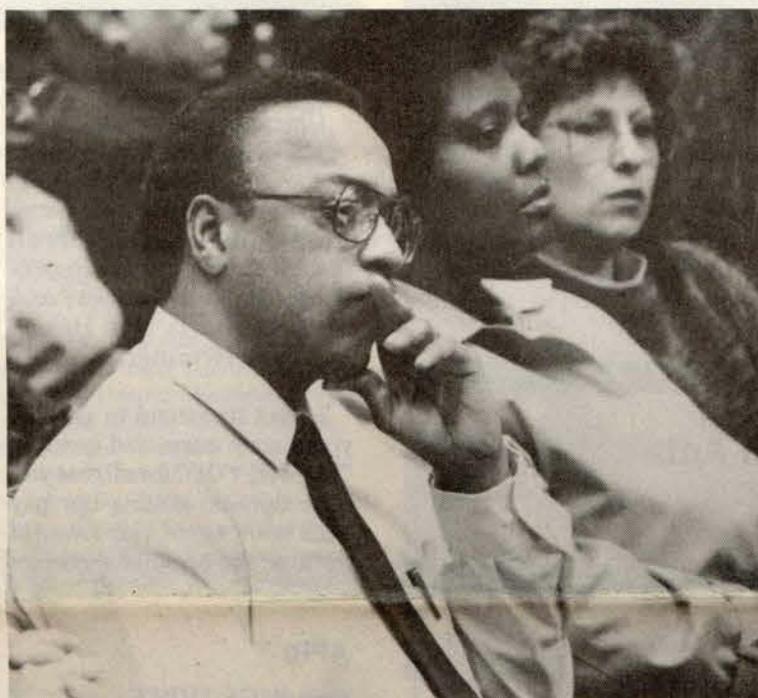


Photo: Kua Patten

Local 1245 member Douglas Thorne listens to testimony on PG&E wage rates at PUC hearing in San Francisco April 17.

utility employees' compensation, and compounded the problem by using faulty data to reach misleading conclusions. About ten years ago, PSD tried to get

the PUC to eliminate employee discounts on utility bills. And in 1986, during the hearings on PG&E's last rate increase application, the staff advocated

huge wage cuts for Local 1245 members. In each instance, Local 1245 convinced the PUC to reject the staff recommendations, arguing that the government should not interfere in the collective bargaining relationship between labor and management. The Union also showed that the staff opinions were not supported by accurate data or valid statistical analysis.

In the current rate case, DRA is contending once again that PG&E wages are "too high." They claim that the wage survey data (which they obtained from PG&E) shows Clerical workers "overpaid by 18.42 percent" and Physical Unit members "7.78 % over the market." An even more alarming development is that this year, for the first time, the DRA is trying to dictate the level of

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Eastern strike continues

With assistance from trade unionists across the country, the Eastern Air Lines strike has continued to paralyze the company's operations.

The unprecedented show of solidarity began on March 4, 1989 when Machinists Union

members struck over Eastern Chairman Frank Lorenzo's concessionary contract demands. They were joined on the picket lines by nearly all of Eastern's pilots and flight attendants—much to management's surprise. The walkout has succeeded in bringing a halt to most Eastern flights and forced Lorenzo's company into bankruptcy proceedings.

At press time, a deal supported by the unions to finance the airline's purchase by a group headed by Peter Ueberroth had been blocked by Lorenzo's refusal to yield control of the company to a trustee during the transition to new ownership. Striking Eastern workers are still determined to prevent Lorenzo from further devaluing the company by stripping off its assets.

Shortly after the strike

started, the AFL-CIO began the "Fairness at Eastern" campaign to channel assistance from union members nationwide to Eastern strikers and their families. In a letter to IBEW Local Unions, International President J.J. Barry said that "the entire labor movement has an enormous stake in the outcome of the Eastern Air Lines strike, and it is essential that each of us do our part to support our sisters and brothers at Eastern."

Refusing to fly Eastern and Continental Airlines is one way in which union members are expected to show support; your financial contributions are also urgently needed to assist the striking workers. Checks should be made out to the "AFL-CIO Fairness at Eastern Fund" and sent to Room 703, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006. ■

Union wins NLRB decision on Arbor Tree election

Arbor Tree Surgery employees have waited a long time to get union representation, and now they are one giant step closer to their goal. On March 27, the National Labor Relations Board (NLRB) ruled against an appeal by Arbor management which was filed nine months ago. The decision directed that an election for representation by Local 1245 be held later this month among Arbor Tree employees who perform line clearance work for the company under contract with PG&E.

The Union won this round

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INSIDE

Health and Safety

PG&E asks Cal/OSHA to allow rubber golging, barhanding. Page 5

Pin Award dinners

It was just one party after another last month as Local 1245 honored longtime members at annual awards dinners. Pages 10, 11

CALENDAR

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APRIL 28
Executive Board
Drum pin dinner

APRIL 29
Nevada Shop Stewards workshop, pin dinner

May 6, 7
Advisory Council

MAY 13
Day on the Delta

MAY 20, 21
Softball Tournament



Photo: Jenny Lipow

Local 1245 members joined hundreds of trade unionists at San Francisco International Airport for a March 18 rally in support of Eastern Airlines strikers. Pictured left to right are Robin David, David Walters, and Steve Lee.

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Union thanked for USBR wage victory

Editor's note: the following letters were written by Local 1245 members working for the United States Bureau of Reclamation (USBR). They concern the recent arbitration victory on prevailing wage rates (see the page one story in the March Utility Reporter) which resulted in salary increases averaging more than 16 percent.

Jack McNally
Business Manager

Dear Mr. McNally:

I am writing you this letter to express my appreciation for everything that the Local did for the employees of the U.S.B.R. The first thing I wish to say is that [negotiating committee member] Rick Golden and myself were made to feel really important when we were

[at the Union office] preparing for our arbitration hearing before John Kagel. Every member of the staff was really nice to us.

The next thing I would like to say is that I would like three of your staff to have some special recognition. The first is one of my good friends; I consider him to be the best Business Representative on your staff—that is Rich Hafner. In the ten years I've known him, I have become more convinced how good he really is. I know that if it wasn't for him, we would never have gotten to that hearing. I know that a lot of people feel that they owe this victory to him.

The next two people I would like recognized are [staff attorneys] Tom

Dalzell and Jane Brunner. Tom left no detail unturned when he, Rick and I were preparing for the hearing. The time we spent with Tom was a lot of fun even though we were all working. Although we didn't spend as much time with Jane as we did with Tom, we were amazed at how quickly she understood the material we were preparing. During the hearing these two were incredibly thorough, and we are all aware of the results of that hearing.

Sincerely,
Bill Chambers
Chief Shop Steward
USBR Shasta Field Division

To Senior Assistant Business Manager Darrell Mitchell, Business Representative Rich Hafner, and Staff Attorneys Tom Dalzell and Jane Brunner:

I want to extend to each of you a very warm and genuine "THANK YOU" for all that you have done in getting our pay back in line again. I am aware of the time and personal sacrifices

made on our behalf, and of the frustration in dealing with the people that we have as managers.

Each of us are proud of our membership in Local 1245, and most of us have supported the Union all along. [Since the arbitration victory] We have gotten a tremendous response from non-members who want to join the Union, or rejoin after having dropped out at some time in the past. They finally realize what management was offering as opposed to what the Union was fighting for. They now understand how "well" management was "taking care of them."

I am happy to say that there is unity among our people again, and a sense of direction for the future. We are proud of all of you, and will continue to support you in times to come. Again, "thanks" for a job well done.

Respectfully Yours,
Ernest W. Eastman
Communication-
Instrumentation
Shasta Field Division

Catastrophic Health Act Unfair to Seniors?

IBEW Journal
Washington D.C.

Editor:

After reading the March issue of the *IBEW Journal*, I feel compelled to comment on the article "How Medicare Coverage Changes" [pages 18-19].

The article was incomplete and failed to tell the membership about the unfairness of the Catastrophic Health Act: the funding mechanism discriminates against seniors.

Young people with catastrophic illnesses such as AIDS or cancer will be covered. The Act will affect all medicare-eligible persons and the IRS will be collecting the surtax that finances the program. Those retiring in the next few years will be interested in repealing this law because the surtax is 15% of the income tax in 1989 and will increase to 20% in five years.

I am a member of a grassroots coalition working to repeal HR 2470 [the Las Vegas-based Seniors Coalition against the Catastrophic Act, which is circulating petitions calling for the repeal of the act]...After some study I'm sure you will find it appropriate to follow up [in the *Journal*] to help union members plan for retirement.

I joined IBEW in 1946 and have been a loyal and faithful member of the Brotherhood and a member of Local Union #1245 until my retirement in 1981.

Fraternally,
Brother Bernard S. Guzenske

Editor's note: Local 1245 is printing Brother Guzenske's letter to the IBEW Journal in the Utility Reporter because the Journal does not have a policy of printing letters. According to Local 1245 Retirees Club leaders, the National Council of Senior Citizens (NCSC) agrees that the medicare surcharge used to fund the Catastrophic Act is excessive, but is seeking to retain the improved coverage provided by the Act by finding other ways to pay for the program. The NCSC does not favor outright repeal of the Act.

To ease the unfair burden on seniors, NCSC affiliates are circulating petitions to amend the funding sources of the Act while maintaining the improved benefits. For more information call Gene Hastings at (415) 689-9923. ■

APRI

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working relationships between student organizations at predominantly black colleges and labor and civil rights leaders; organizes an annual national conference where over 1,000 black civil rights activists and trade unionists meet with the aim of developing an effective civil rights agenda; and sponsors regional conferences like the annual California meeting which provide leadership training and political education for community activists.

APRI also publishes newsletters and other informational materials for members and affiliate organizations; supports the democratic anti-apartheid movement in South Africa and the emerging black trade unions in that country; assists unions in organizing drives, consumer boycotts, and strikes, especially those with an impact on the black community; does grassroots lobbying for such goals as a fair trade policy, a higher minimum wage, and enforcement of civil rights legislation; and distributes a monthly column by APRI President Norm Hill on social, economic, civil rights, and international issues, which appears in over 150 newspapers and other publications.

Memorial Fund Established

The A. Philip Randolph Memorial Fund was established to enable thousands of dedicated activists to participate in APRI programs which continue Randolph's work. Contributions enable APRI to develop new areas of opportunity for blacks at the polling booth, in the local community, and in the workplace.

Sponsors of the A. Philip Randolph Memorial fund receive a Certificate of Participation and notices of APRI activities. Commitments are renewable annually. Your tax-exempt donation in any amount is appreciated. Suggested levels of support by individuals are as follows: Sponsor—\$25; Patron—\$50; Benefactor—\$200; Lifetime Benefactor—\$1000.

Checks should be made payable to the A. Philip Randolph Memorial Fund and sent to 260 Park Avenue South, New York, NY, 10010. Please include your name and address and note whether you desire tax-exempt status for your donation. For more information, write the Fund at the above address or call (212) 533-8000. ■

APPOINTMENTS

1989 IBEW Regional Utility Conference

Jack McNally
Howard Stiefer
Ron Blakemore
Barbara Symons
Ron Field
Mike Davis
Jim McCauley
Kathy Tindall
Lyman Morrison
Ed Caruso
Bob Martin
Darrel Mitchell
Sam Tamimi
Art Watkins

California Labor Federation Contracting-Out Conference

Ron Fitzsimmons
Enid Bidou
Frank Saxsenmeier
Gary Mai

IBEW Construction Conference

Jack McNally
Ron Fitzsimmons
Richard Dunkin

CENTRAL LABOR COUNCILS

Kern, Inyo, Mono Counties Central Labor Council

Mary Haring
Lee Haring
J. D. Scott
Richard Dunkin

Local 1245 leaders attend APRI conference

A large delegation of Local 1245 activists participated in the A. Philip Randolph Institute (APRI) of California's 8th Annual Conference last month in Sacramento. The theme of the conference was, appropriately, "Survival For Today—Building For The Future."

Delegates to the meeting, held March 17-19 at the Capitol Plaza Holiday Inn, attended several workshops led by noted trade union leaders and other expert panelists. Workshops addressing the "Reality of Today" covered "Dealing with AIDS and Drugs" and "Dealing with Jobs & Gangs." Other workshops included "Creative Thinking" and "Coalition Building: Labor/Church/Law Enforcement and Politicians in the Community."

Guest speakers and panelists included APRI President Norm Hill; James L. Martin, Western Region Director of the NAACP; Assemblywoman Maxine Waters, California Labor Federation head Jack Henning, and Sacramento County Supervisor Grantland Johnson. Local 1245 was represented at the conference by Gail Alston, Dorothy Fortier, Danny Jackson, Ed Miles, Doris Preston, Norma Ricker, Shirley Roberts, Litha Saunders, Jessie Turner, and Gwen Wynn.

History of APRI

The A. Philip Randolph Institute and its educational arm, the A. Philip Randolph Educational Fund, were founded in 1965 to provide the vehicle by which the legislative gains of the civil rights movement could be

translated into concrete change within local communities across the country. By serving as a liaison between the black community and the trade union movement, two crucial components of the civil rights coalition, the Institute seeks to advance the cause of human rights in our country and abroad.

1989 marks the one hundredth birthday of A. Philip Randolph (1889-1979), who founded the Brotherhood of Sleeping Car Porters and was one of this country's foremost human and civil rights leaders. According to APRI President Norm Hill, "Randolph devoted a lifetime of effort to the struggle for social and economic justice for all people. He believed that the black community could only achieve freedom from oppression and exploitation in a society committed to the principle that everyone is entitled to a dignified and meaningful life. He further believed that the aspirations of all minorities could best be realized by supporting and participating fully in the electoral process and in working within the trade union movement to ensure that the promise of America becomes a reality."

What APRI does

To fulfill the ends espoused by A. Philip Randolph, the A. Philip Randolph Institute works to increase the black franchise by conducting voter registration campaigns and get-out-the-vote drives in local communities; fosters closer

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POINT OF VIEW

Renewed fight to defend collective bargaining rights

By Jack McNally, IBEW 1245 Business Manager

The California Public Utility Commission (CPUC) is at it again.

Three years ago, in the course of hearings on PG&E's rate case, the Public Staff Division of the CPUC recklessly attacked the wage rates of the bargaining units—with particular emphasis on the clerical employees—as being "too high over the market." While the staff did not convince the CPUC, all of that rhetoric ultimately spilled over and affected the collective bargaining process during our next general negotiations with PG&E.

This year, PG&E has filed for another general rate increase to be effective in 1992. The CPUC is conducting hearings on the filing, and the Division of Ratepayer Advocates (DRA)—formerly the Public Staff Division—is again attacking the wage rates and benefits paid at PG&E. The DRA staff has submitted hopelessly flawed surveys comparing PG&E to the so-called "market." These surveys purport to show that aggregate PG&E wages are 6.6% "over market." The 6.6% figure is derived from the following unproven estimates: Clerical, 18.4% over; Physical, 7.8% over; Technical, 6.8% over; Professional, .06% over; and Executive, 4% under the market.

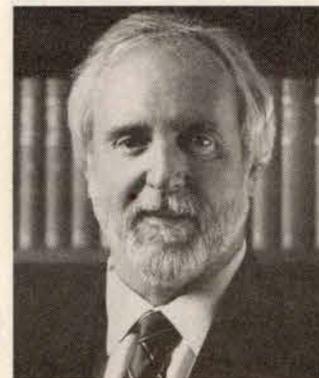
In addition, the DRA is challenging PG&E estimates on future costs of the pension plan and the medical plans. The DRA is taking the position that employees should pay part of their health care premium and should also share the cost of future increases in health care rates. They believe if you pay a portion of the premium, you will make better choices about your life style—and they are trying to impose this theory on us by dictating the outcome of the collective bargaining process.

These attacks on wages and benefits are now occurring at every rate case filed by any utility in California. The DRA is selectively second-guessing any benefit or wage rate paid with very little understanding of the meaning or operation of a collective bargaining system.

The DRA is interfering with the collective bargaining process by trying to convince the Commission to force PG&E to comply with specific individual terms or conditions that are absolutely mandatory subjects for bargaining. The DRA doesn't seem to understand that the collective bargaining environment usually works toward agreement through the development of a complete package for settlement. The give-and-take and compromise are negotiated within the context of the entire agreement, with the overall balance of interests in the total package being the key for both sides.

Local 1245 is actively involved in the CPUC hearings to defend the right of free collective bargaining and to protect the wages, benefits and working conditions achieved thereby. So far, the DRA seems overwhelmed by the thoroughness of our challenge to their data and their reasoning.

Our Union is strongly supporting a bill in the California State Senate which would strengthen the collective bargaining process. Virtually the same measure, authored by Assemblywoman Gwen Moore, passed the legislature last session but was vetoed by Governor Deukmejian. This version, SB441, has been introduced by Senator Larry Stirling, and is working its way through the committee process (see page 7 for more information). Please write to your legislators and let them know you demand their support for SB441. ■



Local 1245 delegates to the 8th annual California APRI conference included, left to right: Shirley Roberts, Thelma Dixon, Gail Alston, Danny Jackson, Gwen Wynn, Litha Saunders, Jessie Turner, Ed Miles, Doris Preston, and Norma Ricker.



Local sponsors training seminars

San Jose



Photos: Jenny Lipow

More than 125 shop stewards attended special training seminars sponsored by Local 1245 last month in Sacramento and San Jose. Business Manager Jack McNally brought both groups up to date on legislative and local union issues; participants were instructed on legal issues by staff attorneys Tom Dalzell and Jane Brunner. Assistant Business Manager Dorothy Fortier gave workshops on grievance handling procedures for stewards while Pete Guidry of UC Berkeley's Labor Center coached highly experienced stewards in advanced grievance handling techniques.

Stewards attending the Sacramento workshop on Saturday, March 11 included: W.E. "Skip" Harris, Frank Vaughn, Cindee Ambrose, Donna Whitstone, Litha Saunders, Barry Jensen, Sam Nakashima, Clarence Felkins, Al Knudsen, Jack Hall, Ken Brown, William Hosford, Dan Dean, John Mitchell, Barney Curtice, Richard Brazel, Christine Lay, Russell Rylee, Michael Grossman, Ken Penland, Grover Day, Daniel Parmenter, Art McHugh, Darryl Norris, Barry Claybaugh, Mel Hagman, Stanley P. Justis, Barry Humphrey, Larry Hope, Edward Cicka, Fred Pedersen, David Klingerman, Arlene

Cook, Terry Rist, Michael Brady, James Basgall, Al Wilhelm, Ruth Best, Billy Wallace, Darrel Jackson, Sharon Delgado, Frank Elliott, John Hauk, Nicholas Pugh, Stewart Anderson, Harvey Iness, Gary Outlaw, Patrick Gates, Thomas Conwell, Charles Stockham, Wayne Fippin, Nick Salvatorelli, John Grant, James Lynn, Terry Andreucci, Stuart Neblett, William Tomlinson, Dick Sutter, Brian Kapaun, Rick Ricardy, Myron Stetler, Robert Moranto, Mike Johnson, and Jeff Wilson.

Participants in the San Jose workshop, held on Saturday, March 18, included: Ann Agnew, Rich Bidinost, Bill Brill, James Darling, Debbie

Erickson, Joseph Fradin, Thomas Gomez, Barbara Hartke, G. Hernandez, Tom Hutchinson, Michael Jensen, Hans Luedtke, Larry Lynch, Richard Manley, Robert Quinn, Jimmy Ramirez, Rocky Rodriguez, John Vernatter, Sandra Weeks, George Naranjo, Landis Marttila, Gerald Rosa, Peter O'Driscoll, Dean Ericson, Steve Barrops, Barbara Saunders, Jeffery Raymond, Wayne Freitas, Kathleen Campana, R.C. Morrison, Pat Stoffey, Bob Dailey, James Horton, James Vermilyer, Fred de Aguinaga, Daniel Fuller, Helen Munoz, Ed Falaga, David Dow, Art Garza, Bob Watts, Ken Richards, Lonnie Crawford, and Vince Revino. ■



Sacramento



Workers Memorial Day and the history of OSHA

By Joel Shufro

On April 28, 1989, the AFL-CIO has called for a "Workers Memorial Day." Services will be held throughout the country by Central Labor Councils, local unions, and Councils for Occupational Safety and Health (COSH groups) in memory of workers who have been killed, injured or made sick because of workplace hazards. The observance marks the nineteenth anniversary of the Occupational Safety and Health Act (OSHA) and coincides with a day of mourning observed by the Canadian labour movement which inspired the Workers Memorial Day in the United States.

Passage of the OSH Act of 1970 was an historic first step in the fight for safer and healthier workplaces. The law recognized that the voluntary efforts of employers to protect worker safety and health were insufficient. For the first time in U.S.

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Eight years of the Reagan Administration has turned OSHA from a watchdog to a lapdog

history, the federal government required employers to provide workplaces "free of recognized hazards," obliged them to meet and maintain minimal health and safety standards, and established an inspectorate to enforce regulations with the power to fine or imprison employers not in compliance. While the OSH Act was enacted to reduce the large numbers of workers killed on the job, the law was also intended to reverse the precedent of providing workers with remedies only after a workplace tragedy. The law emphasized prevention of accidents and occupational illness before they occurred, not compensation to victims or their families after it was too late.

Yet nearly two decades later, workers face mounting workplace hazards. An estimated 115,000 workers die annually from job-related hazards; 5 million are injured and 300,000 contract an occupational disease. The latest data compiled by the Bureau of Labor Statistics (BLS) shows a dramatic increase in such occurrences during the last year. One in four workers is exposed to toxic substances, deafening

noise, or other known hazards. Countless workers are exposed to a variety of chemicals which cause reproductive problems.

The last eight years of the Reagan Administration has turned OSHA from a watchdog to a lapdog. Rather than protect the interest of workers, the Reagan Administration appointed pro-business bureaucrats who were more concerned with corporate profits than with workers' health. Instead of fining employers for exposing workers to safety and health hazards, OSHA has encouraged employers to voluntarily comply with agency standards. Administrative procedures have been changed, making it more difficult for workers to get an inspection when they file a complaint about hazardous working conditions.

When the weakened OSHA does conduct an inspection, workers are discouraged from participating, and fines issued for life-threatening conditions have been so low that there has been little incentive for employers to obey the law. The average fine levied against an employer in cases where a worker was killed has been less than the fine for shooting a moose out of season in Maine.

Rather than issue stringent new standards protecting workers from known safety and health hazards, the Reagan Administration dragged its feet and issued standards only under threat of court order. For example, an estimated two thousand workers died needlessly since 1981 because of the agency's failure to issue a lock out standard which would have prevented the victims from being caught in the moving parts of machines.

Despite the attempt of the Reagan Administration to promote corporate profits at the expense of workers' life and health, the U.S. safety and health movement has been propelled forward by a growing public consciousness about the tragic toll of job-related cancers, reproductive problems and other diseases caused by exposure to toxic substances. Recent disasters in Bhopal, India and Institute, West Virginia have dramatized to workers and community members that these hazards cannot be ignored.

Occupational diseases and workplace accidents are preventable. By publicly calling at-

tention on Workers Memorial Day to the tragic toll of unnecessary human suffering caused by corporate indifference and greed, the labor movement will be telling politicians in Washington that working men and women will no longer be forced to choose their lives and their jobs. ■

Joel Shufro is the Executive Director of the New York Committee for Occupational Safety and Health. This article copyright New York State Labor History Association, 1989.

PG&E asks state to allow barehanding and rubber gloving

PG&E has renewed its petition to the Cal/OSHA standards board to rescind prohibitions against barehand work on live transmission lines and rubber glove work on live high voltage distribution lines.

The Company's petition to dilute these longstanding safety provisions was filed in 1985 and was left in limbo when Governor Deukmejian elimi-

nated Cal/OSHA. Since voters restored the state agency by passing Proposition 97 in November 1988, California's previous standards continue to apply. PG&E and other California utilities are asking the state to reconsider the barehanding and gloving regulations.

Local 1245 is strongly opposing any changes in Cal/OSHA regulations which could have

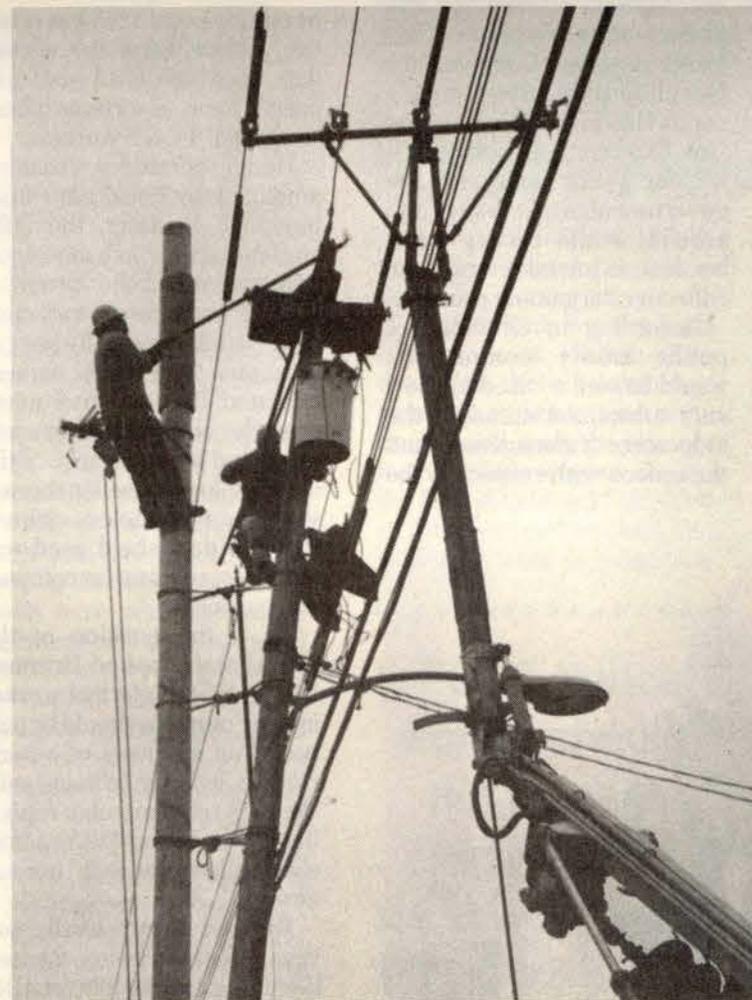
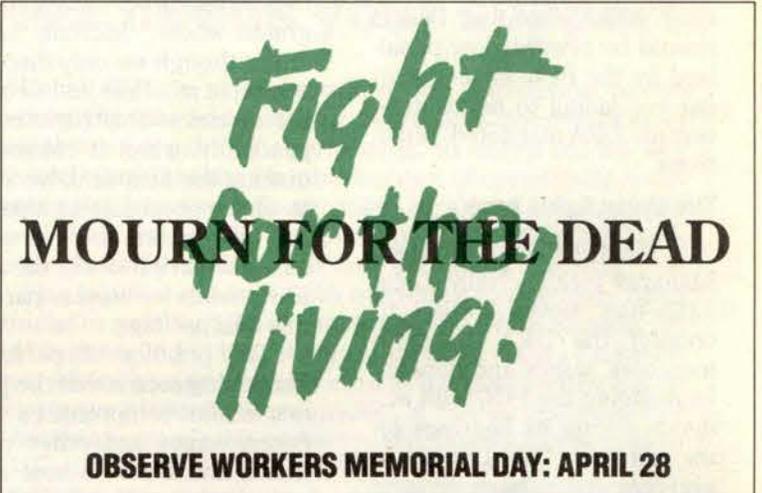
any negative impact on worker safety. Although many other states do permit the gloving and barehanding procedures sought by PG&E, the Union is preparing to defend California's higher standards in these areas.

Linemen represented by Local 1245 have made their overwhelming opposition to rubber glove work on live 12 kv and 21 kv lines very clear (see the *Utility Reporter*, December 1988). A recent article in *PG&E Week* tried to characterize the Local as out-of-step with the International Union on this issue claiming that IBEW is "supporting new federal OSHA electrical maintenance standards which retain provisions for both gloving and barehanding" (March 31, 1989, page 2).

The IBEW, however, by no means supports PG&E's proposed relaxation of the existing California standards. The International's realistic position on the federal standards is that an effort to tighten existing rules is impractical and has little chance of success this year.

Business Manager Jack McNally and more than a dozen Local 1245 Linemen attended a PG&E demonstration on barehanding techniques earlier this month at the Los Banos substation. The Union is continuing to research the issue and to solicit members' opinions before developing a firm position on the controversial procedure.

McNally told the *Utility Reporter* that the membership will be kept informed of any new developments on the barehanding and rubber gloving issues. ■



PG&E claims barehanding, rubber gloving are no more dangerous than traditional hot stick work.

CPUC ATTACK ON UNION WAGES

From PAGE ONE

medical benefits as well as salary. Indeed, the staff is no longer thinking in terms of merely attempting to disallow rate increases: they have given clear indications that PG&E should be rewarded or penalized by the PUC for negotiating—or failing to negotiate—certain DRA-mandated provisions.

The Union fights back

At the direction of Business Manager Jack McNally, Local 1245 has moved swiftly to counter the DRA threat to members' wages and benefits by deluging the PUC with evidence during its hearings on the rate case. The Union has also renewed its push for state legislation to prohibit the PUC from interfering with collective bargaining in the future (see sidebar, page 7).

Many Local 1245 members are attending public hearings around the state to contest the DRA recommendation that the PUC disallow a portion of the rate increase because of negotiated wages and benefits. For a series of special hearings involving designated "interested parties," Local 1245 staff attorneys Jane Brunner and Tom Dalzell have coordinated testimony from Union and outside experts opposing the recommendation, and have skillfully cross-examined DRA witnesses to further weaken their arguments.

The Union remains deeply opposed to the inclusion of negotiated wages and benefits as a consideration for the PUC in the rate-setting process. Jack McNally told the Commission that the established system of bargaining at PG&E has developed over 37 years. The complex history of the labor agreements between IBEW and PG&E and makes it irrelevant to compare individual contractual provisions with aspects of jobs outside the company.

Meddling with collective bargaining

"We typically bargain on a 'package basis,' treating the negotiating process as an integrated whole," McNally said. "Even though we only discuss one topic at a time and debate the merits of that topic independently, when it comes to making the final deal, we look at all the proposals as a package. We make the compromises we need to win the improvements we want as part of this final package."

"The practice of package bargaining means that the parties make compromises between wages and other cost items, and between cost and non-cost items. Because of the way that we bargain with PG&E, it is meaningless to look at one contract provision, such as wages, out of the context of the entire contract, and make an educated judgement as to its reasonableness, without taking into consideration what the union and its members may have acceded to the employer on some other matter covered by the agreement."

Ben Hudnall, Business Manager of Engineers and Scientists of California (ESC), raised similar concerns in testimony before the PUC hearing officer on behalf of PG&E's professional and technical employees. McNally's testimony was also supported by former California Supreme Court Justice Joseph Grodin, now a professor at Hastings College of the Law. Grodin emphasized that it is poor public policy for the government to take wages into account while setting rates because it intrudes upon the collective bargaining process.

According to Grodin, "...a public utility commission would be well advised to allow very substantial latitude to the judgement of management and the unions with respect to the

nature of the bargain rather than attempt to fine tune it in accordance with their own notions of what would be ideal, and that is because the parties at the bargaining table are in a far better position than the commission to evaluate [factors such as] tradeoffs between cost items and non-cost items, tradeoffs within the arena of cost items, the tradeoffs from one classification to another and the consequences of failing to agree."

Wage surveys yield unfair comparisons

During the 1989 rate case

example, it may be assumed that the salary surveys were national in scope; that the studies did not consider regional cost-of-living differences; that surveyed firms were mostly non-union; and that job responsibilities had not been accurately matched for surveyed classifications.

Testifying for Local 1245, UC Berkeley Business Administration Professor Jonathan Leonard explained that "the survey wage data may very well reflect discrimination in the external market, and simply by using and endorsing this data, the Commission may be implic-



Local 1245 Business Manager Jack McNally and Union attorneys Tom Dalzell and another man in a meeting.



Debbie Mazzanti and Jeffrie Van Hook provided key testimony regarding clerical job responsibilities at PG&E.

itly endorsing discriminatory pay practices." Local 1245 also presented testimony from classification and compensation expert Eugene Hamilton which cast further doubt on DRA's use of the wage survey data comparisons.

Members' eloquent testimony

Local 1245 members Debbie Mazzanti and Jeffrie Van Hook prepared extensive statements for the Union's presentation and testified before Administrative Law Judge Gregg Wheatland in San Francisco on

hearings, Local 1245 has effectively discredited the survey data on which DRA staff had based their assertions about "overpaid" PG&E workers.

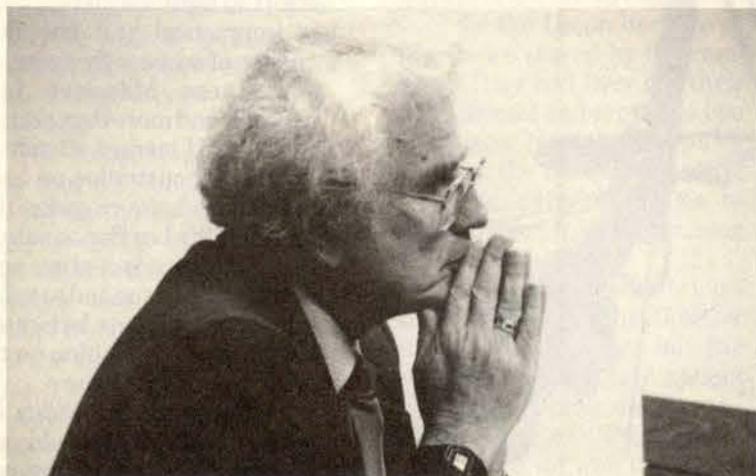
Under persistent cross-examination by Local 1245 attorney Jane Brunner, the DRA staff member who had supposedly assembled the "proof" of higher wage rates was completely unable to justify her calculations. The DRA witness admitted that she had never seen the original surveys and conceded her ignorance of the methodologies used in the surveys, yet nonetheless claimed that the data she'd used was somehow relevant for comparison purposes.

"Is it the position of the [DRA] staff," asked Brunner, "that a PG&E clerical worker in San Francisco should be paid based on a survey of a bank clerk in, let's say, Mississippi?" "Yes," the staff member replied bluntly, exposing DRA's offensive philosophy with her answer.

Without access to the surveys, Local 1245 witnesses testified, it is impossible for DRA to sustain the Union's challenge to their relevance. Without proof to the contrary, for



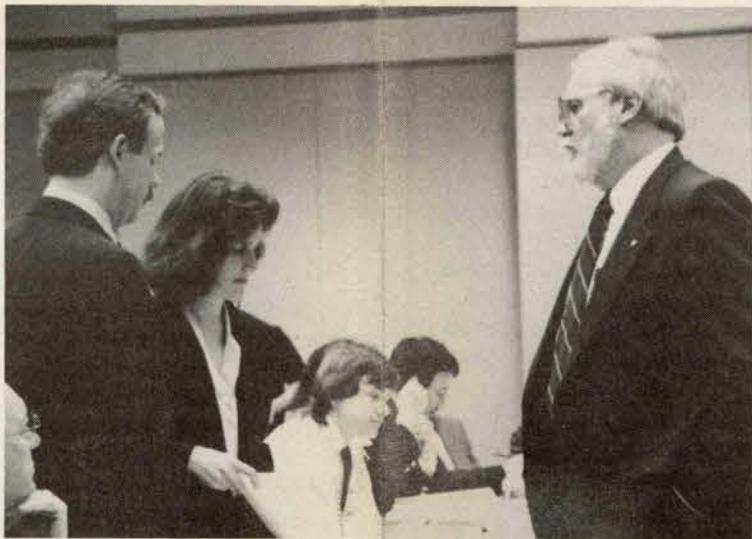
The April 17 PUC hearing in San Francisco was packed with Local 1245 members.



Expert witness: Former State Supreme Court Justice Joseph Grodin testified on behalf of Local 1245.

example, it may be assumed that the salary surveys were national in scope; that the studies did not consider regional cost-of-living differences; that surveyed firms were mostly non-union; and that job responsibilities had not been accurately matched for surveyed classifications.

Testifying for Local 1245, UC Berkeley Business Administration Professor Jonathan Leonard explained that "the survey wage data may very well reflect discrimination in the external market, and simply by using and endorsing this data, the Commission may be implic-



Local 1245 Business Manager Jack McNally (right) confers with Union attorneys Tom Dalzell and Jane Brunner.

itly endorsing discriminatory pay practices." Local 1245 also presented testimony from classification and compensation expert Eugene Hamilton which cast further doubt on DRA's use of the wage survey data comparisons.

Members' eloquent testimony

Local 1245 members Debbie Mazzanti and Jeffrie Van Hook prepared extensive statements for the Union's presentation and testified before Administrative Law Judge Gregg Wheatland in San Francisco on

April 17. Both members explained in detail the high degree of responsibility that distinguishes their position at PG&E from the type of jobs the secret wage surveys probably used as comparisons.

"I resent [being compared with a less senior clerical from another industry," said Mazzanti. "I take it very personally because sixteen years ago, I decided to spend the rest of my life with this company and I feel that I have represented my family—PG&E—very well, and I feel like the PUC is now telling me that I am the adopted

child who can very easily have their adoption papers revoked, and I resent that. I feel that's a slap in my face and that my family is now telling me, quite frankly, you're just not worth it, we can get someone to work at one-third the money."

Jeffrie Van Hook said that the PUC's attack on their wages has hurt clerical employees' morale. "It makes you mad as hell when you know the workload you have...you don't deserve that type of treatment; and especially when you've worked for a company so long, have the knowledge that we have to have, and then PUC

comes in and knows nothing about the clerks that work for PG&E. I mean, we're human just like everyone else. We have our families, we have our kids we have to put through college...for them to come in and say PG&E is giving their employees too much pay makes me mad as hell..."

Nearly sixty Local 1245 members attended the April 17 hearing in San Francisco on their own time to demonstrate their outrage over PUC meddling in established collective bargaining relations at PG&E. Several members made brief statements in support of the



an Hook provided key testimony on abilities at PG&E.



Thelma Goodall challenged the PUC's unfair emphasis on clerical wages.



The April 17 PUC hearing in San Francisco was packed with Local 1245 members concerned about the Commission staff's renewed attacks

Union's position at the invitation of Administrative Law Judge Wheatland.

"I would like to see the people come out in favor of other employers matching the economic advantages that PG&E has and 1245 has worked and strived for their members," said Jim Findlay. "I would like to see those people come up to us, not us go down to them."

Physical unit Shop Steward Landis Marttila said clerical workers have had an especially hard time as the workforce has gotten smaller. According to Marttila, "there are many individuals here who are female single heads of households and they have a very tough row to hoe—and if [the PUC] can't help them at least they could leave them alone!"

Douglas Thorne, who works in payment processing, reminded the PUC that "I own stock too...I expect a return on my willingness to invest my time, my energy, my expertise in doing my job. That is my weekly paycheck...I am a utility ratepayer too, and in the 8 years I have worked for PG&E I have never had my rates go down re-

Photos: Kua Patten



Jack McNally (right) confers with Jane Brunner.

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Members concerned about the Commission staff's renewed attacks

Photos: Kua Patten

Legislative Alert

441 needs your support

Local 1245 is actively supporting legislation which would, if passed, virtually prohibit CPUC interference in collective bargaining agreements. In doing so, SB 441 would eliminate the Union's burden of constantly re-arguing the issue whenever utility rate case hearings are held. A similar bill, AB 2730, was passed by the California legislature last session but was vetoed by the governor.

The support of Local 1245 members has already been crucial in getting SB 441 moving in the State Senate. SB 441 was stalled in the Energy and Public Utility Committee, where it needed a fifth vote to be referred out; Senator Henry Mello (D-Watsonville), a committee member who is usually pro-labor, had voted against the measure.

In mid-March, at the request of Business Manager Jack McNally, Local 1245 shop stewards undertook a concerted letter-writing campaign, urging Mello to reconsider his vote. It seems clear that this outpouring of concern changed Mello's mind, because he switched his position in favor of SB 441 within a few weeks. The bill has been referred to the Appropriations Committee, where because of its minimal fiscal impact the bill will probably not require a vote and can be forwarded to the Senate floor.

McNally has requested that all Local 1245 members write letters or postcards to their State Senator in support of SB 441. A sample letter is available from your PG&E shop stewards and Business Representatives. "Each member has a direct stake in enacting this law," McNally told the *Utility Reporter*. "SB 441 will prevent the type of lengthy, expensive battles to protect our wages and benefits that have become the norm in rate cases."

SB 441 would prohibit the PUC from reducing any item in a collective bargaining agreement. It requires that when setting utility rates, the PUC must presume that any collectively bargained wages and benefits are reasonable. Watch the *Utility Reporter* for information on the status of the bill.

regardless of what decisions or recommendations have been made."

"Shift it from the top for a change," said Thelma Goodall. "All the big bucks are being taken home where the crunch will really be felt, not from the little women. We are the little people and I am tired of being stepped on. And that is exactly what is happening

here."

Gail Alston told the hearing officer that "We give them high productivity, quality and good customer relations. That's what we do for PG&E. That's what PG&E pays us to do...I take home a salary, minus taxes, state and federal...first of all, I pay my mortgage. I cannot and they will not renegotiate my mortgage payments down 19 percent because the PUC thinks I should be paid 19 percent less. I go to the grocery store and buy groceries. I buy groceries based on the prices on those cans, boxes and bottles. Because I make 19 percent less is not going to make my bill go down."

Hearings on PG&E's rate increase application will continue for several months. Throughout the process, Local 1245 will be taking all steps necessary to protect hard-won wages and benefits and to preserve the sanctity of the collective bargaining process. ■

PG&E clerical worker should not be paid based on a survey of a bank clerk in Mississippi

NLRB decision

from PAGE ONE

resoundingly—but we won't be celebrating in earnest until the election is won on behalf of our hard-working brothers at Arbor Tree.

Despite the fact that an NLRB hearing officer rejected the company's attempt to make certain workers ineligible to vote, Local 1245's nine-month experience in the Arbor case serves to illustrate the way in which NLRB procedures can insidiously threaten workers' right to organize. Indeed, procedural roadblocks, such as the ones encountered by Local 1245 in the Arbor organizing drive, may have done far greater damage to the labor movement during the 1980's than any of the NLRB's policy changes which resulted from overt anti-worker biases of the Reagan-appointed Board.

Organizing Arbor Tree workers

Arbor Tree employees had an opportunity to vote for union representation two years ago, but the company—with the assistance of expensive professional union-busting consultants—was able to convince a majority of workers to remain non-union. In that election, the "swing" voters were Arbor's working foremen, who were swayed by management's promises to improve wages and benefits and by company threats and harassment.

Low wages and arbitrary treatment continued once the Union lost, however, and many of the previous "no" voters at Arbor realized they'd been deceived by the company during the first campaign. Following the NLRB's mandatory one-year waiting period for a new election, workers at Arbor again circulated authorization cards and on June 22, 1988, Local 1245 filed for another vote with the NLRB. This time, however, the majority petition had the crucial support of most of Arbor Tree's crew (working) foremen.

The company, perhaps sensing that they could no longer count on the foremen to vote against Local 1245, appealed the appropriateness of the bargaining unit. Apparently they didn't trust the foremen to fall for the same union-busting tactics twice, so Arbor Tree claimed that the crew foremen were "supervisors" under the definition in the National Labor Relations Act (NLRA) and were thus legally excluded from the bargaining unit.

The NLRB hearing on the crew foremen began in July 1988 and continued into August. Following the hearing, the Union and the Company were required to file briefs on the dispute by September 21. It then took an unaccountable six months for the hearing officer to decide the case and have the decision approved by the NLRB Regional Director.

Next step: the election

At press time, the Arbor Tree election date had not been officially set, due to a dispute over the number of voting sites. Business Manager Jack McNally told the *Utility Reporter* that he expects that Local 1245 will win the election, but cautioned that "the long delay caused by the NLRB might make it tougher for the Union to prevail than we had hoped when we first filed for the election nine months ago." "There has been a tremendous turnover of employees while we waited for the NLRB to issue their ruling," McNally said, "so we have continued to work at organizing and educating these new workers to maintain the very high level of support within the workforce for Local 1245 representation."

Local 1245 Organizing Representative Jim Travis says he's convinced the company's strategy of delaying the election will backfire on Arbor management. "In some ways, I think the guys at Arbor are stronger than ever for the Union because of the games played by the company. They feel they got their fill of threats and promises two years ago. Now they're angry because the company is using legalistic delaying tactics to prevent them from exercising their right to vote."

"Sure, it was incredibly frustrating waiting all that time for the NLRB decision, but the men were amazingly patient under the circumstances," Travis told the *Utility Reporter*. "And since we won the NLRB case, we have regained the pro-union momentum at Arbor which could carry us through

to a victory in the representation election. But we're watching management extra carefully now—given the history at Arbor, it wouldn't surprise me if the company tried to pull some new dirty tricks right before the men vote, trying to steal the election from us."

Why Crew Foremen are not Supervisors

Section 2(11) of the NLRA defines the term "supervisor" as "any individual having authority, in the interest of the employer, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or

dependent authority to resolve employee grievances; that foremen participate in but do not perform employee performance evaluations; and that they may "orally admonish" crew members but do not effect disciplinary action.

The long-overdue ruling also demolished other fallacious company arguments. According to the decision, the "precedents" cited in the company's legal brief do not even apply to the foremen situation at Arbor. And the decision rejects in detail the company's argument that crew foremen are supervisors because they have the authority to hire and fire employees.

The company's "evidence" on this point consisted of testimony by several crew foremen that they believed they had such authority, based on an informal announcement by company vice president Rick Alvarez at a barbecue during the summer of

1986, and that they had exercised such authority. But the NLRB ruling pointed out that the Employers Handbook does not indicate that the foremen can hire and fire.

Although Alvarez was called by the employer's counsel at the hearing, the company lawyer did not request testimony confirming that Alvarez made the "barbecue statement," nor did he ask him to testify on the foremen's authority to hire and fire at all. "The Employer's failure to elicit testimony from Alvarez on this crucial issue suggests that such testimony would not have been favorable to the Employer's contentions in this regard," the hearing officer concluded.

Arbor Case highlights dismal NLRB record

Arbor Tree's 1988 flip-flop on the issue of including the foremen in the bargaining unit was an absurdly transparent ploy: it seems almost breathtakingly obvious that the company was trying to manipulate the election results by disenfranchising a group of probable pro-union

votes.

The simple fact that Arbor had welcomed the foremen's votes in the previous election should have demonstrated to anyone the company's true motive for protesting their inclusion in the unit two years later. But, due to the glacial pace of NLRB action, Arbor succeeded in delaying the representation election for more than nine months.

Drawing out the organizing process by frivolous appeals has become a staple tactic for Union-busting consultants. The backlog of cases and staff shortages combine with the already cumbersome procedural mechanisms within the NLRB to guarantee that appeals will result in substantial delays, as with the Arbor Tree case. Union busters rely on such delays to buy time by putting off elections (or certification of elections, or bargaining).

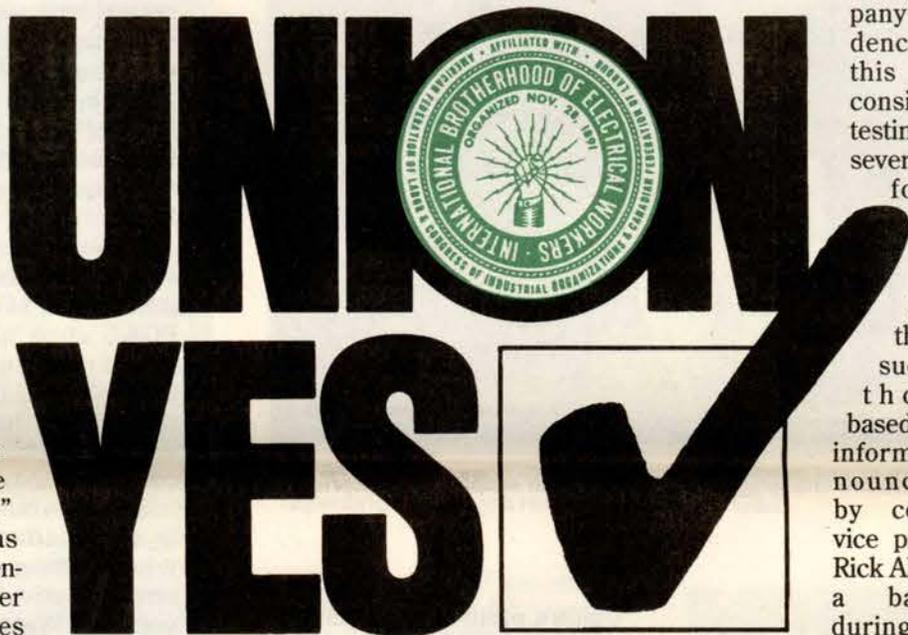
Although the NLRA gives workers the right to organize collectively without coercion, the penalties for employers who violate these rights are relatively minor. It normally takes years for the NLRB to decide an unfair labor practice case, and even when the Reagan-dominated Board rules for a union, such victories are often meaningless after so much time has passed. As a result, many management consultants actually advise employers that the advantages of breaking the law by interfering with an election—e.g., making promises or threats, firing union supporters—far outweigh the risk or the result of punishment.

Relief in sight?

The near-paralysis of the NLRB is finally getting some attention in high places. Last year, the House of Representatives held hearings on the concerns of organized labor. As a result of vivid testimony at the hearings documenting countless NLRB horror stories, several congressmen have called for NLRB reforms.

Union members need to encourage their elected federal officials to sponsor and support legislation which will streamline NLRB procedures, provide adequate staff to enforce the NLRA, stiffen penalties for violations of the Act, and require speedy hearings and decisions on matters before the Board.

Without these fundamental procedural reforms, efforts to restore fairer, more politically



to adjust their grievances, or effectively recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgement."

Over the years, several NLRB cases have clarified and interpreted this definition, providing clear and ample precedent for the Arbor Tree situation. Not surprisingly, the NLRB found that Arbor crew foremen—like crew foremen at other companies—are not "supervisors" under the NLRA and should thus be in the bargaining unit with climbers and apprentices.

According to the NLRB decision, Arbor crew foremen "spend approximately 94% of their time trimming trees." They have other responsibilities typical of working foremen, like recordkeeping and training, and are paid hourly. The Board also noted that foremen can recommend wage increases for crew members, but have no say over granting them; that crew foremen have no in-

Rally for health care May 17

The Local 1245 Retirees Club is inviting all concerned union members, retirees, and their families to attend the 19th annual rally for a just health care system in Sacramento on Wednesday, May 17 from 10:00 a.m. to 3:00 p.m. The event is sponsored by the National Council of Senior Citizens (NCSC), the California Labor Federation AFL-CIO, and dozens of other senior, church, labor and community groups.

The rally announcement calls for "Justice—now's the time in '89! Health care for all!" The rally coalition is united to fight for issues such as national and state health plans, protecting Social Security, improving and protecting Medicare and Medi-Cal, retaining cost of living raises for the needy, aid for the homeless and hungry, local rent control, services for youth, and conversion to a peacetime economy.

The day will feature a march around the Capitol and visits to state legislators. Participants should bring a brown bag lunch for a picnic in the park.

Speakers will address topics such as the national and state health concerns of seniors, comprehensive and long-term health care, social security, labor perspectives, and counteracting violence on the streets. Honorees at the event will include Assembly Speaker Willie Brown, State Senator Henry Mello, and State Assemblyman Lloyd Connelly.

For your convenience, buses to the rally will be leaving from Pleasant Hill on May 17 at 8:30 a.m. sharp (Montgomery Ward Parking Lot, West Corner) and returning at 4:00 p.m. Bus tickets are only \$7.00 per person. The deadline for bus reservations is May 10, 1989. For information or bus reservations, call:

Concord—
Tom Riley, (415)682-3693

Contra Costa County—
Gene Hastings, (415)689-9923

Napa & Solano Counties—
Bill Harris, (707)642-9869. ■

Work vs. basketball Union poet has advice for a top coach

Editor's note: The following poem was written by Local 1245 Business Representative Mike Haentjens as an open letter to John Wooden, who spoke to employees at PG&E's Diablo Canyon nuclear power plant recently on the topic of "leadership, teamwork and professionalism." Wooden is best known as the former coach of the UCLA basketball team; during his 27-year tenure he led the team to ten National Championships.

*Dear Mr Wooden,
I've been asked to comment
On a point or two
By the group I represent.*

*We don't shoot from the free
throw line;
No jumpers from the top of the
key;
Our defense isn't a zone or a
man-for-man—
It's a labor agreement, you
see.
There are no Lew Alcindors,*

*No Waltons, Wicks or Roes;
No All-Americans, no shining
stars;
Just many working man's woes.*

*Like Patterson, Lucius Allen,
And Shackelford's baseline shot,
It's not the "god-given talent"
But the work ethic that we've got.*

*Wages, benefits and working con-
ditions:
That's the game we play;
The "assist" when no one's
looking,
The blood and sweat each day.*

*We try to do our jobs
In the best way that we can;
Sometimes we accomplish that
feat,
Sometimes it's not part of the
plan.*

*Treat a man like a man,
Give him the respect that he's
due;
Have him build upon his own
weaknesses,*

*Have him practice until he's
blue.
Trust in him, he'll trust in you
And play percentage ball.
Don't pull a backdoor screen
play
And slam dunk him when he
falls.*

*You've come here to talk of suc-
cess
And how to build a winning
team.
The fundamentals aren't that
difficult—
Respect and self-esteem!*

*I hope this little poem
Will give you some insight
Into the Union members I repre-
sent
Who toil day and night.*

*We'll be listening intently to
your comments,
And I know they'll do some
good—
'Cause as a kid growing up I ad-
mired Bruin basketball
And the "Wizard of Westwood"!*

IBEW Local 1245

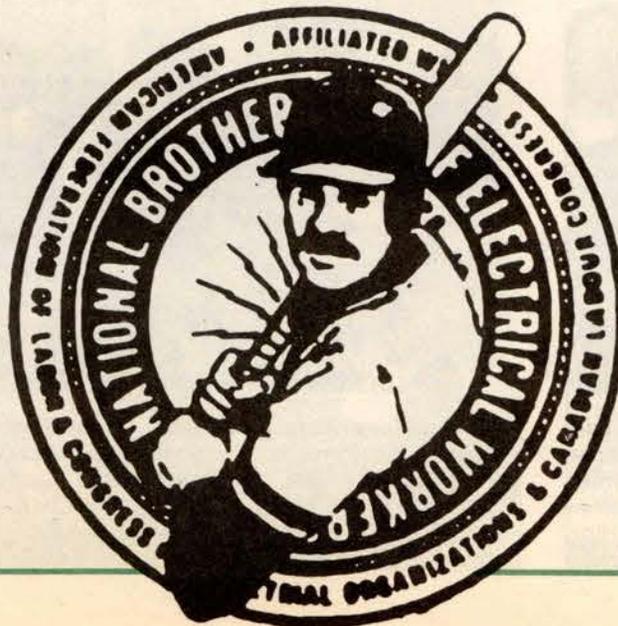
Twelfth Annual Slow Pitch Softball Tournament

Saturday and Sunday, May 20 & 21, 1989
Willow Pass Park, Concord, California.

3 Divisions

Open
35 or Older Team
Women's or Mixed Team
Family Members Eligible

\$150 Entry fee
Due no later than
May 6, 1989



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

For more information contact:
Ed Caruso or Joe Valentino
(415) 933-6060

PIN AWARDS

Hundreds of long-time Local 1245 members and their guests were honored recently at a series of "pin award" dinners for their lengthy commitment to the Union. Listed below are the names of all members recognized for membership of twenty years or more; not all attended the Union-sponsored dinners.

East Bay



Photos: Jenny Lipow

25 years: Maria Artru, C.F. Barstow, M.J. Burford, Robert Capell, J.A. Crowley, Leo DeMarco, L.R. Dominguez, Roger Dunning, D.G. Farris, Agostino Ferrari, Jimmie Forester, Coy Goodson, J.B. Graham Jr., Eugene Harrison, Enid Bidou, L.L. Huntington, Garland Jefferson, Ervin Joseph, John Kennedy, W.F. Korus, Ronald Ledonne, Raymond Macias, Kenneth Matheson, M.D. Mayes, R.R. Montano, R.D. Moore, L.W. Poulsen, Bernard Ostrom, D.C. Pullen, Robert Rios, William Rodgers, Roy Rodrigues, Raymond Shepherd, Kerry Simmons, Garland Smith, Lloyd Standley, Albert Steward, K.T. Tweedy, John Vincent, John Wallace, G.L. Walters, E.C. Weaver, N. Wolter, Perry Zimmerman.



30 years: Bryant Bolen, M. Conas, J.R. Cunha, Leonard Erwin, R.T. Gault, J.W. Hansen, J.R. Howell, B.C. Mendoza Jr., James Moss, Billie Murphy, L.E. Peregoy, E.C. Rezentes, D.R. Robinson, Frank Saxsenmeier, Ronald Senicka, W.E. Sullivan, K.O. Walker.

San Jose



Photos: Jenny Lipow

20 years: Sue Carson, Reidar Carter, Nestor Cirino, Ralph Clark, Paul Colvin, Ronnie Cook, Gilbert Crable, John Daly, Elpidio Delacruz, Everett Eastman, Melvin Eurich, Neil Feldthouse, Ronald Fournier, Don Garza, Robert Gehrke, Alex Gonzales, Jose Gonzales, James Grethen, Howard Harbick, Don Hatch, Jimmy Hernandez, Larry Hinz, Donald Jefferies, Walter Knust, Franklin Marrs, John Meyer, Warren



20 years: George Adas, James Aird, Donna Ambeau, K.O. Andersen, Louis Anzaldo, Richard Avila, William Banks, John Banuelos, Melvin Beals, Jack Beran, Jimmie Blackwell, Ernest Bonner, Warren Bryant, Lorna Butler, Lawrence Campozzi, Jerry Coleman, Samuel Coston, Daniel Darden, B.A. Davi, Eddy Degler, Catherine Dickson, Chester Dodson, Jim Doyle, Joel Ellioff, Gladys Ellis, Kenneth Forrest Sr., Brent Frey, Paul Gamache, Donald Garcino, Alice George, Frances Gillis, Justin Gomes Jr., John Grace Jr., Steven Greeson, Patricia Harris, Louis Erickson, Elaine Hawthorne, Sidney Haworth, Wesley Heald, Walter Hebel, Eli Hernandez, George Hilke, Zelma Holmes, James Huarte, Stanley Jamerson Jr., Edward Johnson, Robert Johnson, Sam Johnson Jr., Willie Johnson, W.G. Kennedy, Marie Kizzee, Homer Knight, Mildred Penn Lee, Shirley Lemos, Barbara Lewis, Tony Lima, Melvin Manes, Walter Matthews, Kenneth McCoy, Carolyn McElhane, Percy McGee, Stanley Michinson, D.A. Morris, Daniel Muir III, George Munoz, James Myles, W. Nelson, Melvin Oliver, Keith Pierson, Donald Perez, Doris Pierce Preston, David Pinkston, Donald Plowman, Robert Portts, Steven Posey, Glenn Reeves, Ray Reynolds Jr., Robert Ritchie, Frank Rossini, Michael Ruiz, Roger Santos Sr. Howard Schwenk, Chris Shattuck, Charles Smith, Rosemary Spencer, Daniel Steidle, Lawrence Stiles, Ben Suttles, Arthur Tardiville, Deanna Taylor, Joaquin Tellez, Ronald Thomas, Paul Thorne, David Thompson, Izesten Tuck, Calvin Valentine, Jeffrie Vanhook, Arthur Walker, K.L. Walker, Charles Waltrip, Corb Wheeler, Robert White, S.M. Wilburn, Minnie Williams, John Wills, Lonnie Wysinger, Ralph Wilson.



Meyers, Tom Mints, John Moro, Donald Payton, Jerry Peters, Frank Pietras, Jess Pimintel, Marvin Pjesky, Ernest Guinonez, Clinton Rawlings, Kathy Riddle, Conrad Sanchez, Laurel Sederberg, Richard Selberg, Lloyd Silveria, Jack Simmons, Charlie Sherrill, Robert Sorentrue, David Thomas, Bill Twohey, Jose Villegas, Ron Weeks, Harold Wibeto, Lenward Worsham, Esteban Ybarra, Pablo Ybarra.



35 years: E. G. Coulter, A.P. Ferrari, Ralph Guerra, William Saunders, John Trucks, N. Volpi.

San Jose



30 years: P.D. Barone, Jesus Bravo, Bruno Guerriero, Jose Hernandez, Linda Lillehaugen, T.T. Magner, D.W. Mason, Marcos Torres.

PIN AWARDS

Sacramento



Photos: Karlene Greer



20 years: Archie Anderson, James Angelo, Dwight Artus, Richard Azevedo, Loran Ray Bailey, Douglas Barnes, John Barnes, J.R. Barrett, Ronald Bass, Sammy Baugh, Lyle Becker, Tom Beraz, Riley Blakeman, Richard Brannon, Theodore Brown, Arnold Brownell, Garry Burley, Jay Cain, Leslie Carson III, Ronald Clark, Michael Clovis, William Cole, Robert Cooper, Tom Cooper, Charles Daily, Sydney Davis, Alfred Day, William Demeritt Jr., Lee Demoss, John Devine, Jack Dubois, Ron Fitzsimmons, Michael Franklin, Carl Frost, Mark Gagnebin, Nickolas Ganas, Ron Geer, James Gindt, Norman Goodin, Melvin Grigsby Jr., Leo Heer, Ralph Henley, Kenneth Hensley, Billy Hicks, John Houk, G.F. Howard, Robert Jackson, James Joy, William Kelly, Lewis Lemon, Sandy Lew, Joe Linares, Frank Llacuna, Lawrence Locken, L.F. Lowrie, Jack Nottingham, Harold Maddox, Gary Mai, Billy McNabb, Richard Mettey, Edward Miller, Victor Moore, Morris Mundy, Charlie Patterson, Alvia Myles, Richard Philbrook, Jerome Piepenburg, Donald Pinkston, James Pitner, Larry Price, John Rankin, Dennis Phodes, Clark Romani, Inger Ross, Wallace Russell, Jack Smead, Myrna Smith, Edward Stetler, Charles Stewart, Ronald Swanson, Don Taylor, Lawrence Taylor, William Thorn, Kenneth Urso, Larry Ward, Lonnie Wallington, Roger West, Chester Wright Jr., James Wyman, Mervin Yoder, Adolph Zerr.



San Jose



25 years: Charles Alvarez, E.E. Amaral, Richard Biggs, Tom Dunne, Vincent Dutra, Kenneth Engler, Richard Gauthier, George Graham, Sam Kekoolani, William Kesner, Jack Kunz, John Luce, C.B. Makela, John Martinez, Dowl McCurdy, Donald Moors, Barry Nolan, J.W. O'Connor, Rigo Perez, A.E. Randall, Carl Rossi, Ralph Santa Cruz, W.E. Scharf, Ron Thomasen, Harke Volguardsen, Robert Watts, E.P. Wilson Jr., Michael Woodward.



35 years: J.E. Alter, Wati Anthony, Cecilio Dejesus, C.M. Hargens, Percy Rome, Joseph Silva, L. Spitoni, Laurence Stokes.

25 years: G.I. Aday, Edward Atkinson, Thomas Boyd, Gerlad Bowman, David Calhoun, John Camacho, Robert Carson, Donald Chaney, J.D. Clark, Robert Ferrari, Leonel Grady, Steve Granlees, G.L. Hannis, Eugene Hecock, Charlie Hoffman, Gerry Huck, D.J. Joerke, John Johnson, Lyle Jones, K.L. Kausen, J.E. King, George Langley, E.C. Lenoir, M.G. Macklin, Gerald McClain, H.A. McGaughy, David McLees, Robert Medina, William Mezaros, John Pangburn, Neil Petersen, Jim Pitt, D.L. Rasmussen, Edward Sanchez, Walter Smith, G.A. Spence, Dale Stykel, Russell Thomas, Jim Traylor, Dwaine White, J.E. Williams, Tommy Williams.



30 years: Willi Bahr, Lawrence Carl, Frank Church, Joe Cintas, Donald Cook, Begnamino Diridoni, J.L. Farnham, Froylan Guerrero, Jim Hunt, Lee Knight, Russell Landino, William Schatz, Jack Sisemore, Robert Tinsley, D.L. Yeates.



35 years: John Burgard, V.L. Horne, Earl Mescher, Peter Pelucca, Verlin Sharpe, William Ward.

40 years: Clarence Job, John Poulson, Paul Westerman.

THE UNION TREE

By Jim Travis, Local 1245
Organizing Representative

Fellow Tree Trimmers!

Well guys, I started out last month's column confessing to feeling a little *down*. Worried about future wages, concerned about organizing setbacks, and depressed over lack of respect for us Tree Men.

But our complete victory with the NLRB over Arbor Tree [see story, page 1] has changed my attitude.

I thought some more, re-energized myself, and all I've got to say to those who think Union Tree Men can not overcome the problems we face and win this fight for respect and fair wages is...*frog spit!*

In the past month I have visited most of the state talking with good Union Tree Men, and boy—I'll tell ya—it sure gives my spirit a big boost.

Tree Men, by nature, are proud, macho, stand-up dudes—too tough to be sniveling about what can't be done, but concentrating instead on what can and *must* be done.

In the case of the line clearance Tree Industry—what needs to be done is quite simple.

All we Union Tree Men need to do is stand up and *organize* ourselves. Each man (or woman) must commit to the pursuit of *excellence*, both in our tree work and our personal appearance and conduct on the job.

Anyone who has wrecked out a scary snag hung out over high-voltage, one-mistake death knows the power and spirit of our work. No sissies or half-steppers here, guaranteed.

What we must do is harness that courage and energy and channel it—through *knowledge* and *education*—to achieve our goals of *fair pay* and benefits for this dangerous, difficult work we do.

I tell ya, guys, I am *absolutely convinced* that our *pride* and *spirit* are our number one weapons in our fight for *respect*.

Let's all try to remember, each and every day, to show the world we are proud to be Union Tree Men. In the long run...*we will win!*

Unit meetings

I was able to visit many area unit meetings this past month (most of them with my good friend Paul Dubois, Alternate Advisory Council Representative), and I wish to thank everyone who attended.

We are starting to get some pretty good groups showing at area meetings and this is *great!* Think of it guys, one hour a month is a very small investment to help keep our jobs and benefits secure. Let's keep it up.

In particular, Selma Davey had a great bunch of guys show up for the March 2nd meeting (Thanks Alan, Abel, Chuck, Clark, Dan, Manuel and all the rest of you guys!) A good meeting was also held March 15 in Santa Cruz (Thanks John, Keith, Kevin, Mark, Mike and Co. for your support and hospitality!)

I will be at the meeting on April 19th to apologize to Business Rep Dean Gurke and the Belmont Davey guys that I had to miss your March meeting.

Hope to see you there, fellas.

Arbor Tree

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balanced labor policies through new appointments to the National Labor Relations Board will have little practical effect on worker rights in this country.

The impressive solidarity shown by workers at Arbor tree may defy conventional wisdom which holds that delays hurt

union support. Sometimes management maneuvering only makes workers angrier and more determined than ever to win a union election, and Arbor Tree Surgery may find their heavy-handed tactics backfiring on them when their employees vote in the next month.

Labor's big show is coming to the Bay Area

The 44th edition of American labor's showcase of quality products and services is coming to the Bay Area. The 1989 AFL-CIO Union Industries Show will be held June 9-12 in San Jose's new downtown convention center.

Admission is free! Complimentary tickets are now available through the Local 1245 office and through your Business Representative. Show hours are 1 p.m. to 10 p.m. Friday, Saturday, and Sunday and 11 a.m. to 7 p.m. Monday.

Local 1245 and other IBEW affiliate bodies are sponsoring displays of our skills, products and services; the IBEW booths will be among over 300 colorful exhibits highlighting the quality and variety of American products and the unmatched skills of America's union workers. Most AFL-CIO affiliated unions will be represented in the show, and several of the federation's building trades unions will showcase the crafts of their members with live demonstrations.

FREE ADMISSION
GIFTS & PRIZES
OVER 300 EXHIBITS

AFL-CIO
UNION-INDUSTRIES SHOW
JUNE 9-12, 1989

SAN JOSE CONVENTION CENTER
A Salute by America's Union Workers

The eighth annual all-American Hair Fashions Spectacular, sponsored by the United Food and Commercial Workers International Union, will be held Sunday and Monday, June 11-12, in the convention center's grand ballroom, adjacent to the UFCW's large display on the exhibit floor. The two-day competition, featuring teams of hair care professionals from throughout the United States and Europe, will name the world's top team.

Over \$100,000 worth of valuable prizes and product samples will be given away to show visitors including a \$10,000 Harley-Davidson motorcycle. Show manager Jack Lutz reports that a record number of American corporations will have exhibits in the San Jose show. The AFL-CIO's Union-Industries Show is sponsored by the federation's Union Label and Service Trades Department. ■

Bay Area receptions planned for Labor painter

Bay area trade unionists will get an opportunity to meet famed labor artist Ralph Fasanella at a series of special receptions around the region the week of May 8. Local 1245 is a key participant in a labor group which is working to raise funds to purchase Fasanella's painting "Welcome Home Boys" for permanent public display in the Bay Area.

The California painting acquisition project is one of sev-

eral around the country. The grassroots campaign seeks to keep Fasanella's work in the public domain for all to enjoy, and out of the hands of private collectors. This feat was first accomplished by a group in Lawrence, Massachusetts last year. Citizens saved Fasanella's most famous work, commemorating that town's 1912 "Bread and Roses" strike, to preserve as a community treasure. Local 1245 was one of the earliest fi-

nancial contributors to the California effort.

Museum-quality prints of "Welcome Home Boys," which depicts a post-World War II waterfront labor scene, are available as part of the fundraising effort. If you would like more information about the posters, or if you are interested in attending one of the receptions for the artist, please contact Jenny Lipow at the Local 1245 office, (415) 933-6060.

Annual poker run

Day on the Delta is May 13

You can enjoy a day in the sun on Saturday, May 13 at Local 1245's popular "Day on the Delta" poker run. Bring your whole family, and don't forget your boat!

The poker run will start and finish at the Brannan Island State Recreation Area boat ramp located on California Highway 160 just south of Rio Vista. Sign in at Brannan Island between 7:30 and 10:30 a.m. Then travel to each of the five designated locations: Herman and Helen's, Tower Park,

Moore's River Boat, Spindthrift Marina, and Frank's Fishing Resort.

At each location, you will pick up a numbered envelope. Return to Brannan Island Day Use Area (near the beach) by 4:00 p.m. The winners are the top poker hands drawn at Brannan Island. The prizes will be awarded to children under 16 and adults.

The cost of each poker hand is \$2.00. There is no limit on the number of hands you may purchase. You need not be present

to win the best poker hand; just turn in the envelopes.

A ramp raffle will be conducted at 4:00 p.m. You must be present to win the ramp raffle.

The drawing will also feature free hot dogs and beans—you bring your own fixings, plates, utensils and drinks, please.

For maps and additional information about the poker run, contact Local 1245 headquarters in Walnut Creek at (415)933-6060 or see your shop steward. Don't miss out on the fun at this popular event! ■