

Family Issues Committee convened

Confronting the child care quandary at PG&E

A society that doesn't take care of its children is in trouble. That's just common sense.

American society, by this measure, is in serious trouble. While the number of children with working mothers has grown dramatically over the past decade, America has failed miserably in helping parents provide care for those children. In about half the states, federally-funded child care assistance now reaches fewer children than in 1981. Only 3,000 out of 6 million American employers provide child care help of any kind.

These statistics reflect hard day-to-day realities for today's working families: parents working different

shifts; transporting the children to and from an often jerry-rigged system of child care providers; coping with a child's illness, or a provider's illness; and confronting corporate policies that often punish workers for trying to be responsible parents.

It is against this grim backdrop that Local 1245 and Pacific Gas and Electric have convened a Family Issues Committee in an effort to come to grips with the growing crisis in child care.

Necessity of modern life

Local 1245 members are no different from other American workers: child care has become a necessity of modern life.

"Being a single mother, without child care I couldn't

work," says Joy O'Hagan, a PG&E service rep in Merced. "Good reliable child care—it's a major issue."

O'Hagan, who serves as a union representative on the Family Issues Committee and has children aged seven and four, is hardly alone in her predicament. Over 10 million children under the age of six have mothers in the labor force—more than half of all children these ages. At least another 15 million youngsters ages six to 13 with mothers in the labor force require some care or supervision before and after school.

As of 1987, a total of 26.1 million children under age 14 lived in homes where both parents or the lone parent was in the labor force, ac-

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SEEKING SOLUTIONS
Family Committee members
Wilma "Willie" Arjona
(above) and Mary Davis.



Workers receive cash awards

Union settles disputes with Paradigm, CAPCO

Employees represented by Local 1245 have won cash settlements from two employers as a result of action taken on the members' be-

half by the union.

Two union activists, Art Ruis and Kelly Breedlove, received \$3600 each in back pay from **Paradigm**, a satellite antennae manufacturer in Redding, Ca.

Local 1245 filed unfair labor practice charges against Paradigm with the National Labor Relations Board last winter after the company laid off 33 workers who had been attempting to organize a union at the company. Paradigm later rehired the workers, but the union continued to press its case with the NLRB.

According to Local 1245 Business Rep Corb Wheeler, Paradigm finally offered to settle the dispute with the cash payments and an agreement to expedite a union representation election.

Unfair labor practice charges were also recently settled at **California Agri-**

cultural Power Co. (CAPCO), resulting in payments to workers ranging from \$350 to \$1500. Local 1245 had filed the charges with the NLRB last winter in connection with CAPCO's failure to notify employees of layoffs at the company's El Nido and Chowchilla biomass facilities.

The laid-off employees received \$350 each in the union-negotiated settlement. In addition, eight mechanics whom the company failed to hire to perform certain repairs at the facility won \$1500 each in back wages.

Other employers charged

As 1990 drew to a close, Local 1245 was bringing several other employers to account on unfair labor practice charges.

Oxford Energy was the target of two charges filed

with the National Labor Relations Board by Local 1245. The union charged the company with "surface bargaining," alleging that the company was not actually bargaining seriously to achieve a contract. The union also charged Oxford with permitting a supervisor to negotiate individually with an employee.

Multivision Cable in Rohnert Park, Ca., is the subject of an NLRB investigation for allegedly suspending an employee for union activity. The union also accuses Multivision of bad faith bargaining.

Meanwhile, Multivision employees are voting on a second contract offer. An earlier offer was rejected by the union members.

The City of Fallon, Nev., is the subject of charges by Local 1245 filed with the

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CALENDAR

Jan. 12
Redwood Region Shop
Stewards Conference

Jan. 12
South Coast Valleys
Shop Stewards
Conference

Jan. 19
General Construction
Shop Stewards
Conference

February 23-24
Local 1245 Union
Women Conference
Concord, Ca.



Local 1245



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Celebrating 50 years
of union

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Business Manager & Executive Editor

Jack McNally

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Have you moved lately? If so, please send your complete new address and your social security number to the Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.



WIPA



Conference for union women

Local 1245 will hold a conference for union women on Feb. 23-24, 1991, in Concord, Ca.

Open to a limited number of members, the conference will offer a great opportunity for union women to learn new skills, exchange information and share ideas.

For more information, attend your January unit meeting and check with your business representative.

Workers here and abroad

Rolling the union on...

And no smirks, either:

If you visit the Shropshire, England, plant of Tatung—a manufacturer of the Einstein personal micro-computer—don't tell a joke to an employee during working hours. The hightech computer company has banned employees from laughing while on the job.

Polish miners strike:

Thirty-nine out of 71 Polish coal mines conducted strikes and other protest actions for a week in late November. The miners' Solidarity Trade Union demanded that the

current tax on "excess wages" be abolished and that the coal mines' debt of 3 trillion zloty be written off. In 27 mines, strikes continued around the clock, while in three others, miners struck for two hours at each shift. Seven others worked normally, but refused to sell their coal.

It's all in their breeding:

"White males headed failed savings and loan institutions in numbers far greater than their proportion in the general population," according to a survey reported in the San Francisco Chronicle

by satirist Judy MacLean. The study team was now "looking for some cultural factor that would lead so many white men into this pattern of anti-social activity," MacLean wrote. She quoted the study's fictional coauthor, Dr. Fred R. Kighsquair: "There may be some subtle pattern in white American childrearing practices that is giving young white males the message that they can only win approval from their peer group by spending very large amounts of other people's money."

Iranian workers protest speed-up:

Workers at Iran's Mobarekeh steel complex waged a series of strikes last year demanding a year-end bonus and protesting the speed and intensity of work, according to the Iranian-American Labor Solidarity Committee. Workers' demands included allowances for commuting expenses and lunch. The government attacked the strikers; workers' representatives were beaten and arrested.

Casualties of recession:

Workforce cuts of 5 percent or higher are being considered or have already been made by 17 percent of 419 companies in a survey reported in the Wall Street Journal. Cuts of less than 5 percent are being considered or have already been made by 30 percent of the surveyed firms.

Bye bye:

Sometimes you have to read between the lines to know when you're getting canned. Like the time AT&T announced that a new "force management plan" would be implemented to correct "force imbalances." The "surplus" workers would be given "a separation payment to leave." AT&T admitted that many of these separations would be of the "involuntary kind."

You're sure about that now?:

Consultant Jannotta, Bray & Associates' give this advice to the unemployed at holiday time: "Don't take a lengthy vacation."

January 1991

Dear Members and Retirees,

In celebration of Local 1245's 50th Anniversary, all members are invited to join us at one of four evening receptions, to be held in conjunction with the quarterly Advisory Council meetings. Displays and information on the history of our Local, food and camaraderie will be available as Local 1245's way of saying thank you to the members who have made our first 50 years possible.

The 1991 Advisory Council meetings will be held in four different locations across California and Nevada to make the meetings and receptions accessible to as many members as possible.

Invitations will be mailed prior to each Advisory Council meeting to members within traveling distance of that particular meeting. It is hoped that as many of you as possible will be able to join us. If you have questions prior to the Advisory Council meeting in your area, please contact your business representative.

In unity,

Jack McNally,
Business Manager

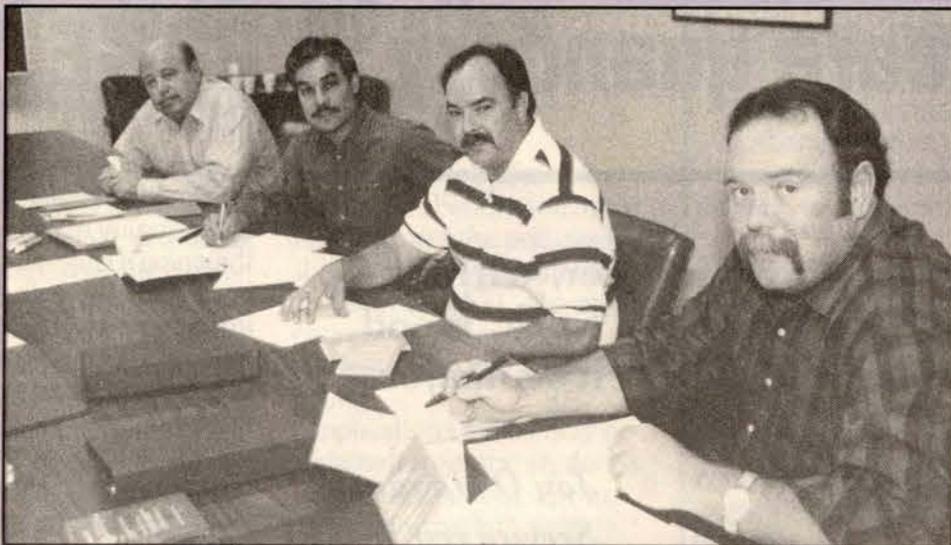
50TH ANNIVERSARY RECEPTIONS

FEBRUARY 2-3
SHERATON SMUGGLER
FRESNO, CALIFORNIA

AUGUST 3-4
HOLIDAY INN
CHICO, CALIFORNIA

MAY 4-5
HOLIDAY INN
RENO, NEVADA

NOVEMBER 2-3
SHERATON INN
CONCORD, CALIFORNIA



PIPELINE OPERATIONS

Talks with Pipeline Operations were recently concluded without reaching an agreement. Representing the union in the talks were (from left) Senior Assistant Business Manager Darrel Mitchell, Manuel Guzman, James Lynn and Dave Sahlstrom.

Union settles disputes

from PAGE ONE

Nevada Local Government Employee-Management Relations Board. In a case involving 33 city workers seeking their first union agreement, the union has charged the city with not bargaining in good faith.

Arbor Tree is also the subject of unfair labor practice charges for unilaterally

changing wages and the health and welfare plan without bargaining. An NLRB hearing has been scheduled.

The US Bureau of Reclamation has been targeted by the union in charges filed by the International with the Federal Labor Relations Authority. The Bureau is charged with pulling foremen out of the bargaining unit.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Combination Crew Training Committee
Steven H. Moore
Tom Bohannon

EMF Committee
John Delsman

Review Committee
Arlis Watson

Local 1245 Election Notice

The election process will begin in March of this year for Delegates to the International Convention with balloting in June.

Complete information on nominations, elections, and qualifications are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to IBEW Local Union No. 1245, PO Box 4790, Walnut Creek, CA 94596.

To qualify as a candidate for Delegate to the International Convention, a member must have at least two years' continuous good standing in the Local Union immediately prior to March 1, 1991, and must have tendered his or her dues for January 1991.

Nominations

Nomination of Delegates to International Convention shall be made under "New Business" at the first meeting of the Units in March 1991. (L.U. Bylaws Article III, Section 6c).

In order to be a candidate for Delegate to the International Convention, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Barbara Symons, in writing on or before March 1, 1991, that he or she will run for a specific Local Union office if nominated. (L.U. Bylaws Article III, Section 12).

Further information

In addition to the Local 1245 Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). The US Department of Labor publishes two relevant booklets: *Rights and Responsibilities Under the LMRDA and CSRA* and *Electing Union Officers*. These booklets are available by writing the US Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210.

A year of achievement for Local Union 1245

Jack McNally, IBEW 1245 Business Manager

As 1991 approaches, it seems like a good time to reflect on the last year and take a peek at the one to come.

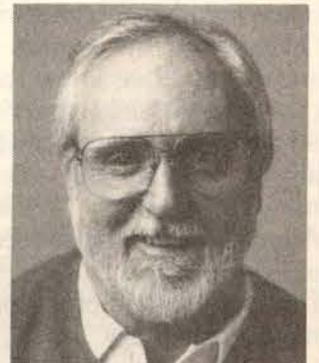
In 1990 Local 1245 addressed and resolved some very tough issues. Resolving the many issues around barehanding and rubber gloving at PG&E required much work by the staff and bargaining unit negotiating committees. They worked very hard and deserve a lot of credit for a tough job well done. This agreement sets down a well-thought-out base from which the industry may approach these methods of work, while providing effective safeguards for workers.

Local 1245 and PG&E found common ground in another area as a result of the voluntary Joint Study on Health Care conducted prior to general bargaining. Through discussion with experts in the field, the two sides educated themselves about the available options. This non-adversarial exercise proved to be the key to reaching agreement at the bargaining table.

There are options available other than slashing cuts in benefits to contain rising costs in health care, and certainly we hope to pursue such options with other employers.

We also have agreed to a performance incentive plan at PG&E which will provide payouts to all employees based on the overall performance of the Company. This is a first and we will be monitoring the plan and its value.

Our members at Sacramento Municipal Utility District ratified a new memorandum of understanding, which now contains an agency shop clause. SMUD has over the last few years experienced some volatile



periods concerning Rancho Seco, political turmoil, and management turnover. Hopefully the District has moved beyond this period. Our new memorandum, which is a good one, would so indicate.

A new Outside Line Construction agreement was negotiated in 1990, keeping it one of the better agreements in the industry.

The union also negotiated new contracts with many other employers.

This new year marks two major milestones: the 50th anniversary of our local and the 100th anniversary of the International Brotherhood of Electrical Workers.

The IBEW will celebrate its centennial at its October convention. The election of Local 1245 delegates to the convention will be held in June. The election process begins in March.

To celebrate its 50th anniversary, Local 1245 will hold receptions at the Advisory Council meetings, scheduled (as usual) for February, May, August, and November. However, to help make the anniversary receptions more accessible to our members, we are holding the Advisory Council meetings in four different locations throughout the jurisdiction. (See letter, page 2).

We think it will be a memorable way to kick off our second 50 years.

Confronting the child care quandary at PG&E

from PAGE ONE

According to the Bureau of Labor Statistics at the US Department of Labor.

Three other rank and file union members serving with O'Hagan on the Family Issues Committee know they can't solve the child care crisis for all of America, or even for all of PG&E. But these members—Wilma "Willie" Arjona, a San Francisco service rep, Joseph Audelo, an Oakland electric crew foreman, and Mary Davis, a Cupertino service rep—know that the search for a solution must begin.

The committee's immediate goal, according to Audelo, is to launch a child care program on site at PG&E's Beale Street headquarters in downtown San Francisco. "Our concern is all PG&E employees, but we have to start somewhere," says Audelo, who has two children of his own, ages seven and 12.

A major problem for many, if not most, parents seeking child care is cost. Employees of PG&E are no exception.

Local 1245 Business Representative Landis Marttila, a member of the Family Issues Committee, notes that a quarter of PG&E parents with young children currently pay more than 10 percent of their income for child care.

As negotiations continue, union representatives face the challenge of keeping the cost to parents at a reasonable level. "We want it to be so people don't have to quit their jobs because of their kids," says Audelo.

The union's position in negotiations is strengthened somewhat by simple demographics: many management personnel are experiencing child care problems of their own.

"Younger management are now having children and adopting," notes Davis. "They're parents now—it's hitting home to them."

Job performance

However, the company may have another, more "hard-nosed" incentive for



"Being a single mother, without child care I couldn't work. Good reliable child care -- it's a major issue."

*Joy O'Hagan
Service rep*

"We want a provider with fair labor practices so people will stay with the job."

*Joe Audelo
Electric crew foreman*



tackling the child care issue: job performance.

A "needs assessment" commissioned by Local 1245 pointed out in 1989 that on-site child care could have a positive affect on productivity. Half of the parents surveyed for the assessment said they believed that child care-related problems affected their job performance. An astounding 31 percent indicated

that they have considered quitting their jobs due to child care problems.

Data from a US Department of Labor child care task force in 1988 tends to support the productivity argument, as indicated by these "success stories" from companies that instituted some form of child care:

*Nyloncraft, an Indiana plastics company, reported a

drop in its turnover rate from 55 percent to under 10 percent.

*Merck Pharmaceuticals saw the time employees were absent on maternity and child care leave drop from six months to four.

*Intermedics, a Texas medical device manufacturer, found a tardiness and absentee savings of 15,000 work

hours in a year.

A major issue confronting the Family Issues Committee is quality of care. Among the union's concerns, according to Audelo, is the ratio of instructors to children. The union is also concerned about the labor practices of the provider.

"We want a provider with fair labor practices so people will stay with the job," says Audelo.

A provider with poor labor practices is more likely to have high turnover in personnel, which, Audelo notes, is not good for the young children who are "bonding" to these workers.

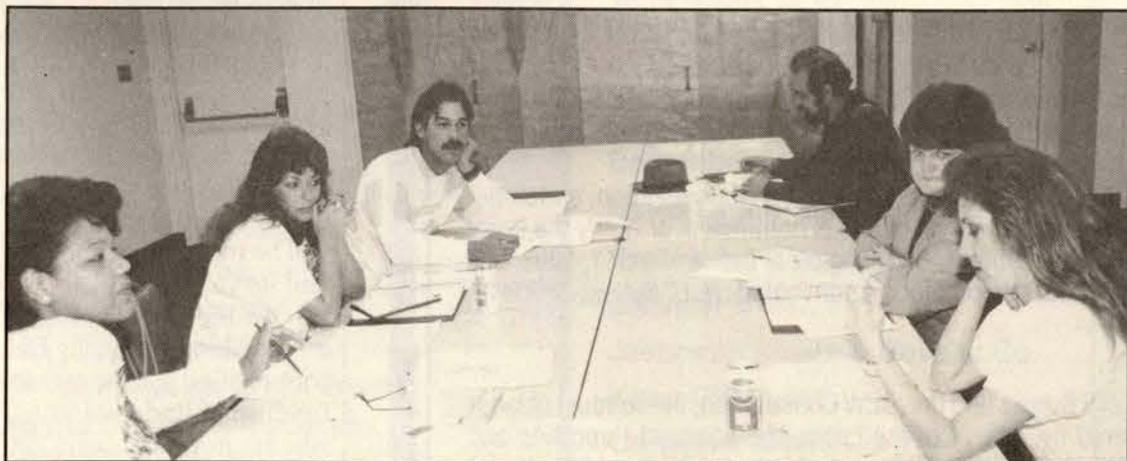
And the children will, in fact, be very young, increasing the importance of the "bonding" issue. According to Arjona, who has a grown son working for PG&E in Richmond and a seven-month-old grandchild, the Beale Street facility will accept children only through the age of two. "You hit three years old, you're gone," says Arjona.

According to Local 1245 Assistant Business Manager Dorothy Fortier, who also serves on the committee, the union hopes to have the selection criteria for the provider worked out sometime in January.

Another issue confronting the committee is how to make sure the selection process is fair. Current plans call for a limit of just 50 children in the program.

As with any negotiations, it is impossible to say what the final product will look like until talks are completed and agreement is reached. Obviously it will cost money to provide on-site child care for PG&E employees.

But there are also costs, potentially very heavy costs, to abandoning children to inadequate, poorly-supervised, or poorly-equipped—and possibly dangerous—child care situations. Those, too, are costs that all sectors of society must bear in mind in considering what sort of resources to commit to providing care for America's children.



PONDERING CHILD CARE

Union members pondering child care problems on the joint Family Issues Committee with PG&E are (clockwise, from lower left) Assistant Business Manager Dorothy Fortier; Joy O'Hagan, service rep; Joseph Audelo, electric crew foreman; Landis Marttila, business rep; Wilma "Willie" Arjona, service rep; and Mary Davis, service rep. (Photos: Eric Wolfe)

Depression seeds movement for one union on PG&E



The Great Depression of the 1930s dragged American workers to new depths of poverty. It also drove them to new heights of union organizing. One of the defining moments of that era in American history was "Bloody Thursday" in San Francisco, where the murder of two workers by police in 1934 sparked a General Strike and memorial march. One of the participants in that march was a young man of 19, Ron Weakley, who would go on to play a leading role in a decade-long struggle to organize PG&E workers into a single union.

During 1991, Local 1245's 50th Anniversary, the Utility Reporter will look back on this union's early years, years that placed a determined band of utility union organizers at the heart of an epic struggle for industrial unionism in America. In this opening installment of our interview, Weakley offers us a glimpse of his own early years in that turbulent era.

Utility Reporter: Your father became a member of IBEW in 1905. What was his influence on you in terms of being a union man?

Ron Weakley: He was initiated into Local 124 in Kansas City, Missouri in 1905. The Brotherhood wasn't very old then. He was a journeyman electrical worker. He worked as a lineman, he worked as a regular construction electrician, and along with it he was very active in the union, particularly in strikes. The St. Louis car strike was a big one in which he participated. He worked in Texas, became friends with people, for instance the later International President of the IBEW, Dan Tracy. And when he raised me he was in business for himself as an electrical contractor. He always instilled in me the notion of unions and I grew up with it. Right up to the end he was a strong union person.

UR: What was your early work history?

RW: My first job was working on farms. The depression created some real economic problems. It was easier for me to be out of the house after my dad went broke in the depression. So I

worked on ranches up in the Sacramento Valley. Working in orchards, irrigation, cattle, farm work. I would work for my room and board and a small amount of money, and I learned a lot about farmworkers and their conditions. I graduated from high school in 1931. I did a small stint at sea. I didn't care too much for that.

UR: Why not?

RW: Because at that time the maritime industry was unorganized. I got fired for union activity at a port and had to make my way home. I learned the hard way the discrimination against unions. I got fired off a ship because I was a member of the Marine Fireman's union. And they didn't have any rights or anything else in those days. So they canned me. They didn't give me a nickel. They kicked me off in Baltimore, Maryland and I had to go to Mobile, Alabama on a freight to try to hook on [with] a ship to go back to San Francisco. If they ever found out you were a union guy they fired you, just like that. And the food was full of weevils. You washed with salt water. Bed bugs. Crummy stuff. Looked like hell. No air conditioning,

hardly any decent potable water to drink, nowhere to wash your clothes except salt water. It was like Captain Bly. I came back and went to work for Atlas Imperial Diesel Engine Co. as an oiler and I learned a little about diesel engines. And I had had some experience in steam. I worked [at Atlas] in 1934 until the General Strike and we all went out on strike. We didn't have a union but we went out anyway. The whole place was falling apart.

UR: Were there specific grievances that prompted you folks to go out at that time?

RW: Everybody was just fed up. The wages were lousy, the company was lousy. I was getting \$12 a week. I gave my mother \$8 and I kept \$4, it was hard work. It was graveyard shift, straight. So the mechanics and all the rest of them decided to go out. The whole works just shut down and walked out.

UR: How much can you remember about the General Strike? Can you remember any of the flavor of the times?

RW: Very vividly. The older I am probably the more vivid it is. I went out on the picket line. I tried to help wherever I could. In fact—this was

"I learned the hard way the discrimination against unions. I got fired for union activity at a port and had to make my way home."

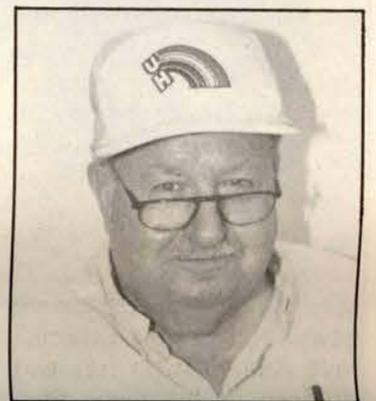
something illegal—some of hijacked a Crowley tug in S Francisco. We had some scabs in Howard Terminal now the terminal of Oakland the port. We had them kept in there. The police had us encircled. We were holding the scabs in there but we couldn't get out to get anything for the strikers, you know, the picketline guys. Some of us got some supplies in San Francisco and took this tug across the Bay at nighttime. Pulled it up at the dock there and [unloaded supplies for the strikers]. We gave them food, sandwiches, cigarets, and all that kind of stuff. Then we beached the damn thing on the mudflats at low tide and just disappeared. The newspaper said "Pirates!" (Laughs). I was in on that. I was helping run the engines, I was a diesel mechanic in this operation. At the same time, people were struggling trying to get food. We had a demonstration in front of the city hall to get food for our people. Hungry. The mayor came out, we damn near ate him alive! I was just active all over the place. Also helping San Francisco right on the water front. I did some courier work,

Local 1245



1941 - 1991

Celebrating 50 years of union



running messages, doing this and that, helping heckle the National Guard. It was kind of a fun thing for me.

UR: Do you remember where you were on Bloody Thursday?

RW: The cops killed a couple of guys, beat 'em and shot 'em. We had a parade after that. I was in that. We marched from the Ferry Building to the City Hall. Thousands of working people, protesting. You couldn't hear a pin drop. There were no bands playing, all this noise. You couldn't find a cop within 30 miles, he'd have been torn to pieces. The drama of that march I'll never forget.

UR: It was a silent march...?

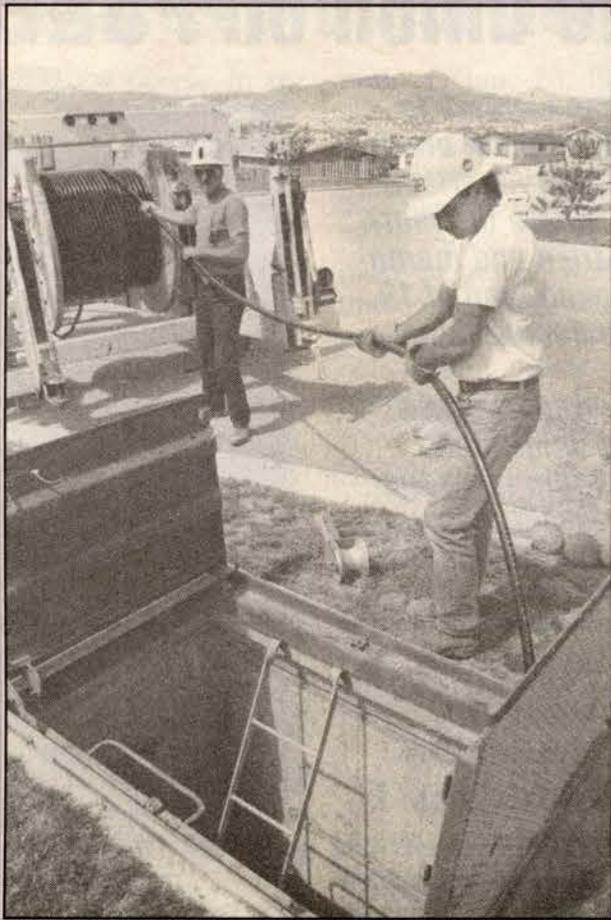
RW: Led by Bridges and people like that. The big companies were terrified because of [the potential for] anarchy. If it had gotten any worse the people would probably have gone into Southern Pacific and thrown the chairman out the window.

UR: People were mad.

RW: Yeah, PG&E had their own armed guards right on Market Street. Of course, I didn't know much about PG&E and didn't much care. (Next month: the CIO)

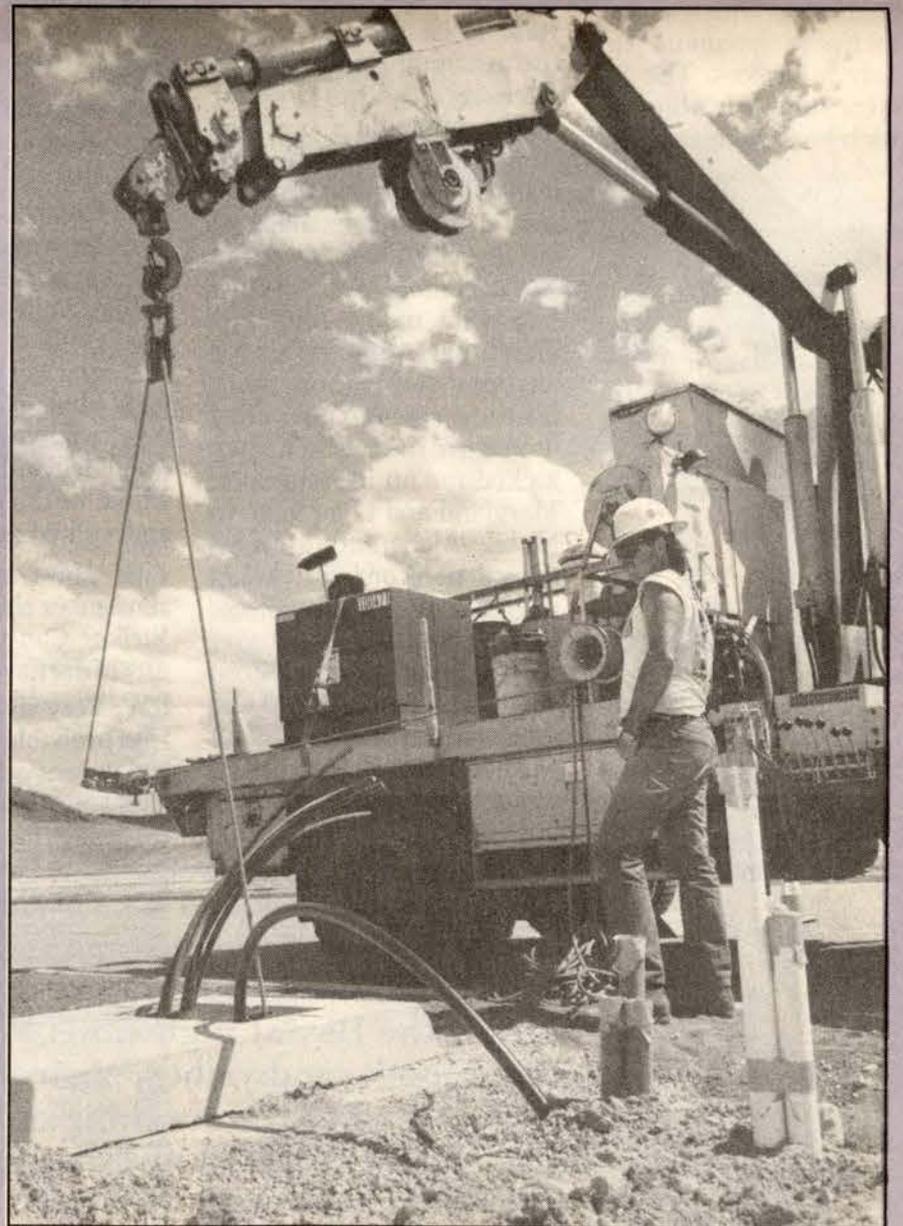


"Some of us hijacked a Crowley tug in San Francisco [to get some supplies to strikers in Oakland] and took this tug across the Bay at nighttime. We gave them food, sandwiches, cigarets. Then we beached the damn thing on the mudflats at low tide and just disappeared. The newspaper said: Pirates!"



Sierra Pacific Linemen Underground

Sierra Pacific Power linemen Bill Retzer (foreman), Dave Cooney and Darris Daniel were at work in the Sun Valley and Juniper Heights areas of Reno, Nev. last fall when the Utility Reporter paid a visit. In Sun Valley they pulled out 8500 feet of cable and pulled in 1400 feet of single phase and some three phase. The crew is shown here pulling wire in Juniper Heights. (Photos: Eric Wolfe)



Outside Line apprentices give lineman rodeo a go

A three man apprentice team sponsored by the California-Nevada Joint Apprentice Training Council turned in a spirited performance at the Seventh Annual Lineman's Rodeo in Kansas City in September. Representing the JATC were Brett Banghart, Steve Roberts and Les Snyder.

Although they did not come away with top honors, a "100%" score was awarded to all three team members in the "Speed Egg Climb." Team member Les Snyder recorded the team's fastest time. The event required that each lineman perform the climb with an egg in his mouth.

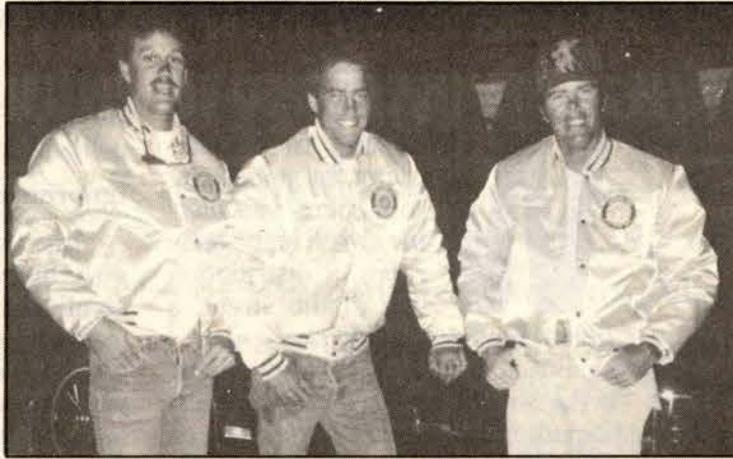
Snyder was the only team

member to score 100% in the Hurt Man Rescue. Roberts and Banghart recorded fast enough times to make it into the top three, but each lost points for infractions.

"All things considered, we had a great time," said instructor Fred Barker. "The accommodations were great, they gave a great reception on Friday night and a wonderful Banquet Honors Ceremony on Saturday night."

Barker praised the efforts of the three apprentices and promised that the JATC would field another team next year.

"If our team is as good as it was this year, we should make the top three," Barker said.



Outside Line Construction apprentice linemen (above, from left) Steve Roberts, Brett Banghart and Les Snyder at the Lineman Rodeo in Kansas City. Below left, Hurt Man Rescue tests linemen's abilities.



Editor's note: The following letter is from Outside Line Construction member Jay Raiford, who is now in Houston with his wife Teresa undergoing rehabilitation after an accident. In a letter to the union a couple of months ago Jay wrote that the motion in his hands is coming back and that he's "walking better every day."

Dear Brothers,

My wife and I would like to thank each and every one of you for all your support.

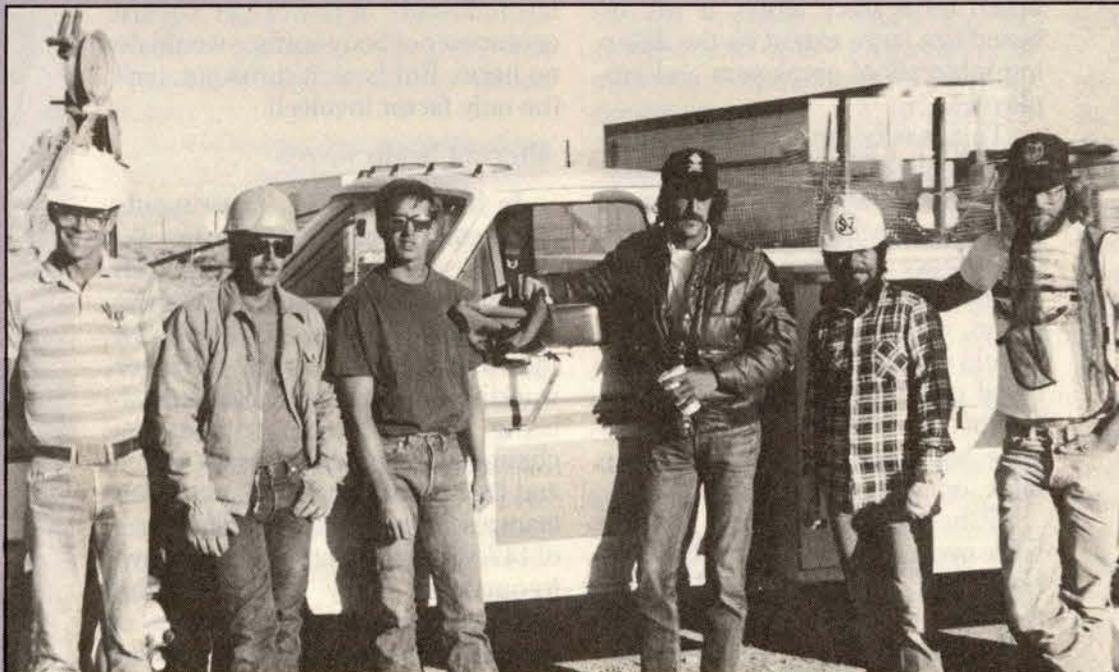
The cards, calls and money overwhelmed us and were much appreciated. It was very reassuring to know that my brothers were with me in my time of need.

A special thanks to Jeff "Mad-dog" and Diane Madigan, Phil Gebhart, Dave Wearing, Bob "Bubba" Rigner, Mark Dennis, the Secretaries of Harker and Harker and the South and North Halls for all their help.

Jay and Teresa Raiford

HENKLES AND MCCOY

Working on a Henkles and McCoy telephone cable crew in the Mojave Desert putting in fiber optic cable are (from left): Jim Powell, Tom Wagner, Gary Gilliam, Stewart Marie, Richard Lyles and Ray Schultz. (Photo: Bobby Blair)



Union rules and military call-up

Attention members who have been called into military service as a result of recent events in the Middle East. Union By-laws provide as follows:

ARTICLE XIV

Sec. 11. Any "A" member having twelve (12) months or more continuous good standing immediately prior to the first of the month in which he is drafted into or enters military service or military training--under the laws of the United States or Canada--shall be issued a Military Service Card by the F.S. of his L.U. on application by such member...

The member receiving such a card, upon being released or discharged from military service or training, shall within sixty (60) days thereafter deposit it with the F.S. of the L.U. that issued the card and resume payment of his local union dues.

All "A" members on participating withdrawal cards shall be covered by the above, except that the Military Service Card shall be issued to them by the I.S.

Any member who remains in or reenters military service or training, without being required to do so, shall not be entitled to retain the Military Service Card nor shall he be issued a new one in such circumstances.

When a L.U. provides local benefits, it shall decide whether any member issued a Military Service Card shall continue to be covered by such benefits. However, the I.B.E.W. shall in no manner be held responsible regarding the payment or nonpayment of local benefits. (Members holding Military Service Cards shall not lose their eligibility to be candidates for L.U. office or for International Convention delegates.)

(No reference is made here to "BA" members because those members entering military service can have the Honorary Withdrawal Card without cost. The words "Military Service" should be stamped on their Honorary Withdrawal Cards.)

Hazard in our midst?

Scientific debate over electric and magnetic fields sets stage for political battle over protecting the health and lives of workers.

Second
in a
series

We usually think of electricity as something "out there": an electric switch in the bathroom, a distribution line in the street, a bolt of lightning in the sky.

But in fact electrical phenomena are a part of life itself. Living cells, including human cells, maintain an electric charge across their membranes. We do not merely *live in* an electrically-charged environment, we are *part of* that environment.

It should not surprise us, then, to learn that electric and magnetic fields do not pass unnoticed through our bodies. Our conscious minds may not notice, but our cells do.

How our cells respond to the electric and magnetic fields that we encounter is still a matter of scientific controversy. What we ultimately learn about these fields carries important consequences. For utilities it is an issue of money, potentially enormous sums of money. For workers, it is a matter of health, potentially life and death. (See Part I of this series in the December 1990 Utility Reporter.)

Members of Local 1245 have more at stake in this controversy than the average person because Local 1245 members almost certainly experience higher-than-average exposures to electric and magnetic fields. Linemen, power station operators and VDT operators spend much of their workdays bathed in such fields.

If the fields are proven to be dangerous, these are the workers who will be at the heart of the political storm. Their lives will be measured against corporate costs, which is to say that any action taken to protect workers' health and lives will not be based on science alone. It will be based to a large extent on the differing interests of employers and employees.

This is why the scientific controversy is also a political controversy. For science can point out problems, maybe even show how to fix them. But science can't tell us how far we should go, how much we should spend, in fixing a problem, or who should pay. Those are inherently political questions, whether they are fought out in the US Congress, in the state legislature, at the bargaining table, or on the shop floor.

If there is to be such a political battle over electric and magnetic fields, Local 1245 members should know the basic scientific issues involved, and remain alert to the ways in which

"objective" science necessarily has a political dimension.

Ignorance as bliss

American business and American government are seldom quick to identify toxic hazards and take protective action against them. Ignorance can be bliss, depending on where your interests lie.

Asbestos was known by the industry to pose human health hazards as early as the 1920s, but many decades passed (and many workers died) before the industry publicly owned up to the problem.

Electric and magnetic fields have long enjoyed a presumption of innocence. One of the first attempts to set an exposure standard was made in 1953, when the Navy was looking for an exposure standard for personnel who were operating high-power radar. Herman P. Schwan, a researcher in the field, suggested that a safe level would be ten milliwatts of power per square centimeter of body surface. He based his standard on the assumption that this much exposure would not cause a significant rise in the body's temperature, and thus would not be harming body tissues.

People exposed to this much radiation, in other words, wouldn't cook.

This standard was accepted by the Army, the Navy, the Air Force, Bell Telephone Laboratories, and General Electric, according to Paul Brodeur, writing in the June 12, 1989 issue of the *New Yorker*. By 1966 it was accepted as a guideline for occupational exposure by the electronics industry and by most state and federal health agencies.

If heating up body tissues was the only issue, Schwan was probably right: ten milliwatts of power per square centimeter of body surface would do no harm. But heat, it turns out, isn't the only factor involved.

Altering brain waves

In the early 1970s, experiments conducted on monkeys by Dr. W. Ross Adey at UCLA's Brain Research Institute revealed that weak electric and magnetic fields interacted with the outer membranes and the inner workings of brain cells. Fields oscillating at brain-wave frequencies changed the monkeys' brain waves and their behavior. Adey's research team also exposed cats to radio waves of 147 MHz modulated at brain wave frequencies. They found that the pattern of the cats' brain waves at specific sites reacted to exposure to

specific frequencies.

These experiments offered strong evidence that profound changes in the electrical activity of the brain could be induced by exposure to radio-frequency fields at very low power levels, far below what would be required to heat the tissues involved.

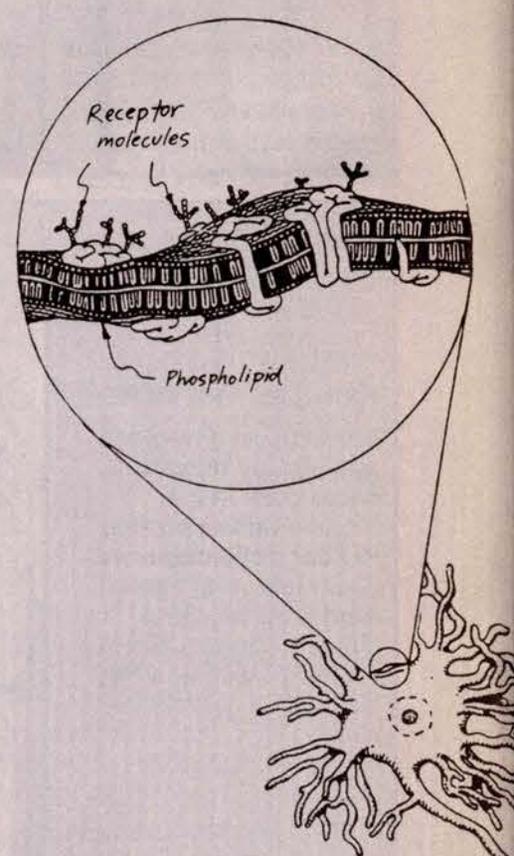
Further experiments on freshly-removed chick brains revealed that exposure to a 147 MHz fields at certain frequencies increased the release of calcium ions bound to brain-cell membranes. However, other frequencies did not produce the same effect, leading the researchers to conclude that there was a "window" of frequencies that could produce the effect, while other frequencies apparently could not.

Adey and his researchers speculated that electric oscillations in the protein strands surrounding brain cells played an important role in a cell-to-cell communication system.

In the late 1970s, studies conducted by Adey and Richard A. Luben, a cell biologist at the University of California in Riverside, showed that low-frequency magnetic fields could affect the ability of certain hormones to trigger a particular metabolic enzyme inside the cell membrane.

Adey proposed a model to explain how such weak fields could trigger relatively large changes in brain chemistry.

First, a weak field causes the cell



Nerve cell and close up of its external membrane

membrane to release some of the calcium that is bound to the protein strands that stick out from the membrane surface. The energy is multiplied in a sort of domino effect. This energy is then transmitted, by signals travelling along the protein strands, to the inside of the cell.

When the signal arrives, the cell interior reacts by stimulating or inhibiting intracellular enzymes—protein molecules that act as chemical catalysts.

Reason to be concerned

Why should anyone other than a molecular biologist care about these effects at the cellular level?

Research conducted in 1981 and 1982 by Adey and Daniel B. Lyle, a research immunologist at the University of California in Riverside, gives linemen a pretty good reason to care. Adey and Lyle showed that a carrier frequency of 450 MHz modulated at the electrical-distribution-system frequency of 60 hertz could significantly suppress the ability of cultured T-lymphocyte cells from mice to kill cultured cancer cells. Lyle later repeated the study, using simulated 60-hertz high-voltage power-line fields and found a large suppression of the killing capacity of T-lymphocyte cells.

In other words, the research suggests that exposure to certain fields weakens a body's ability to fight off cancer.

Under certain circumstances fields can interact with the surfaces of cells and trigger changes inside them. The surface of the cell is made up of a double layer of "phospholipid" molecules, similar to a double-layered soap bubble. In this "bi-layer" float various large complex molecules which act as receptors to communicate between the cell and its surroundings and to serve as channels that can move selected material into and out of the cell. A variety of experiments have shown that fields, even fairly weak fields, can interact with the cell surface, or with some of the receptor molecules in that surface, and produce changes in how the cell operates. (Courtesy Carnegie Mellon University)

membrane

A related discovery was made by Jerry L. Phillips, a research scientist at the Cancer Therapy and Research Center in San Antonio, Texas. A series of experiments conducted by Phillips showed that cultivated human colon-cancer cells exposed to 60-hertz electric and magnetic fields in combination, and to 60-hertz magnetic fields alone, proliferated more easily and were more resistant to attack by immune-system lymphocytes than unexposed colon-cancer cells.

Researchers have reported other effects as well, such as changes in the production of various chemical messengers, including chemicals like melatonin that are important in daily biological cycles called circadian rhythms, and chemicals called neurotransmitters which send signals between nerves. They have also observed changes in the rate at which the genetic material DNA is made and in the rate of errors when RNA is copied from it.

In search of a mechanism

Since the 1970s, epidemiological studies had made statistical links between cancer and exposure to electric and magnetic fields. But statistical links by themselves cannot explain the actual connection between events. Understanding that connection requires some sort of biological mechanism that accounts for the observed effects.

Clearly more research will be required to understand precisely how electric and magnetic fields interact with the human body. But the experiments conducted by Adey and other reputable scientists leaves absolutely no doubt that electric and magnetic fields have a biological effect upon people exposed to them, and, in conjunction with epidemiologic data, raises a reasonable suspicion that those effects are harmful to human health.

By evaluating the scientific data, Local 1245 members can determine for themselves individually how worried they should be about the possible consequences of exposure to electric and magnetic fields. Virtually all jobs carry some health risks; evaluating those risks and deciding whether they are worth taking is an individual decision.

But in cases where risks can be reduced, policy issues arise. Workers should not be expected to die or suffer needless injury for their employer.

When it comes to worker safety, says Local 1245 Assistant Business

If the fields are proven to be dangerous, members of Local 1245 will be at the heart of the political storm. Their lives will be measured against corporate costs, which is to say that any action taken to protect workers' health and lives will not be based on science alone. It will be based to a large extent on the differing interests of employers and employees.

Manager Ron Fitzsimmons, "Our opinion has always been that there isn't a cost factor, that whatever it costs, that's what they're going to have to do to take the precaution."

Fitzsimmons says the union believes that engineering controls are "the first safeguard" at the worksite. Instead of resorting to protective gear, like facemasks or earplugs, "all possible engineering controls should be done first."

"Our employers," Fitzsimmons notes, "don't agree with that. They feel that cost is a big factor on engineering controls."

How prudent is prudent?

What, then, is the proper response by an employer to a controversy like electric and magnetic fields?

A widely-circulated pamphlet written by Prof. M. Granger Morgan of Carnegie Mellon University argues that the most reasonable approach utilities can take is to adopt a policy of "prudent avoidance." Such an approach, Morgan writes, "means limiting exposures which can be avoided with small investments of money and effort. Don't do anything drastic or expensive until research provides a clearer picture of whether there is any risk and, if there is, how big it is."

Pacific Gas and Electric now claims to be following just such a policy of "prudent avoidance." But union member Dan Mayo, who serves on a joint Local 1245-PG&E committee studying electric and magnetic fields, isn't convinced.

If PG&E is practicing "prudent avoidance," Mayo wonders, why has the company has been so insistent on pushing for rubber gloving and barehanding work practices that could increase exposure?

He says that PG&E "is putting the

cart before the horse" in changing to rubber gloving work practices before finding out if electric and magnetic fields pose a health hazard.

"In my opinion," says Mayo, "those changes make us test animals."

Although Morgan's pamphlet has been widely praised for its "objective" presentation of this debate, there is nothing "objective" about promoting a particular policy option.

Don't do anything expensive, Morgan says, "until research provides a clearer picture."

But how much research is enough research? Utilities argue that it will be years before current studies sponsored by the Electric Power Research Institute (EPRI) are completed. At that point will they argue that still more research is needed before action can be taken?

If history is any guide, utilities can be expected to talk eventually about "acceptable risks," arguing that while there is some risk involved, they are similar to other risks we face and therefore do not warrant spending a lot of money for corrective action.

Such arguments should put workers on guard in a hurry. There is no such thing as some abstract "acceptable risk." The real issue is, as folk singer Charlie King once put it, acceptable *to who?* In the case of electric and magnetic field exposure, as with most occupational hazards, those who decide what is "acceptable" are seldom those who are actually taking the risks.

Adey, clearly one of the most knowledgeable researchers in the world on electric and magnetic field effects, finds the evidence convincing that such fields do pose a threat, telling Business Week in 1989: "There is no question in my mind that such radiation is a potential hazard."

(Next month: the threat from VDTs)

Interview with Ed Smeloff

After Rancho Seco: SMUD tries to chart new energy future

The Sacramento Municipal Utility District has undergone major change in recent years, including a voter-mandated shutdown of the Rancho Seco nuclear plant. In this interview with Ed Smeloff, president of the SMUD Board of Directors, the Utility Reporter takes a look at the repercussions of that shutdown as well as what's ahead for SMUD and its employees.

Utility Reporter: The shutdown of Rancho Seco has cost a lot of good union jobs. You supported the shutdown. Please explain your position to the many loyal workers who lost their jobs.

Ed Smeloff: I thought the closure of the plant was in the best interests of the ratepayers, who I am elected to represent. And I felt it was in the longterm best interests of the utility's future. That future is closely wound up with the future of the employees. Up until 1990 we had been an integrated utility with PG&E. They backed up Rancho Seco with reserves. In return they were able to get the surplus energy at a very attractive price. [But] Rancho Seco didn't operate as originally predicted so PG&E ended up—in their opinion—losing money on the operation. They were providing reserve and replacement power at a cost below what they could get elsewhere. So back in 1982 PG&E gave notice to SMUD they were cancelling the integration agreement. In 1990 SMUD became fully responsible for backing up the plant. That meant getting 913 megawatts worth of reserves so that we could provide reliable service. Obtaining that amount of reserves for the plant became very very expensive. It became a question of what was economically the most prudent course for the district. I felt the course that had less risk for the ratepayers and promised long-range stability was to close the plant and to pursue alternatives.

UR: What provisions were made for displaced workers?

ES: Throughout that decision I was the one board member who said we need to plan for what happens to the displaced employees out at Rancho Seco. I think we've done quite a bit to not have people involuntarily laid off. We've offered a very attractive voluntary separation program. If people opted to select the voluntary separation package, we had a counseling program, a clearinghouse. We offered people extended health care benefits. There haven't been very many layoffs out at Rancho Seco.

UR: But there were some involuntary separations?

ES: If they didn't take the voluntary separation package they did face the possibility of being laid off. And there were some [bargaining unit] employees—I think it's less than two dozen—who were

laid off. They had all the opportunities for counseling and job placement. The benefits they received in terms of extended health care were less.

UR: Are there more layoffs coming?

ES: There will continue to be layoffs as we wind down the program at Rancho Seco. We just got approval from the Nuclear Regulatory Commission to modify our emergency planning program. That was the next big step to be able to reduce the workforce out there. So yes, there will continue through 1991 and even 1992 to be more reductions in the workforce.

UR: Clearly the District has a responsibility to serve its customers. But it also has a responsibility to its employees. Could you characterize that responsibility to the employees, and talk about the criteria that should be used in balancing those two areas of responsibility?

ES: I think our responsibility is to offer a safe, congenial workplace for our employees. Safety is a top priority for us. That balances against a priority of the District to keep ratepayers' costs as low as can reasonably be expected consistent with reliable service. SMUD has a reputation

as being a fairly good-wage employer and [is trying to develop] a new relationship with our employees—one that is a little less rigid than it had been in the past, that recognizes some of the employees' needs. This year for the first time we've set a policy to allow people to take their sick leave credits for reasons of family members' [illness]. I think after the decision to close Rancho Seco we're going to be on the rebound and growing in terms of employment opportunities at SMUD, both in new power projects and in our very aggressive energy efficiency program.

UR: Why has efficiency been made such a major part of recent SMUD initiatives?

ES: It's pretty basic. One, we no longer have a large source of generation. Two, we're in an economy here [in Sacramento], even with a recession approaching, that's going to experience growth in 1991 and well into the future. So you have two things. You have replaced Rancho Seco with contracts from other utilities and you're growing at about a 2-1/2 percent growth rate. We're going to have to build [new power plants] anyway to replace the contracts. But we'd have to build more to meet the growing demand

[unless we] use electricity more efficiently. We did a major study last year to look at what the efficiency opportunities are in Sacramento. There are an abundant number of them that are lower in cost than building a new power plant. We believe we should capture the lowest-cost resources first. In this case it's investing in our homes, our offices, our industries here, to save that electricity. We have set a goal—and this is probably the most ambitious goal of any utility I'm aware of—to meet all the economic growth, the increase in demand for electricity in Sacramento, through our investment in energy efficiency. That means we have to come about 30 percent more efficient by the year 2000 in Sacramento, so that will use no more electricity in the year 2000 than we're using in the year 1991.

UR: Is that doable?

ES: Technically it's doable. We can tell you which appliances to trade out, what kind of heating and cooling systems could be installed in various locations, how to relamp various buildings. Our biggest challenge is to work with our customers to convince them this is the best thing for Sacramento, to market the program.

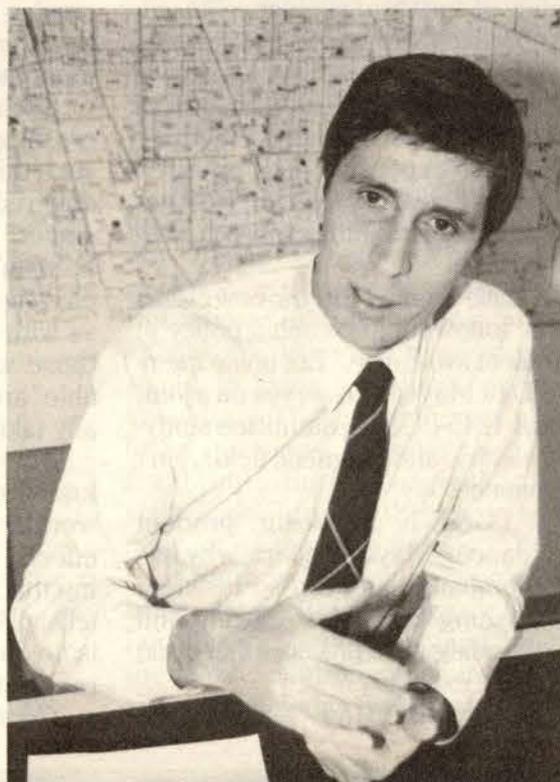
UR: But you say there will still be a need to build additional generating facilities to replace contracts with other utilities?

ES: And also to replace [some anticipated] lost production from our geothermal plant since the steam there is depleted. So we estimated we need a thousand megawatts of new power in the next decade to replace our contracts and lost resources.

UR: What are the options?

ES: We went out to bid, received about 90 proposals, which we've narrowed down to 28. They range from 600 megawatt repowering of Rancho Seco using natural gas to a 30 megawatt biomass project using sorghum

See NEXT PAGE



"I think after the decision to close Rancho Seco we're going to be on the rebound and growing in terms of employment opportunities at SMUD, both in new power projects and in our very aggressive energy efficiency program."

Ed Smeloff

"We make anything"



Photo: Eric Wolfe

He works far from the public view, but he doesn't mind. Lance Lightfoot likes welding.

An employee in the garage of Pacific Gas and Electric's Sacramento Service Center, Lightfoot designs manifolds for gas hook-ups.

"We cut to fit any size manifold that the estima-

tors want for the job," Lightfoot says.

On this particular occasion, Lightfoot is cutting down a "ten over ten" into an "eight over eight," which will provide 16 separate lines into 16 meters for an apartment building of that size.

"These are old manifolds. We're cutting them and reus-

ing them so we're not wasting them," Lightfoot explains.

Lightfoot must be on call for whatever welding needs the company may encounter.

"We make anything. They give us a drawing, we draw it," says Lightfoot.

"It's a good job," he notes. "I like to weld."

PG&E changes drug testing procedure

Pacific Gas and Electric has made changes in its drug testing procedure.

The company is conducting tests twice a month at some locations, according to Local 1245 attorney Jane Brunner.

If the collection company has not finished testing for a particular month it will continue testing in the next month. If the company has finished testing it will start the next month's list a few days early.

The numbers tested at a given site will fluctuate, Brunner said. PG&E tested 3 percent of the list in November, 7 percent in September and October, and 5 percent in

August.

Eight employees have been tested in connection with three accidents. Under federal regulations, PG&E can administer accident-related drug tests only if an employee

is directly or indirectly involved in an accident that has the following: a gas leak, and either an employee is hospitalized, there is a death, or there is more than \$50,000 worth of damage.

IN MEMORIAM

Mark Cuevas, Davey Tree foreman, died Tuesday, Dec. 11, 1990 from injuries received on Dec. 5.

Cuevas, 25, is survived by his wife Sandy and two sons, Mark Jr., and Mike.

The accident occurred in the Nevada City area, where Cuevas' crew was assigned to remove 80-foot cedar trees. He climbed to approximately 50 feet

in the tree and while he was in the process of securing his safety line he decided to move up higher in the tree. He took his flip line off to put over another limb, his spurs kicked out and he fell through approximately 12-15 limbs and landed on the shoulder of the road way.

He was taken by ambulance to Grass Valley Me-

After Rancho Seco: SMUD charts future

From PAGE TEN

as the fuel source. Solar thermal projects, geothermal down in the Mojave Desert, a wind project over in Solano County, a number of co-generation projects here locally. We want to invest locally, create jobs in the local economy. We want to clean up the air. We want diversity in fuels, diversity in resources, so we aren't subject to the kinds of risks we had with Rancho Seco, and we want to stabilize the rates.

UR: Will jobs be created for our union members in this push for efficiency?

ES: Some jobs have already been created. A few employees, as we revised the size of our line crews, moved into the efficiency program. We took employees who were working on line crews and retrained them to do this work on our air conditioning load cycling program.

UR: What is the potential for additional jobs in that area?

ES: This year we're adding 50 energy auditors, people who go out and do a comprehensive energy audit in people's homes, work with them to recommend to them what kinds of new equipment they might need, help them identify contractors, obtain quotes from contractors, come in and obtain financing for them, and then come back after the work's done and do quality inspection. Those are new jobs.

UR: Last year there was talk of privatizing SMUD due to

the problems it was having. What justification is there for continuing to have municipally-owned utilities?

ES: They offer lower rates to their customers. We act as competitors to investor-owned utilities. Both investor-owned utilities and municipally-owned utilities are natural monopolies, so they don't fall typically into a free-market type of economy. Government controls the rate of return on investor-owned utilities through the PUC. Citizens control the operation of their municipally-owned utility through a democratically-elected board. It gives the citizens an opportunity to set the direction for the utility, to use their utility for other socially beneficial purposes: to clean up the air, create jobs, do things that an investor-owned utility might not do. In an investor-owned utility you have two interests: the shareholders and the ratepayers. The board of directors of an investor-owned utility are looking after the interests of the shareholders. Those interests often are inimical to the interests of the ratepayers. We only have one interest, and that is the ratepayers.

UR: In what way are shareholder interests "inimical" to the interests of ratepayers?

ES: They want to make a profit. They want rates to be higher so they can make a greater return on their investment. Ratepayers want rates to be lower. It's that fundamental.

UR: SMUD recently agreed to an agency shop provision in its union contract. Was this merely a concession to the union as part of the bargaining process, or is an agency shop something you would personally support simply as a matter of principle?

ES: I believe in it as a matter of principle. I think progressive employers find the agency shop to be a structure that helps them increase productivity and have a good relationship with the union.

Fearless Mother Jones led miners' struggle for justice

Few people in recorded history have possessed the passion, the endurance, and the commitment to justice of Mother Jones, the legendary labor firebrand who combined a grandmotherly appearance with an iron will in fighting for oppressed workers.

Born as Mary Harris in Cork, Ireland in 1830, Mother Jones emigrated to the United States as a child.

As a young woman she worked as a convent school teacher and later opened her own dressmaking business. She married George Jones, a union iron molder, in 1861; six years later her husband and four small children died in a yellow fever epidemic. Disaster struck again when the great Chicago fire of 1871 destroyed her dressmaker's shop.

A woman of lesser spirit might have been broken by the succession of tragedies, might have retreated into loneliness and despair. Mary Jones, however, joined the Knights of Labor.

"From 1880 on," she wrote in her autobiography, "I became wholly engrossed in the labor movement."

Mother Jones was nearly 60 when she started organizing for the United Mine Workers of America. In Pennsylvania's anthracite coal fields, she organized miners' daughters as well as the men, leading a 1901 strike of Scranton silk mill workers.

Mother Jones' first arrest

came on June 20, 1902, as she was discussing a coal strike at a miners' meeting in West Virginia. The prosecuting attorney declared in court, "Your Honor, there is the most dangerous woman in the country today. She called your honor a scab. But I will recommend mercy of the court if she will consent to leave the state and never return."

Mother Jones retorted, "I didn't come into court asking mercy, but I came here looking for justice. And I will not leave this state so long as there is a single little child that asks me to stay and fight his battle for bread!"

The judge asked Mother Jones if she had indeed called him a scab.

"I certainly did, judge," Mother Jones replied. As she proceeded to explain her reasoning, a man tip-toed up to her and said:

"Madam, don't say 'judge' or 'sir' to the court. Say 'Your Honor.'"

"Who is the court," Mother Jones whispered back.

"His honor, on the bench," the man replied, looking shocked.

"Are you referring to the old chap behind the justice counter?" she asked. "Well, I can't call him 'your honor' until I know how honorable he is. You know I took an oath to tell the truth when I took the witness stand."

Later, however, Mother Jones apologized to the judge, commenting that she was "glad to be tried by so human

a judge who resents being called a scab. You probably understand how we working people feel about it."

In 1903, during a bitter strike by Kensington, Pa., textile workers, Mother Jones led a parade of children to Philadelphia's Independence Square to protest the exploitation of child labor by mill owners. Many of the children were missing fingers and hands.

"They were stooped little things, round shouldered and skinny," Mother Jones recalled later.

At the rally Mother Jones declared that "Philadelphia's mansions are built on the broken bones, quivering hearts and drooping heads of mill children."

As the strike continued, Mother Jones decided to stir up the issue further. She took the children on a march to the summer mansion of President Theodore Roosevelt at Oyster Bay, Long Island. They carried signs that said "We want more time to play" and "Prosperity is here, where is ours?"

For many of the kids it was the first and only holiday of their lives.

"We marched down to Oyster Bay but the president refused to see us and he would not answer my letter," Mother Jones wrote later. "But our march had done its work. We had drawn the attention of the nation to the crime of child labor."

The strike was lost and the children were forced back to work. But soon afterwards



The judge asked Mother Jones if she had indeed called him a scab. "I certainly did, judge," Mother Jones replied.

the Pennsylvania legislature enacted a tough child labor law.

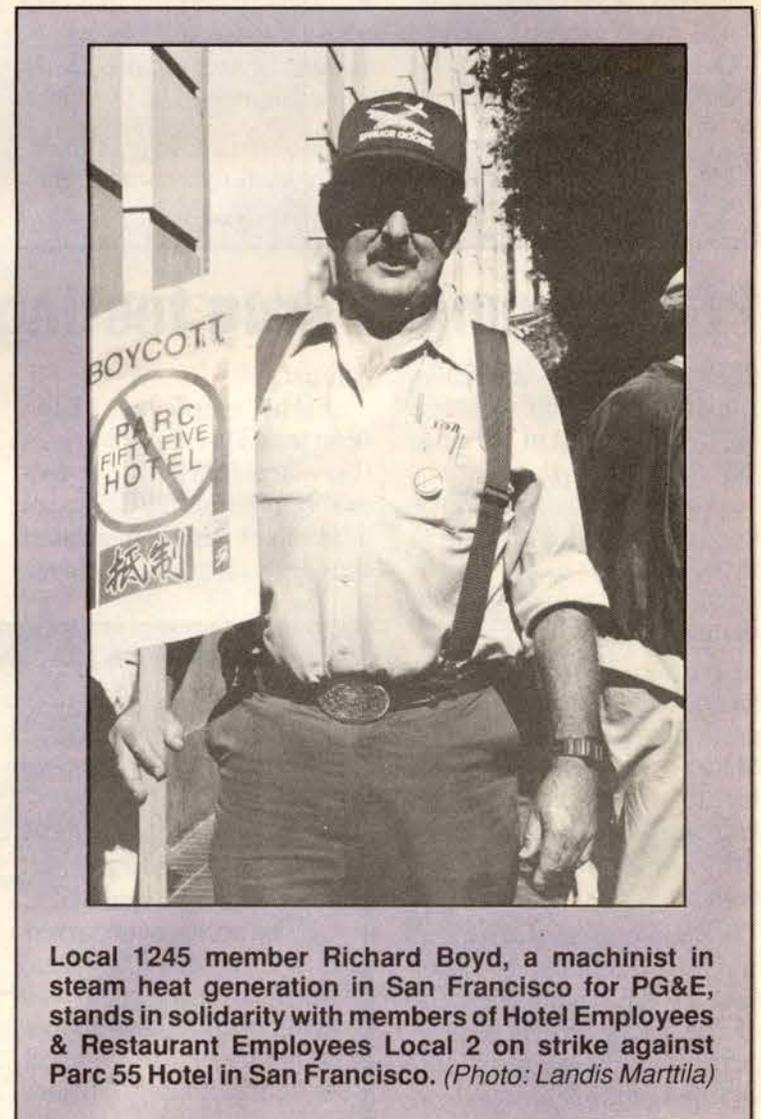
Mother Jones continued to battle for workers well into

her 90s, braving harsh travel conditions, threats of violence, and repeated jailings.

She died at the age of 100 in 1930.



Mother Jones leads a march for justice in Ludlow, Colo. in the early 1900s.



Local 1245 member Richard Boyd, a machinist in steam heat generation in San Francisco for PG&E, stands in solidarity with members of Hotel Employees & Restaurant Employees Local 2 on strike against Parc 55 Hotel in San Francisco. (Photo: Landis Marttila)

California AFL-CIO offers 58 scholarships for 1991

Fifty-eight College Scholarship Awards of \$500 each are being offered by the California Labor Federation, AFL-CIO, to graduating senior high school students in California who will be attending accredited colleges and universities anywhere in the United States during the coming academic year.

The awards are being presented to assist outstanding students in obtaining a higher education and to promote a better understanding of the American labor movement.

A two-hour examination will be held on Thursday, March 7, 1991, in each high

school where applicants have filed. The Federation must receive from the principal of the high school not later than January 18, 1991, the applications and transcripts of students who will be participating.

Applications forms may be obtained from the student's local high school. For further information, write to:

**Education Committee
California Labor Federation, AFL-CIO
Attn: John F. Henning,
Exec. Sec.-Treasurer
417 Montgomery Street,
Suite 300,
San Francisco, CA
94104.**

Contra Costa Blood Bank offers 14 scholarships

The Contra Costa Labor Blood Bank Scholarship Program is offering \$4,800 in scholarships through three junior colleges—Contra Costa Community in San Pablo; Diablo Valley in Pleasant Hill; and Los Medanos in Pittsburg.

A member of the student's immediate family (spouse, father, mother, sister,

brother) must be a member in good standing in an AFL-CIO union. There are seven \$500, four \$250, and three \$100 awards. The applications forms are available at the colleges through the financial aid offices or counselors. Deadline for receipt of the applications by the Contra Costa Labor Blood Bank is Feb. 15, 1991.

Oakland center offers help to Vietnam-era veterans

Vietnam-era Veterans:

Having problems with the memory of Vietnam?

Feel isolated from other people?

Problems with feelings, or keeping a job, or drinking a little too much too often?

Counselors are available to help you and your family at no cost. It's a benefit you have already earned.

The Oakland Vet Center provides a broad range of counseling, outreach and referral services to the veterans of the Vietnam Era to help them make a satisfying post-war readjustment to civilian life. Although the principle focus of therapy is on war-related experiences,

any Vietnam Era Veteran and his/her family are eligible for services.

All veterans who served on active duty between August 5, 1964 and May 7, 1975 are eligible for Vet Center services. Family members and significant others are also eligible to receive counseling when these are related to resolution of the veteran's difficulties.

All services at the Vet Center are offered without charge.

Contact:

**Vietnam Veterans
Outreach Center
287-17th Street
Oakland, CA 94612
415-763-3094**

Learn about labor: take a class

Knowledge is power. Labor education classes offer union members a chance to become better

informed, and better prepared for the challenges of today's work environment. Check the following schedules for labor

education classes at Laney College in Oakland and San Francisco Community College.

Laney College Spring Semester, 1991 (415) 466-7263

Classes begin January 15, 1990

Economics for Labor and Community Leaders (3 units)

*Mondays, 7-10 p.m.
Room B256*
Making labor costs, unemployment, inflation, international competition, plant closings, corporate takeovers, etc. comprehensible as American society moves into a "post industrial" service economy.

Collective Bargaining (3 units)

*Tuesdays, 7-10 p.m.
Room B259*
How negotiations work and why, with cost analysis, organizing and bargaining strategies, and simulated negotiating sessions.

Labor Law (3 units)

*Wednesdays, 7-10 p.m.
Room B259*
The legal framework for the right to organize and bargain collectively; union, employee and employer rights in the private and

public sectors, and current legal issues.

Grievance Handling and Arbitration (3 units)

*Thursdays, 7-10 p.m.
Room B253*
Identifying, investigating, and presenting grievances; negotiating solutions to workplace disputes. Also explores arbitration as the final step in the grievance procedure

Short Term Courses

Stewards' Training (1 unit)

*3 Saturdays: April 6, 13 & 20;
9 a.m.-4 p.m.
Room G206*
Intensive workshop on grievance handling, internal organizing and current issues affecting union stewards.

Know Your Rights (1 unit)

*3 Saturdays: May 4, 11 & 18;
9 a.m.-4 p.m.
Room G206*
A practical guide to workers' rights and how to protect them; includes current issues

like unjust termination, sexual harassment, drug testing, AIDS discrimination and immigration law. Excellent class for non-union workers.

Video Display Terminal Hazards (1/2 unit)

3 Mondays: Jan. 28, Feb. 4 & 11; 7-10 p.m. Room B253
Problems and solutions for the increasing number of employees facing VDT screens on a regular basis. procedures in the construction industry.

Public Sector Labor Relations (1 unit)

*Tuesdays: April 2, 9, 16, 23, 30 & May 7; 7-10 p.m.
Room B260.*

Bargaining, grievance handling and current issues affecting the growing public employee sector during a time of budget cuts and voter resistance.

All classes meet at Laney College in Oakland (near Lake Merritt BART Station).

San Francisco Community College

Spring Semester, 1991
(415) 241-2219

Classes begin January 15, 1990

SEMESTER-LONG EVENING COURSES (\$15 fee)

American Labor Movement (3 units)

*Thursdays, 7-9:50 p.m.
800 Mission*

American Labor Movement (3 units)

*Tues. & Thur. 11-12:30pm
CCSF, 50 Phelan Ave.*

Labor Law (3 units)

*Thursdays, 7-9:50 p.m.
800 Mission*

Collective Bargaining (3 units)

*Tuesdays, 7-9:50 p.m.
800 Mission*

Economics for Labor Leadership (3 units)

*Mondays, 7-9:50 p.m.
800 Mission*

Communications Skills (3 units)

*Mondays, 7-9:50 p.m.
800 Mission*

Grievance Handling (3 units)

*Wednesdays, 7-9:50 p.m.
800 Mission*

Workplace Health & Safety (3 units)

*Wednesdays, 7-9:50 p.m.
800 Mission*

Rights and Discrimination (3 units)

*Tuesdays, 7-9:50 p.m.
CCSF 50 Phelan Ave.*

SHORT-TERM CLASSES (\$5 per unit)

Advanced Steward Training

*Sat. 9:30 a.m. - 3:30 p.m.
Feb. 9, 23 and March 9
33 Gough St.*

Union Strategies in an Era of Labor-Management Cooperation

*Tues. 7-9:50 p.m.
Feb. 12-March 19
800 Mission*

Assertiveness Training

*Friday, Feb. 16-9 p.m.
Sat., Feb. 2, 9 a.m.- 5 p.m.
CCSF*

☆☆☆☆☆☆☆☆☆☆
**Union
made!**
 ☆☆☆☆☆☆☆☆☆☆

The American labor movement wasn't built in a day. It has taken over a century of dedication, hard work and self-sacrifice by millions of workers to make today's living standards possible. A key factor in building the labor movement has been boycotting firms that engage in unfair labor practices, and supporting businesses that

recognize their workers' right to form a union. The *Utility Reporter* regularly publishes the official boycott lists of the national AFL-CIO and the California AFL-CIO so that Local 1245 members know which firms are unfair to labor. From time to time we also will publish a "Union Made" list so that our readers can become acquainted with some of the

products and services available as a result of the know-how of union labor. The labor movement wasn't built from the top down. It was built from the bottom up by million of ordinary workers trying to do their part to advance the interests of all. Let's show solidarity with our union brothers and sisters:
Buy Union-Made!

☆☆☆☆☆☆☆☆☆☆
**Union
made!**
 ☆☆☆☆☆☆☆☆☆☆

Computers manufactured by IBEW members

Datacomp Corporation has announced the availability of a line of union-made computers with an unprecedented 90 percent ratio of US components. The McLean, Va., based firm began operations in 1982 and recently launched a million-dollar, nationwide effort to integrate US component

suppliers in its stand to protect US technology and quality against unfair offshore competition. Many computer manufacturers are union, and many computers have some American components. But according to Datacomp President Clay Kime, none can match the 90 percent in Datacomp's product.

Datacomp computers are manufactured by members of the International Brotherhood of Electrical Workers. For more information you can reach Datacomp at 8301 Greensboro Drive, Suite 800, McLean, VA 22102, Phone 703/848-0788, FAX 703/848-0704.

Union-made furniture

The Furniture Workers Division of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers offers an array of manufacturers of union-made household furniture. Included in its extensive list are:

Household products bearing a union label

The following is a partial list of household products manufactured by members of the International Union of Electronic, Electrical, Salaried, Machine & Furniture Workers:
Spartus Corp. - decorator clocks
Magnavox - TVs, radios, video disc players, stereos, cassette & tape players and recorders
Electro-Voice, Inc. - sound systems

Artesian Inc. - bathroom fixtures, fittings & furniture
Regal Ware - stainless steel rangetop cookware
Robbins & Myers, Inc. - ceiling fans
Bussmann Mfg.-Div. of McGraw Edison - broad range of fuses
Tait - residential, municipal, agricultural & industrial pumps

Hewitt Soap - soap products for large cosmetic companies
All Lock Co. - home and automotive locks
White Westinghouse - laundry appliances, electric ranges, refrigerators & dishwashers
Genie - automatic garage door openers

Ancor Concepts - tables
Bamboo & Rattan Works - bamboo furniture
C & F Furniture & Frame - occasional furniture
Crawford Furniture - dining room & bedroom furniture
Creative Mica, Inc. - tables & breakfast sets
Fleetwood Cabinet - furniture
Gordon Bros., Inc. - stereo cabinets & bedroom furniture
Lutig Bros., Inc. - dinette sets
Mazza Frame & Furniture - occasional furniture
Miket Co., Inc. - dinette sets
New Deal Table - dinette sets
New Haven Chair - chairs
Sameco Furniture - occasional furniture
SKJS Custom Furniture - occasional furniture
Steinway - pianos
Union National, Inc. - Italian, French & Bombay styles
U.S. Van Stee Furniture - wood dining & bedroom furniture
Woodlee Furniture Corp. - occasional furniture
Zaldin & Sons Co., Inc. - occasional furniture

Stay organized!

*The stagedriver passed over the trail one day
 past meadows and woodlands, he took his way.
 His long whip lashed with a deadly aim,
 whether standing or moving, was always the same.
 A grasshopper fell, as his smokey lash
 shot out as sure as the lightning flash.
 A butterfly here and a grasshopper there,
 fell prey to his aim, as they winged through the air.
 Now a hornets' nest hung on a limb near by,
 but the driver passed it carefully by.
 "What?" the passenger cried, surprised.
 "Well," he answered, "Them hornets is organized!"
 The butterfly, the horsefly and the grasshopper too
 have a lesson and a warning to me and to you.
 We'll all flutter and fall, with the hoppers and flies,
 unless like the hornets, we stay organized!*

(Reprinted from The Plaindealer, official publication of the Wichita, KS AFL-CIO.)

Union-made lamps & lamp accessories

Lamps, lamp parts, shades, globes-both handmade and machine made by members of the American Flint Glass Workers Union-are manufactured by the following companies:
Beaumont Glass Co.
Behrenberg Glass Co.
David Lynch Glass Co.
Fenton Art Glass Co.
Gillinder Bros., Inc.
Jeannette Shade & Novelty Co.
Kopp Glass, Inc.
Lancaster Glass Corp.
Manville/Holophane Div.
Sinclair Glass Co.
Sloan Glass, Inc.
Southwestern Glass Co. Inc.

'WE DON'T PATRONIZE'

CALIFORNIA AFL-CIO

OFFICIAL BOYCOTT LIST

The California Labor Federation has placed the following firms on its "We Don't Patronize" list. Firms are placed on this list after a written request from an affiliated union has been approved by the Federation's Executive Council. All friends of labor are urged to avoid patronizing these firms.

Hotels & Restaurants

All Marriott Hotels in California with the specific exception of the Marriott Hotel at Fisherman's Wharf in San Francisco, which is a union house.

Contra Costa County

Embassy Suites Hotel, Pleasant Hill

Los Angeles Area

Airport Park Hotel, LAX.
The Pacifica Hotel, 6161 West Centinela St. in Culver City.
The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.
University Hilton Hotel, 3540 South Figueroa St.

Monterey Area

Asilomar Conference Center, Pacific Grove.
Casa Munras, Fremont and Munras, Monterey.
Doubletree Inn, 2 Portola Plaza, Monterey.
Days Inn, 1400 Del Monte Blvd., Seaside.
Sheraton Hotel, 350 Calle Principal, Monterey.

Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

Oakland

Scott's Restaurant, 73 Jack London Square.

Ontario

Ontario Red Lion Inn.

Oxnard

Opus I Restaurant, in the Embassy Suites Hotel.
Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Sacramento Area

Auburn Joe's, 13480 Lincoln Way, Auburn.
Beverly Garland Motor Lodge, 1780 Tribute Road, Sacramento.
The Club, 808 "O" St., Sacramento.
Continental Inn, 3343 Bradshaw, Rancho Cordova.
Courtyard, 10683 White Rock Rd., Rancho Cordova.
All Eppie's Restaurants.
Frank Fat's, 806 "L" St.
Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.
Howard Johnson, 2300 Auburn Blvd.
Hyatt Regency Hotel, "L" St. between 12th and 13th streets opposite Capitol Park.
Pennisi's Restaurant, 1030 "J" St.
Red Lion Inn, 2001 West Point Way, Sacramento.
Residence Inn, 1530 Howe Ave., Sacramento.
Sacramento Inn, Arden Way at Interstate 80, Sacramento.
Shanley's Bar & Grill, 5100 Folsom Blvd., Sacramento.
Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.
Shot of Class, 1020 11th St.
Sierra Inn, 2600 Auburn Blvd.
The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.
Vagabond Inn, 909 3rd St.

San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.

San Francisco

Alfred's, 886 Broadway.
Alioto's No. 8, Fisherman's Wharf.
Behihana of Tokyo, 1737 Post St.
Campton Place Hotel, 340 Sutter St.
Ernie's, 847 Montgomery St.
Fisherman's Grotto No. 9, Fisherman's Wharf.
Galleria Park Hotel, 191 Sutter St.
Jack in the Box, all locations.
Juliana Hotel, 590 Bush St.
The Mandarin, Ghirardelli Square.
Mandarin Oriental Hotel, 333 Sansome St.
McDonald's, all locations.
Miz Brown's, all locations
Monticello Inn, 227 Ellis St.
Nikko Hotel, 22 Mason St.
North Beach Restaurant, 1512 Stockton St.
Parc Fifty-Five Hotel (Formerly Ramada Renaissance), 55 Cyril Magnin Place.
Park Hyatt, 333 Battery St.
Perry's, 1944 Union St.

Pompei's Grotto, Fisherman's Wharf.
Portman Hotel, 500 Post St.
Prescott Hotel, 545 Post St.
Richelieu Hotel, Van Ness Ave.
A. Sabella's Fisherman's Wharf.
H. Salt Fish and Chips, all locations.
Col. Saunders Kentucky Fried Chicken, all locations.
Schroeder's 240 Front St.
Tia Margarita, 19th Ave. and Clement St.
Trinity Suites, Eighth and Market Streets.
Vanessi's, 1177 California St.
Victorian Hotel, 54 Fourth St.
Villa Florence Hotel, 225 Powell St.
Vintage Court Hotel, 650 Bush St.

San Jose Area

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.
Giorgio's Pizza House, 1445 Foxworthy, San Jose.
House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.
Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.
Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Rd., Sunnyvale.
Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.
Red Baron Restaurant, 2500 Cunningham Ave., San Jose.
Red Lion Inn at Gateway Place.
Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Rd., Saratoga.
Travelodge, 940 Weddel Dr., Sunnyvale.
Vagabond Motor Hotel, 1488 North First, San Jose.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.
Hilton Hotel, 2323 Grand Canal Blvd.
Ramada Inn, March Lane.
Stockton Inn Motel and Restaurants, 4219 Waterloo Rd. at Hwy. 99.
Vagabond Motor Hotel, 33 N. Center.

Las Vegas, Nev.

Landmark Hotel and Casino.

Sparks, Nevada

John Ascuaga's Nugget.

Manufacturing

Cook's Champagne
Gaffers & Sattler products.
Gallo sausage products.
Goehring Meat Co., Lodi.
Ito-Cariani Sausage Co., San Francisco: Cariani and Pocino brands.
Masonite Corp. plant, Cloverdale, Sonoma County.
New Life Bakery, Hayward, and its products including Phoenix.
Pamela's, Bee Wise and Ultimate cookies; Fantastic Foods Natural Halvah; Gwetzell Brownies;

Fruitsweet Macaroons and Cookies, and Nature's Warehouse foods including pastry poppers and cookies.

Printing

San Francisco Bay Guardian.
Vallejo Times-Herald
New York Times (Northwestern Edition)

Theaters

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and Cinema 21 and Empire (Syufy)

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters (Syufy); State Theater; Sacramento 6 Drive-In.

Orange County

All United Artists Theaters in Orange County.
All Freedman Forum Theaters in Anaheim; Cinemaland Theater, Anaheim; Brookhurst-Loge Theater, Anaheim.
Valley View Twin Cinemas, Cypress; Family Four Cinemas, Fountain Valley; Fox Fullerton, Fullerton.
Syufy Cinedome, Stadium Drive-In and City Cinemas, all in Orange; Villa Theater, Orange; Miramar Theater, San Clemente; Broadway Theater, Santa Ana; Stanton Theater, Stanton.

Others

Armstrong Painting & Waterproofing of San Francisco and its entities, including Armstrong Kitchens, Armstrong Construction, Armstrong Painting, and Armstrong Roofing.

Automotive, Sacramento area:

Walt Davis Chevrolet, Elk Grove.
Mel Raption Honda.
All Paul Snider dealerships.
Swift Auto World.

Automotive, San Francisco area:

European Motors, 950 Van Ness Ave.
Ron Greenspan Volkswagon/Subaru, Inc., 1600 Van Ness Ave.
San Francisco Auto Center, 2300 16th St.
Van Ness Auto Plaza, 1000 Van Ness Ave.

Automotive, San Jose area:

Stevens Creek Acura.
Stevens Creek Mitsubishi.
Worthington Chevrolet, 20955 Stevens Creek Blvd., Cupertino.
Circuit City stores at 4080 Stevens

Creek Blvd., San Jose; 1825 Hillsdale Ave., San Jose, and 1250 Grant Rd. Mountain View.
Costco Wholesale Warehouse grocery outlets at 1600 Coleman Ave., Santa Clara, and 1900 South 10th St. San Jose.
Dick's Rancho, Rancho Cordova.
Elk Grove General Store, Elk Grove.

Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del Paso Glass, Fine Glass, Gaffney Glass, Golden West Glass, all locations; Kinzel's Glass, Carmichael; Sam's Auto Glass, River City Glass, Victor Glass.

Hertzka and Knowles, San Francisco, architects.
Keystone Company restaurant supply, San Jose.
Louisiana Pacific Corporation products.
Montgomery Ward in Redding.
Mervyn's Store in Ventura.
Norbert Cronin & Co., insurance agents, San Francisco.
Non-union Iceberg Lettuce.
Raley's Food Market, Oakhurst, Madera County.
Saticoy Lemon Assn. products bearing Sunkist Label, Oxnard.
Shoreline South Convalescent Hospital, Alameda.

Signs, Sacramento area:

Dion Signs, Sacramento.
Ellis Signage-Graphics, Sacramento.
Fleming Silk Screen, Sacramento.
House of Signs, Sacramento.
River City Signs, Sacramento.
Young Electric Sign Co. West Sacramento.

State Farm Mutual Auto Insurance Co., statewide.



Local 1245

Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

- The grants will be as follows:
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 1991. A copy of your diploma or a letter from your high school stating that you will graduate in 1991 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
- Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 1, 1991)**.
- Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
- Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
- Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

Application for the Local 1245 Trade & Vocational School Grant for Members' Children Enrolling in Technical, Industrial, or Trade Schools

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

PO Box 4790
Walnut Creek, CA 94596
(415) 933-6060

Candidate Information

Candidate's Name _____ Birthdate _____

Address _____ City _____

State _____ Zip _____ Phone _____

High School _____ Graduation Date _____

Address of High School _____

What school do you expect to attend? _____

Where is it located? _____

What trade or craft will you be studying? _____

Why this particular skill? _____

Candidate's signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____

Employer _____ Location _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1991.

Signature of Member/Parent _____

Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1991.

Official's Signature and Position _____

Local 1245

Al Sandoval Memorial Competitive Scholarship

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

- The grant will be as follows:
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1991. A copy of your diploma or a letter from your high school stating that you will graduate in 1991 must be attached to your scholarship application.
- The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
- Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
- All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
- Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
- Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 4, 1991)**.
- Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
- A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

NOTE: The topic for the 1991 Al Sandoval Memorial Competitive Scholarship Essay is:
"Prison Inmate Labor and the Private Sector--Where Would It Lead?"

Application for the Al Sandoval Memorial Competitive Scholarship

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

PO Box 4790
Walnut Creek, CA 94596
(415) 933-6060

Candidate's Name _____ Birthdate _____

Address _____ City _____

State _____ Zip _____ Phone _____

High School _____ Graduation Date _____

Address of High School _____

What college or school do you expect to attend? _____

Where is it located? _____

Candidate's Signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____

Employer _____ Location _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1991.

Signature of Member/Parent _____

Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1991.

Official's Signature and Position _____