

UTILITY REPORTER

Al Sandoval Scholarship
See Page 12

Local 1245 hosts Romanian unionist

Trading insights on collective bargaining, technology and labor-management relations topped the agenda when Local 1245 hosted a visit last month by Valentin Mocanu of the Romanian Metalworker's Federation.

Mocanu became director of international affairs for the Metalworkers after the fall of the Ceausescu dictatorship in Romania two years ago.

Like other East European countries that overthrew communist governments, Romania faces major challenges in restructuring its economy. There is a major push underway for

privatization of state-owned enterprises.

Workers face layoffs as inefficient plants are closed and markets for their products disappear. In this economic climate, the need for strong labor unions to protect the interest of workers is obvious.

Under the old communist regimes in eastern Europe, labor unions were closely aligned with the Communist Party. In many of those countries, including Romania, workers have recently organized new, independent labor federations.

In Romania, workers organized the Independent Trade Unions Confederation,



Valentin Mocanu (left) of the Romanian Metalworker's Federation visits with Local 1245 Business Manager Jack McNally. (Photo: Austin Lea)

known as FRATIA. Valentin Mocanu's union, the Metalworkers, is an affiliate of FRATIA. The Metalworkers union is attempting to organize many different job classifications, including electrical workers not already organized in one of the other two national trade union federations in Romania.

Local 1245 Business Manager Jack McNally described Mocanu as a man who is very proud of his country.

"He came over here to learn. He knows that the conversion of the economy over there will be tough but he wants to be part of it," said McNally.

"It's an exciting era for Romanians. It's going to be a whole new way of life and I think he's very proud to be a Romanian right now."

A central problem for Romania today is modernization of the nation's infrastructure, including the expansion of its manufacturing base. Because this will require increased capacity for power generation and distribution, electrical workers will be at the heart of Romania's economic revival.

Mocanu, who is 36 years old, visited the United States under the auspices of the AFL-CIO's Free Trade Union Institute.

Wanted: Ideas for 1993 Negotiations!

ATTENTION MEMBERS AT PG&E:

The current contract expires at the end of 1993. If you have suggestions for what you'd like to see in the next contract, present your ideas to your unit meeting. Proposals adopted by unit meetings will be forwarded to the General Negotiations Committee for consideration.



SMUD TOOL ROOM

Keeping the Sacramento Municipal Utility District's tool room running smoothly are, from left: John Bostwick, senior tool man and 25-year union member; Ken Roman, tool repairman and 12-year union member; Phil White, tool repairman and 18-year union member; and Carlos Flores, tool repairman and 13-year union member. More photos on Page 5. (Photo: Eric Wolfe)



INSIDE

Bargaining Update
Page 4

Softball Tournament
Page 4

SMUD Tool Room
Page 5

Free Trade Time Bomb
Pages 6-7

Outside Line
Construction
Page 8

Labor Classes
Page 9

Boycott List
Page 10

Arbor Tree Pickets
Page 11

Al Sandoval
Scholarship Competition
Page 12

CALENDAR

January 18
Martin Luther
King Jr. Day

February 5
San Francisco/GO
Pin Dinner
Pacifica, Ca.

February 6-7
Advisory Council
Concord, Ca.

February 20
Regional Stewards Conf.
San Jose, Ca.

February 27-28
Local 1245
Women's Conference
Concord, Ca.



UTILITY REPORTER

January 1993
Volume XLII
Number 1
Circulation: 27,000

(510) 933-6060

Business Manager & Executive Editor

Jack McNally

President

Howard Stiefer

Executive Board

Jim McCauley

Ron Blakemore

Barbara Symons

Michael J. Davis

Kathy F. Tindall

Andrew G. Dudley

Treasurer

E. L. "Ed" Mallory

Communications Director

Eric Wolfe

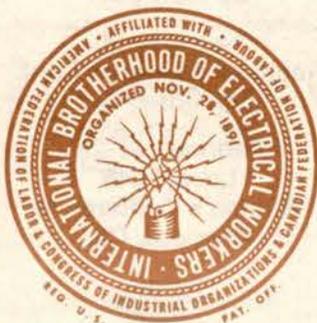
Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

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

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

Single copies 10 cents, subscription \$1.20 annually.

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.



Workers here and abroad

Rolling the union on . . .

☛ "The Boss" Crosses: Bruce Springsteen, known as "The Boss" to a generation of rock 'n rollers, crossed an IBEW picketline to play an October concert in Tacoma, Wa. The IBEW members, who worked without a contract for two years, struck Oct. 7.

☛ Under Attack: The Union of Democratic Forces, which came to power in Bulgaria's first democratic elections 13 months ago, has launched an offensive against Bulgaria's independent labor federation—PODKREPA. The virulence of the attacks on the labor movement has

forced increased co-operation between PODKREPA and CITUB, Bulgaria's other major labor federation.

☛ Not: Wisconsin's Appleton Paper Co. says it will pay the extra charge for a vanity license plate for any of its office workers if the plate's first three letters are CFQ, which stands for "Customer Focus Quality," Appleton's employee involvement program. But the company went back on its promise, refusing to pay for one worker's plates which read: "CFQ NOT."

☛ Iran Uprisings: Despite a ban on the formation of independent trade unions and strike action, over 100,000 workers in Iran have participated in protests during the last 12 months to demand higher pay, paid overtime and the abolition of anti-union legislation. According to Iran's own government Planning Ministry, nearly

48% of Iran's workforce is unemployed.

☛ General Strike: Argentina's labor movement crippled factories and commuter train service in November with a one-day general strike. Unions bitterly oppose a proposed labor reform.

☛ Travel Tip: Tonight Show host Jay Leno got a job in at the North American Free Trade Agreement recently when he noted that General Motors intended to issue a credit card. "It will be very useful, especially for travel," Leno deadpanned. "Former General Motors employees can use it to pay for a trip down to Mexico to visit their old jobs."

☛ Santa Walks Picket: A federal appeals court ruled that Santa Claus is not an unfair labor practice, Labor Notes reported. The Steelworkers organized a visit by Santa to a Pennsylvania plant on the day a certification election was being held. Santa handed out apples, which the employer complained was a bribe to vote for the union. But the court held that Santa's appearance was just a reminder to employees that the boss's "Christmas generosity might be improved upon if they were to vote in favor of the union." Ho ho ho!



"We all make mistakes. The only difference between you and me is that I can blame my mistakes on you."

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PG&E Technological Committee

- Dan Kelley
- Terry McElhane
- Jim Lynn
- Bill Weilage
- Bob Flanary
- Rod Trunnell
- Vic Badasow
- Harvey Iness
- Renee Cederquist
- George Teeters
- Jesse Kenney
- Mike Brocchini
- Tony Santos
- Wayne Cook
- Ray Marin
- Jim Taylor
- Chuck Davis
- Peter O'Driscoll
- Jim Grady
- Patrick McKenna
- Martin Brutlag

PG&E Telephone Service Study Committee

- Norma Ricker
- Barbra Fain

General Construction Joint Grievance Committee

- Bobby Blair
- Perry Zimmerman (Alternate)

WELLS REC

Wells REC Negotiating Committee

- Mike Cromie
- Chad Swett
- Brad Merl

OUTSIDE LINE

Gathering for a photo in the Sturgeon yard in Los Angeles after work are Local 1245 Outside Line Construction members (from left): Bob Lyles, 25 years in the union; Tom Fieldse, 2 years; Pete Lenkey, 2 years; Calvin David, 5 years; Larry Goggans, 5 years; Mark Rolow, 14 years. (Photo: Eric Wolfe)





FAIR TRADE

San Diego AFL-CIO Executive Secretary-Treasurer Joseph Francis leads the call for fair trade at a recent rally in Southern California. Unionists and environmentalists have held numerous rallies around the country in recent months to protest the loss of US jobs that will occur if the North American Free Trade Agreement (NAFTA) is ratified by the US Senate. As a parting shot to American workers, outgoing President George Bush signed the agreement in December. See story on NAFTA, pages 6-7.

Western Workers Labor Heritage Festival

Tribute to Dr. Martin Luther King Jr.

Sunday, Jan. 17, 1993 1 pm to 2:30 pm
Concord Holiday Inn

1050 Burnet (Concord Ave. exit off I-680)

Featuring: Congressman George Miller, actress Elise Bryant, Freedom Song Network, and Jimmy Collier, singer who worked with Dr. King as an organizer in the Southern Christian Leadership Conference

Free Admission!

Benefit Concert

Labor Honors Dr. Martin Luther King Jr.
7 pm

Pleasant Hill Community Center
320 Civic Dr.
Pleasant Hill
(Willow Pass exit off I-680, west 1 mile)

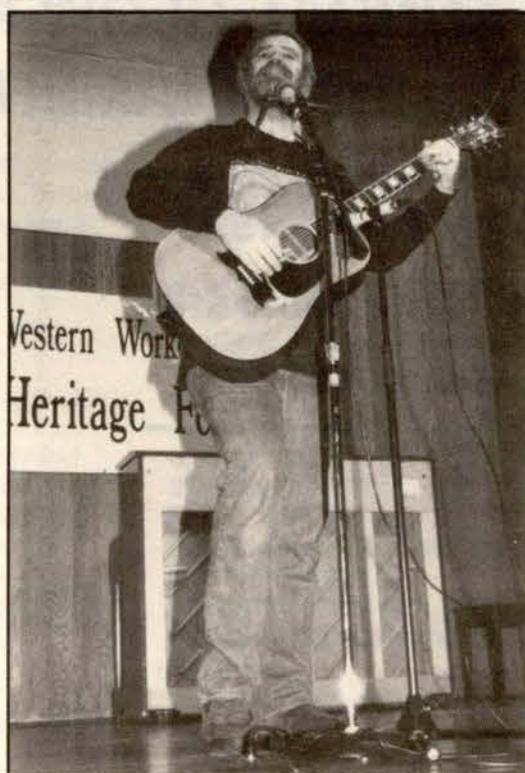
EMCEED by Comedienne Diane Amos

Featuring:

Augustin Lira & Patricia Wells-Solorzano
Jill & Bob Owen (puppeteers)
Elise Bryant (storyteller)
Vukani Mawethu Choir
Jimmy Collier

\$10 Admission

Proceeds go to aid workers in need



Folk singer Charlie King at last year's Western Workers Labor Heritage Festival. (Photo: Eric Wolfe)

1993 will be a year of new challenges

Jack McNally, IBEW 1245 Business Manager

A look back at 1992 may give us an idea of what 1993 will be like.

We are still suffering from the effects of a hard recession, a recession that is different than past recessions in that the Cold War has ended, the effects of de-regulation or re-regulation of several different industries are being felt, and the nation's tax policies have failed to produce the desired effect.

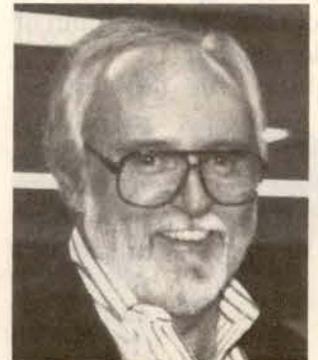
California had been hit harder than other states as we suffer greater unemployment than the rest of the nation.

Our union represents members who are all connected in one way or another to the energy industry. This industry is in the throes of upheaval, brought on by deregulation and the introduction of competition.

Investor-owned utilities are under pressures to change from a regulated monopoly to a competitive supplier of energy. It is still uncertain to what degree regulation will remain part of the picture for these utilities.

In 1993 we will have a new Democratic president in the White House after twelve years of Republican control. The initial signs indicate the Clinton leadership is going to give more attention to our domestic problems than the previous administration. Hopefully "Clintonomics" will turn out to be a better deal for workers than "Reaganomics" was.

National policy on energy is a little more clear with the Energy Policy Act of 1992 being signed into law last fall. It is now



clear that the battle of further deregulation of electric energy will take place at the state level, that is, the legislature and the Public Utilities Commission.

In anticipation of various scenarios of deregulation, the utilities are constantly vacillating and restructuring, and sometimes seem in a daze over how they are going to conduct business.

We have to anticipate that there will be a strong push for retail wheeling of electricity by large users of power and by the Independent Power Producers. Retail wheeling will be a major force in the breaking up of utilities as well as substantially increasing the cost of energy to the small business and residential ratepayer—to say nothing about the drastic impact on utility employees.

We are now gearing up for the battle that will inevitably take place in the California legislature and the Public Utilities Commission.

History has taught us that our rights will be protected only if we take active steps to protect them ourselves. We intend to build coalitions and fight to protect the rights and working conditions of our members.

City of Roseville

Agreement improves retirement benefits

Members of Local 1245 employed by the City of Roseville opted for benefits over wages in a recently negotiated Memorandum of Understanding.

Under the new agreement, effective Jan. 1, bargaining unit employees will be eligible to retire at 55 with full retirement benefits. Under the previous agreement, retirement age was 60.

Retirees will be entitled to 2% of their gross wage per credited year of service, according to union Business Representative Wayne Greer, who helped negotiate the agreement.

Bargaining was conducted in the shadow of state-wide budget problems, prompting union negotiators to focus on benefits rather than wages, Greer said. "The

members decided to take their improvements in living conditions this time around," he said.

The agreement also provides a new life insurance benefit. The benefit was set at two times gross annual salary, with premiums fully paid by the employer.

In the second year of the agreement, bargaining unit members will receive a 3% general wage increase that is adjustable upwards if the Consumer Price Index goes above 3.5%. For each additional point of CPI above 3%, wages go up 2/3 of a point, with a cap of 5%. The pact

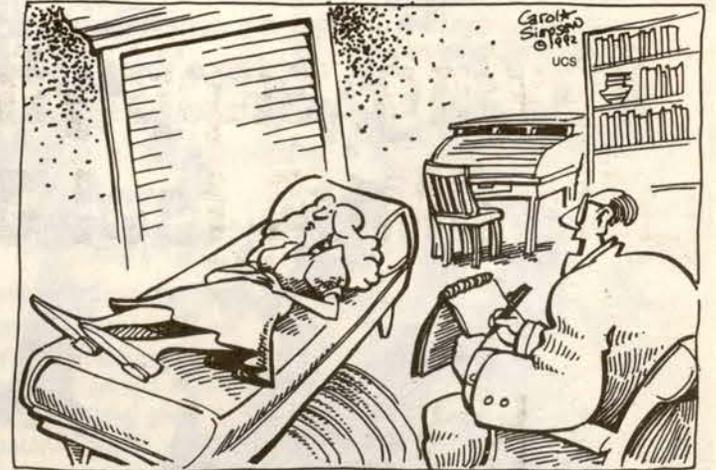
calls for a wage re-opener if the CPI goes above 6%.

The agreement maintains the current formula for paying medical, vision and dental premiums, with the employer picking up 80% and employees picking up 20%.

The agreement also improved the boot allowance.

Local 1245 represents employees in electric distribution, electricians at the waste water treatment plant, and electric resources personnel at the City of Roseville.

Bargaining for the union, along with Greer, were Larry Layton, Randy Wilkins, and Geoffrey Hoyland.



"IF YOUR BOSS IS DRIVING YOU CRAZY, YOU DON'T NEED A THERAPIST. YOU NEED A UNION."



Greer

Wells REC

Members bargain wage gains, resist benefit givebacks

Local 1245 members at Wells REC in Nevada ratified a new one-year agreement that provides a general wage increase of 5%.

The union successfully resisted employer efforts to shift health costs onto em-

ployees, according to Business Representative Art Murray, who helped negotiate the agreement for the union. Murray



Murray

said both parties agreed to seek more effective and less costly medical insurance for the future.

Classifications represented by Local 1245 at Wells REC are foreman, lineman, groundman, warehouseman, electrician and equipment mechanic.

There are 22 employees in the Local 1245 bargaining unit.

Bargaining Committee

Serving on the bargaining committee, along with Murray, were Brad Merl, Mike Cromie and Chad Swett.

IBEW Local 1245

SIXTEENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT

May 22-23, 1993

Willow Pass Park

Concord, Ca.

Four Divisions

- Men's "D"
- Coed (Minimum 3 women on field)
- Women's
- 35 & Older (Minimum 5, 35 or older on field)

Family Members Eligible!

Individual Trophies for the First Place Teams

Winner of "D" Division to Advance to State Industrial Championship

Team Trophies for 1st, 2nd & 3rd Place in all Divisions



USSA Umpires Provided

\$155 Entry Fee Due No Later Than May 14, 1993 (Incentives for Registration by April 16, 1993)



For More Information, Contact Ed Caruso (510) 933-6060

Buying, supplying, repairing: the SMUD tool & prefab shop

“Buy, supply and repair.” That’s the mission of the central tool room at the Sacramento Municipal Utility District, says John Bostwick, a senior tool man and 25-year union member.

In addition to the tool room proper, the facility has a prefab shop where employees put together items needed by the electric crews, including cross arms, ground assemblies and splice assemblies.

Prefab is sometimes a place where the future meets the past. A recent visit by the Utility Re-

porter found union member Ed Sherer cleaning a device used to screen oil drained from old refrigerators. SMUD has acquired a lot of old refrigerators as part of its program to buy back old, inefficient appliances from its customers and encourage the purchase of new, energy efficient models.

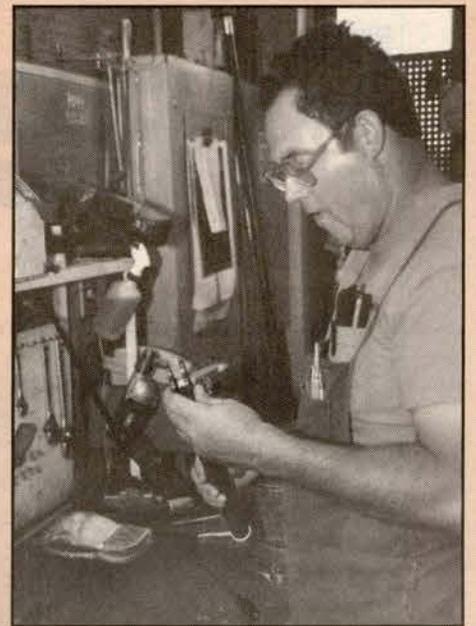
The tool room is also a place of innovation. If a needed tool isn’t on hand, they try to figure out a way to make one.

For example, when SMUD linemen attended the national Lineman’s Rodeo in 1991, says Bostwick, they discovered that linemen in other parts of the country were using tools not

found at SMUD, such as tie sticks, split rubber blankets, and fiber glass handles for installing fiber glass covers.

Tool room employees set to work creating some of these tools to help the crews practice for future rodeos.

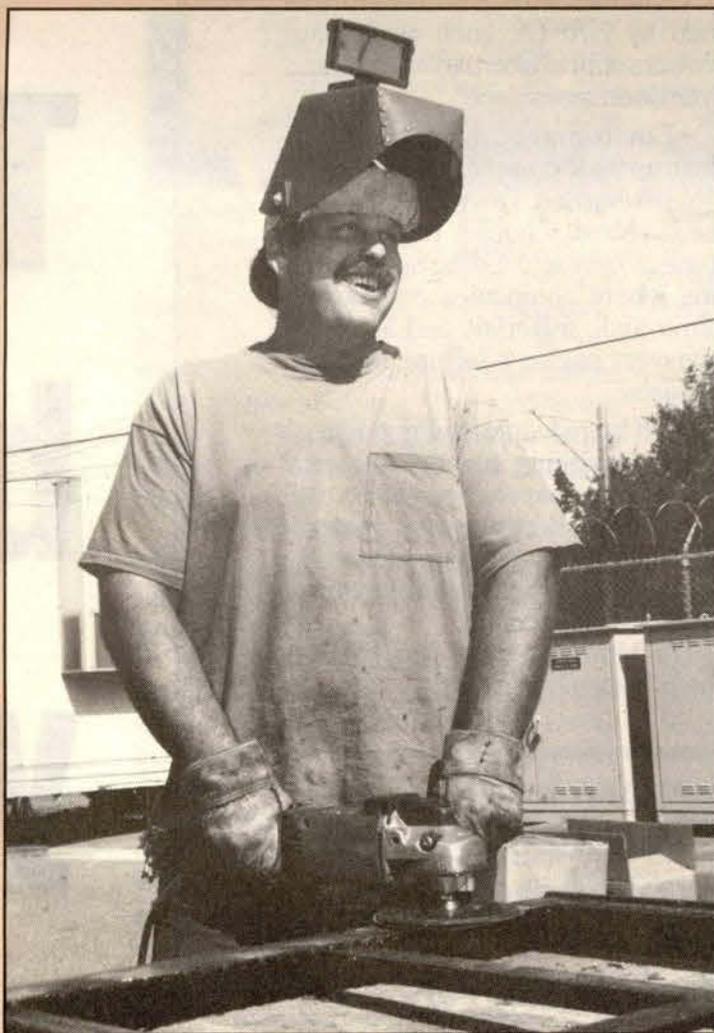
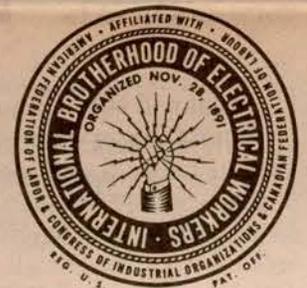
Buy, supply, repair ... and create.



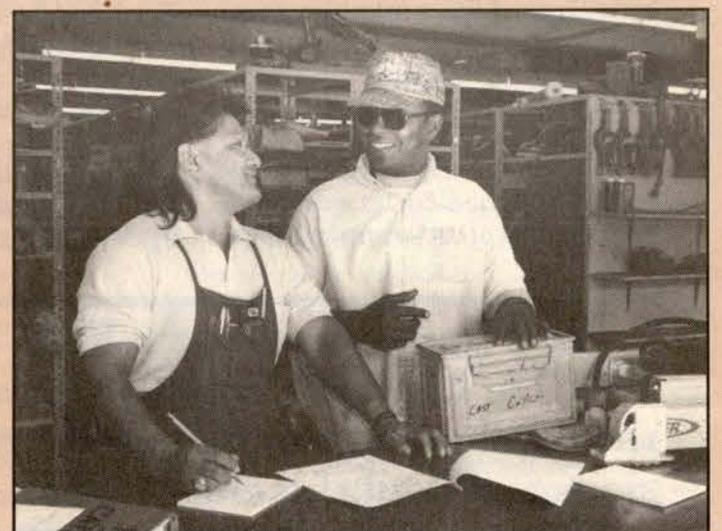
Phil White, tool repairman and 18-year union member, works on hydraulic hot cutter handle.



Carlos Flores, tool repairman and 13-year union member, working on a hoist.



Ed Sherer, mechanic welder and three-year union member.



Ken Roman, tool repairman and 12-year union member (left) and line foreman Don Hurdle.

Free trade time bomb

The North American Free Trade Agreement is a time-bomb ticking in the back pocket of the US taxpayer.

President-elect Bill Clinton has the power to defuse that bomb by renegotiating the entire agreement. But will he?

Unless the American people can change Clinton's mind in the next few months, the answer appears to be no.

During the campaign, Clinton said he would support the treaty as negotiated by the Bush administration, but would negotiate three "supplementary agreements" to protect workers' rights and environmental standards. While that sounds good, Clinton's "supplementary agreements" are not likely to protect American workers from the coming NAFTA explosion.

500,000 Jobs Lost

What will NAFTA do?

Even George Bush's own Secretary of Labor, Lynn Martin, admitted to a Senate Finance Committee in September that NAFTA could put up to 150,000 Americans out of work. Other studies say 500,000 lost jobs is a more realistic figure.

Companies that once employed US workers at decent wages will relocate south of the border in Mexico's *maquiladora* area. They will pay \$1/hour or less to Mexican workers, most of whom will live in squalid shanty towns contaminated by toxic discharges from the plants they work in. (See accompanying story: "Toxic back yard").

Clinton's "supplementary agreements" would:

- Establish an environmental protection commission to encourage enforcement of each country's envi-

ronmental laws, and provide a forum for complaints.

- Establish another commission to educate and train workers and to obtain better enforcement of existing labor laws.

- Add an "escape provision" to NAFTA in case there is an unexpected surge of imports that would dislocate a whole sector of the economy in an unremediable way.

Bush lit the fuse on the bomb when he signed NAFTA. Clinton's "supplementary agreements" would not defuse the bomb, they would merely create commissions with vague missions and doubtful enforcement powers.

Clinton might just as well warn workers to "duck and cover."

The Coming Explosion

Here's what the NAFTA explosion will look like:

- Under NAFTA, even with Clinton's supplementary pacts, downward pressure on US domestic wages will increase. One-quarter of the 455 business executives surveyed in a recent poll said they are likely to use NAFTA to *bargain down wages* at US facilities.

- Under NAFTA, federal, state and local laws can be challenged as trade barriers. The laws passed by your elected representatives will no longer be the law of the land. NAFTA will. And you'll never get a chance to vote a NAFTA official out of office. You'll probably never even know the name of a NAFTA official.

- Under NAFTA, Mexico can't be charged with an "unfair trade practice" for its lax enforcement of domestic health, safety or environmental laws. That lax enforcement is like a siren's song in the ears of US industrialists, luring them south. Clinton

can add all the supplements he wants, it won't change the basic principles contained in the agreement.

Taxpayers Get the Bill

NAFTA will ship US jobs to Mexico. That's bad enough. But it does more.

When NAFTA lures those factories south, it strips away big chunks of the US tax base as businesses shut down and workers are laid off.

What's worse, under Clinton's proposed supplementary agreements, US taxpayers will then be handed a bill to pay for all the chaos created in NAFTA's wake. Clinton proposes:

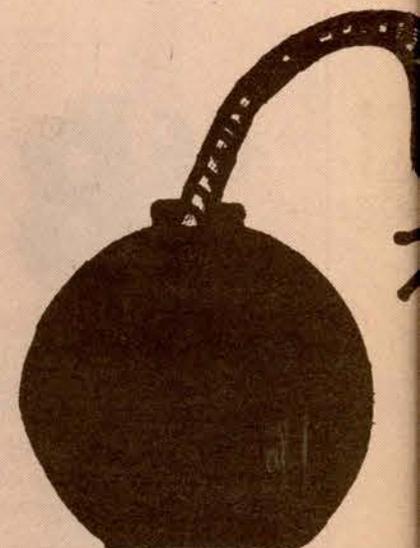
- "Trade adjustment assistance", including training, health care benefits, and income supports for displaced workers, and assistance to communities to create jobs. In other words, those lucky enough to escape injury in the NAFTA explosion will be expected to pick up the bill for those caught in the blast.

- Assistance to US farmers threatened by NAFTA, such as helping growers shift to alternative crops and "transition assistance".

- Environmental programs to clean up toxic dumping along the US-Mexico border. Do we really want the US-Mexico border region to become an ever-expanding Super Fund site, where companies continue to dump toxic materials and leave US taxpayers paying a fortune in clean-up costs?

With huge federal budget deficits already dragging the US economy down, US taxpayers need to be asking whether there are ways of avoiding these expenses. A good starting point would be to renegotiate NAFTA—from scratch.

We should defuse the NAFTA bomb before it goes off.

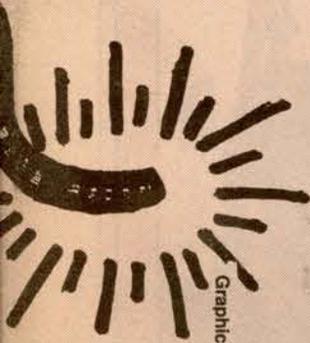


**Toxic
back
yard**

Bush lit the fuse on the Free Trade time bomb when he signed NAFTA. Clinton's "supplementary agreements" would not defuse the bomb, they would merely create commissions with vague missions and doubtful enforcement powers.

Clinton might just as well warn workers to "duck and cover."

mb



Graphic: Sharon Madison



Chemical wastes flow near the houses of maquila workers living along the Texas border. (Photo: Diane Shandor)

ic

ck

d

Like thousands of other young Mexican women, Maria, a 16-year-old worker in the maquiladora industry, came to a border city expecting to work for good wages in a clean American factory.

Her hopes were not well-founded.

Maria lives today in one room with an outdoor toilet in a squatter's neighborhood several miles from the factory where she works for an American-owned Fortune 500 company. The streets are unpaved. There is no electricity or potable water, no sewer lines or drainage ditches.

Maria takes home about \$27 for a 48-hour work week. This is about one-half the pay of workers in other industrialized areas of Mexico.

Workers like Maria are forced to neglect family and community ties to work three double shifts if they need to buy a pair of pants for a school-age child.

Maria gets up at 4:30 in the morning to catch a crowded mini-bus to get to the plant by the 6:45 starting time. Some workers pay as much as 22% of their take-home pay for transportation by mini-bus.

Maria works with solder, which con-

tains 50% lead, for 48 hours a week. She cannot read the warning label because she doesn't know English.

At the ten-minute break at 9:15 Maria warms her breakfast of tortillas and eggs (brought from home) in an oven where epoxy is cured. After two-and-a-half hours of working with lead solders and solvents, no additional time is given for hand washing.

No one has ever told Maria that the solder she works with can cause reproductive harm. No one has ever told her that the methylene chloride she washes materials with is a carcinogen. No one has ever offered her protective gloves or other safety equipment.

Maquiladora workers like Maria are exposed to many dangerous chemicals, including xylene, trichlorethylene, zinc and lead oxides, nitric acid and other materials in thinners, paints, solvents, resins, solder, dyes, flux and acetones.

Exposure to these substances can cause cancer, skin diseases, vision problems, and respiratory and nervous disorders. According to one survey, maquiladora women workers are three times more likely to give birth to low-weight babies. Maquiladora workers are also prone to repetitive motion injuries.

Despite this, safety and health training and the provision of protective equipment are almost non-existent throughout the industry. Maria is not the only one who suffers.

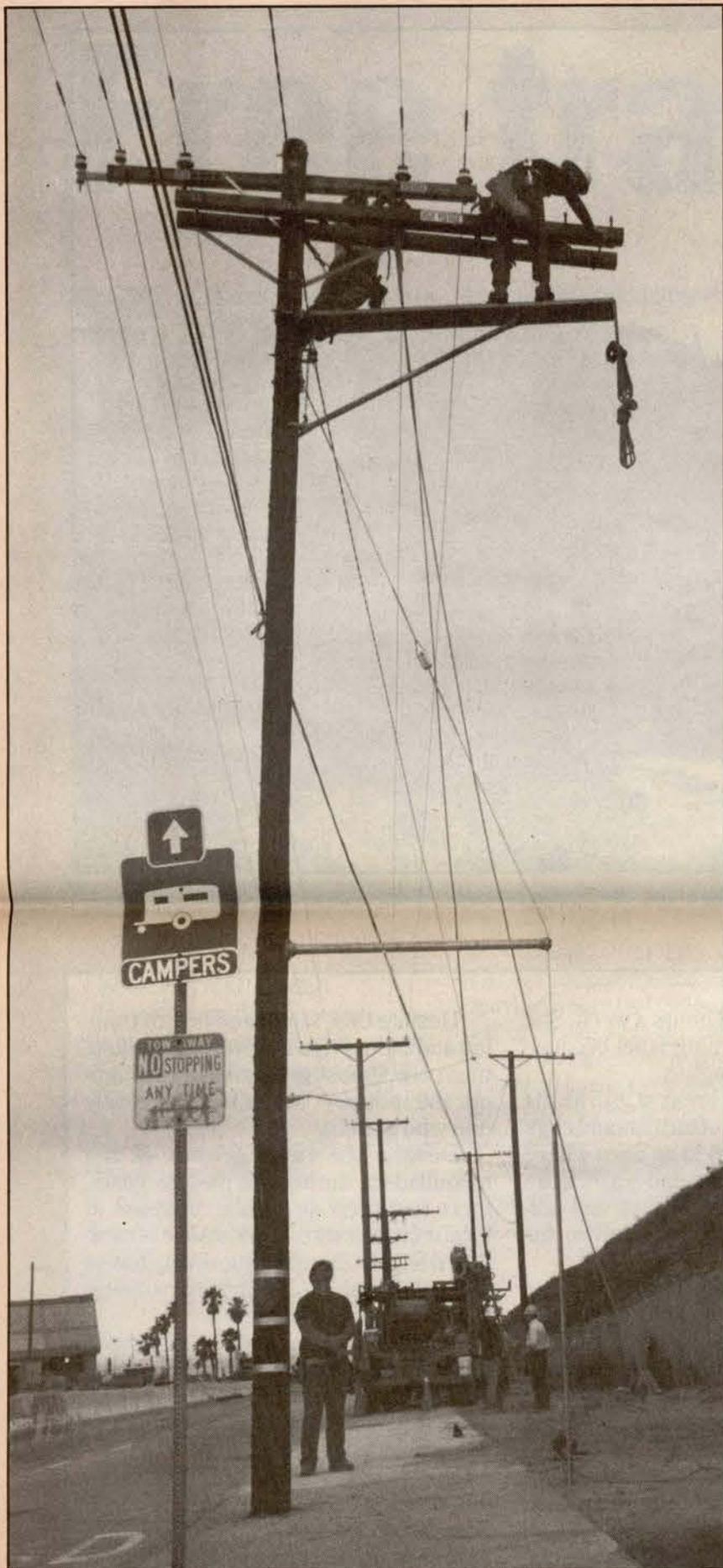
Despite the rapid growth of the maquiladora during the past 25 years, there has been no parallel increase in local infrastructure. Workers live in cardboard shacks in sprawling shanty towns without plumbing, electricity, running water or garbage service.

Much of the toxic waste generated by the maquiladora industry is improperly discharged into the air or into canals which run next to poor communities and into city drainage systems.

Raw sewage discharges compound the problem. The American Medical Association has called the Mexico-US border "a virtual cesspool and breeding ground for infectious disease."

Despite these critical conditions, foreign-owned industries are exempt from taxes which might fund programs for housing, sewage treatment, water, and education.

(From a report by The Maquiladora Project of the American Friends Service Committee, 1501 Cherry St., Philadelphia, PA 19102. Phone: 212/241-7129)



Cletus Pacholzuk and Larry Scott

Outside Line Construction on the Imperial Highway



Crew members (from left): Lineman Cletus Pacholzuk, union member since 1953; Lineman Larry Scott, union member since 1970; Foreman Don Worrell, union member since 1957, and Groundman Edward Kemp, union member since 1984. (Photos: Eric Wolfe)

Outside Line Construction members put their skills to work on the Imperial Highway in West Los Angeles last year after a crane working on a sewage treatment plant got tangled up in a primary electric line.

The union crew, on a job for Great Southwest, built a temporary bypass line and changed out a rusty transformer while they were at it. Foreman Don Worrell noted that salt water carried in the ocean breezes caused wire near the seashore to corrode more quickly than in the high country.

Lineman Larry Scott, an IBEW member since 1970, was at no loss for words when comparing the work of union versus non-union electrical workers:

"We outshine them. We out-

work them. The quality of our work is much better."

Scott noted that many non-union workers work "under unsafe conditions."

Scott believes Cal-OSHA should be more involved in getting non-union contractors to "come up to our standards" in terms of safety on the job. "That's what Cal-OSHA's supposed to be all about," he said.

The senior man on the crew was Cletus Pacholzuk. With nearly 40 years in the union, Pacholzuk has witnessed a lot of changes in the life of a lineman—positive changes brought about by years of union bargaining.

"A lot of these young lads come in now and it's all set up for you—your benefits and everything else that the older folks got for them. I hope they don't lose them," said Pacholzuk.



Cal. AFL-CIO announces scholarship opportunities

Sixty-four scholarships for graduating high school seniors are being offered in the 43rd annual competition sponsored by the California Labor Federation.

Students in public, private and parochial high schools throughout California are eligible to compete for the awards, which are \$500 each.

Winners will be selected on the basis of competitive examinations and applicants' high school academic records.

The examination, two hours in length, will be given on Thursday, March 4, at any high school in California where an applicant has qualified.

High school principals must provide the state federation with application forms and transcripts for all students wishing to take the examination no later than Jan. 21, 1993. The specific numbers of examinations then will be mailed back to each principal by the federation.

A panel of expert judges will make final decisions, and winners will be named prior to graduation time next spring.

Mentoring project helps 'at risk' kids

A mentoring project in central Iowa helps kids make a smooth transition from being in school to getting a job.

Participants are from three area schools for at-risk youths. Mentors are unionists from the skilled trades and production lines—people who can give a realistic view of the workplace.

The program, initiated by the Department of Labor Participation at the Des Moines United Way, has volunteers from AFSCME, Bricklayers, Machinists and Rubber Workers.

Start-up funds came from the Iowa Department of Education.

City College of San Francisco Labor Studies Program Spring Semester, 1993 Classes begin January 14, 1993

(415) 267-6550

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$10/unit for undergraduates, \$50/unit for people with BA degrees. **Tuition assistance is available.** Spring semester ends May 27.

MONDAYS Grievance Handling and Arbitration (3 units)

7-9:50 pm
What every steward and BA needs to know about the grievance handling process
Instructor: Chris Hanzo, AFT 2121

Rights and Discrimination in the Workplace (3 units)

6:30-9:30 pm
Your Legal and contractual rights as a worker—and how to exercise them safely and effectively.

Instructor: Tanya Russell, labor attorney

Issues in Workplace Health & Safety (1 unit)

6 Mondays, March 15 - April 26
7:00-9:50 pm
Health & Safety hazards at work, and what can be done about them.

Instructor: Elaine Askari & other staff, Labor Occupational Health Project, UC Berkeley

TUESDAYS Economics for Workers (3 units)

7:00-9:50 pm

How the American economy affects workers and organized labor—in plain language.
Instructor: Peter Donohue, union consultant

Speaking and Writing Skills for Labor Leadership (3 units)

6:30-9:30 pm
Practical survey of skills needed in labor & community activism, including public speaking and writing techniques. Special focus: labor & media, including writing and production of newsletters/newspapers and fliers.

Instructor: Richard Olive, Newspaper Guild
Gay and Lesbian Workplace Issues (1 unit)

6 Tuesdays, Feb. 2 - March 9
CCSF, 50 Phlan Ave., Arts Extension Room 184
Responding to job discrimination and using union protections.

WEDNESDAYS American Labor Movement (3 units)

7:00-9:50 pm
What it is, how it got that way, how it works.
Instructor: Barbara Byrd, AFT 2121

Collective Bargaining (3 units)

7-9:50 pm
Nuts and bolts of negotiations; simulated negotiations exercises.
Instructor: Al Lannon, Laney College Labor Studies

Race and Ethnicity in the Labor Movement (3 units)

6:30-9:30 pm

Experiences of African American, Asian American, and Spanish-speaking workers in union organizing, historically and today. Unionization as a civil rights issue, relations within established unions, and new strategies in the 20th century.
Instructor: Deborah Moy, AFT 2121

THURSDAYS Labor Law (3 units)

7:00-9:50 pm
State and federal labor legislation; legal framework for union organizing.
Instructor: Kathleen King, labor attorney

Labor and American Culture (3 units)

6:30-9:30 pm
The lives of working people and the development of the labor movement in mass media, literature, and the arts.
Instructor: Fred Glass, Calif. Federation of Teachers

THURSDAYS AND SATURDAYS Assertiveness Training (Free, non-credit)

Thursday, Feb. 4, 6:00-9:00 pm and Saturday, Feb. 6, 9:00 am-5:00 pm
How to communicate clearly and stand up for your rights in the workplace and in life.
Instructor: Aliyah Stein, psychologist, AFT 2121

SATURDAYS Advanced Steward and Leadership Training (1 unit)

3 Saturdays, March 6-March 20
9:30 am-3:30 pm

For experienced stewards and reps. How to handle more difficult situations with members and supervisors; complex grievances.

Instructor: Linda Gregory, AFSCME DC 57

Workers' Rights-English (Free, non-credit)

Two Saturdays, Dates to be announced
9:00 am-5:00 pm

Overview to workers' rights, including wages, hours, unemployment, workers compensation, unionization, health and safety.

Instructor: Rafael Espinosa, HERE 2

Workers' Rights-Spanish (Free, non-credit)

Dates and location to be announced.

See description above.
Instructor: Rafael Espinosa, HERE

SUNDAYS Labor History--in an Afternoon! (Free, non-credit)

Jan. 17, 12 noon to 5:00 pm
SF Labor Council, 510 Harrison St., San Francisco
Especially designed for people who assist workers in counseling, workers' rights, job training—and anyone needing an overview of labor history!
Instructor: Barbara Byrd, AFT 2121

Laney College Labor Studies Program

Spring Semester, 1993

(510) 464-3210

Classes begin January 19, 1993

All classes are at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$10 per unit, plus a \$2 Student Center Fee.

MONDAYS Collective Bargaining (3 units)

7:00-10:00 pm
How negotiations work and why, with cost analysis, organizing and bargaining strategies, and simulated negotiating sessions.
Instructor: Albert Lannon, Labor Studies Coordinator

TUESDAYS Labor Law (3 units)

7:00-10:00 pm
The legal framework for the right to organize and bargain collectively; employee, union

and employer rights in the public and private sectors.
Instructor: Will Flynn

Film Focus on Labor (3 units)

6:00-9:00 pm
How Hollywood and independent film makers shape our views of workers and unions, with showings of Modern Times, Grapes of Wrath, Roger & Me, Silkwood, On the Waterfront, F.I.S.T., The Mollie McGuire, Salt of the Earth, Blue Collar, 9 to 5, Norma Rae, music, documentaries, and more, plus short subjects from the labor movement.
Instructor: Albert Lannon

WEDNESDAYS Labor Leadership and Communications Skills (3 units)

7:00-10:00 pm

Psychology of leadership, communicating and interacting effectively with individuals and groups, members and employers.
Instructor: Lee Schore

THURSDAYS Unions Around the World (3 units)

7:00-10:00 pm
Workers and unions are reshaping the world, from Solidarnosc to South Africa, Siberia to San Salvador. How unions work in other countries and what we can learn from them.
Instructor: Ellen Starbird

SHORT-TERM CLASSES Steward Training (1 unit)

3 Saturdays: March 13, 20, 27
9:00 am-4:00 pm

Intensive workshop on grievance handling, organizing, running meetings.
Instructor: Joanne Jung

Assertiveness Training (1 unit)

Friday, April 16, 6:00-9:00 pm; Saturday, April 17, 9:00 am-4:00 pm
Standing up for your rights on and off the job effectively and without fear.
Instructor: Aliyah Stein

Know Your Work Rights (1 unit)

Saturdays, May 1, 8, 15
9:00 am-4:00 pm
A guide to workers rights on the job, union and non-union, and how to protect them.
Instructor: Tanya Russell

**Be Informed!
Take a Class!**



Unfair to Labor!

Please Don't Patronize



Hotels, Restaurants & Theme Parks

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

Days' Inn, Richmond
Embassy Suites Hotel, Pleasant Hill.
Humphrey's Restaurant, Antioch.

Los Angeles Area

The Pacifica Hotel, 6161 West Centinela St. in Culver City.
Park Plaza Hotel, LAX
The Sheraton Los Angeles Airport, 6101 West Century Blvd.
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.
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 Street 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.

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. *Remember: they are not fair to their employees!*

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.
Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.
Hob Nob Restaurant, 2271 First Ave., San Diego.
San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.
Tom Ham's Light House, 2150 Harbor Island Dr., 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.
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.

Santa Clara County

DeAnza Hotel, 233 W. Santa Clara St., San Jose
House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.
Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.
Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara.
Red Lion Inn at Gateway Place.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Santa Cruz Area

Seaside Co. properties including **Santa Cruz Holiday Inn**, and **Boardwalk and Coconut Grove**, Santa Cruz.

Sonoma and Marin

Hodge Food Service and all food service facilities owned and/or operated by them, including **La Cantina and Cal Asia**.

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.

Frontier Hotel and Casino
Landmark Hotel and Casino.

Sparks, Nevada

John Ascuaga's Nugget.

Manufacturing

Chir-Hit Displays, Santa Clara County.
Diamond Walnut Co., Stockton: all products

Gaffers & Sattler products.
Goehring Meat Co., Lodi.
Ito-Cariani Sausage Co., San Francisco: Cariani and Pocino brands.
Masonite Corp. plant, Cloverdale, Sonoma County.
Standard Brands Paint Co., statewide with the exception of Riverside and San Bernardino Counties.
S.T.X. Corp., Santa Rosa, manufacturing now in Mexico: all products, including "Rector" and "Alta" brand knee protectors and other work equipment.

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; **Cineland 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 Kitch-**

ens, **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.
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**.

Great Western Bank, all branches in Santa Clara and San Benito counties.

Hertzka and Knowles, San Francisco, architects.

K-Mart, statewide.

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.

Sears Roebuck, all California outlets.

Shoreline South Convalescent Hospital, Alameda.

Signs, Sacramento area:
Dion Signs, **Ellis Signage-Graphics**, **Fleming Silk Screen**, **House of Signs**, and **River City Signs**, all in Sacramento; **Young Electric Sign Co.**, West Sacramento.

State Farm Mutual Auto Insurance Co., statewide.

Wells Fargo Bank, all branches in Santa Clara & San Benito counties.

Whole Food Market, 200 Telegraph Ave., Berkeley.

Local 1245 launches boycott of Arbor Tree

Local 1245 escalated its campaign against Arbor Tree Co. last month by calling for a boycott of the company's services.

Union supporters spread the boycott message through informational picketing of Arbor facilities in Auburn and Placerville and by leafletting an Auburn shopping center. The union leaflet, reprinted at right, warned citizens that Arbor treats its employees very unfairly.

The picketline and leafletting remained strong despite bad weather conditions in early December, according to Local 1245 Business Rep. Jack Osburn.

"We don't discourage easily," said Osburn.

In a related development, other non-union line clearance contractors operating in the area contacted Local 1245 in December to express interest in working under a labor agreement, Osburn said.

Arbor, which holds a contract to trim trees around utility lines in PG&E's Sierra Division, has shown little interest in bargaining a contract with Local 1245, which

won a representation election at Arbor in 1989. Despite the resumption of talks this fall, Arbor has only engaged in surface bargaining, according to Osburn.

In an effort to prompt movement at the bargaining table, Local 1245 launched the informational picket campaign in early November. The union's goal is to obtain labor agreements with any contractor performing line clearance work for PG&E.

In the spring of 1992, Local 1245 struck Asplundh Tree Expert Co. for attempting to break its union contract. The strike ended when PG&E terminated its contract with Asplundh and awarded most of the work to a unionized competitor.

Asplundh was eventually ordered to pay back wages to tree trimmers the company had locked out just prior to the strike. Checks containing those back wages were being personally delivered to the former Asplundh employees last month, according to Osburn, who said the union hoped to get the money into the hands of those former employees by Christmas.



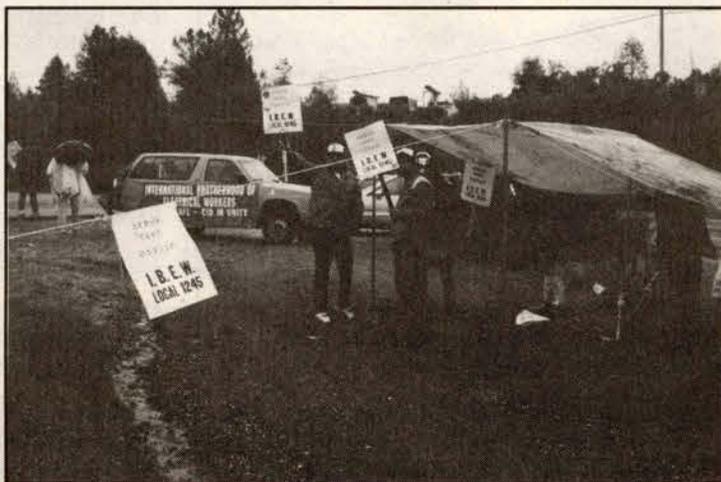
Union pickets inform motorists of Local 1245's dispute with Asplundh.



Walking the informational picketline are Bud Gray (left), a local union Safety Committee member working at Sierra Pacific Power, and Business Rep. Bobby Blair.

Come Rain or Shine

Come rain (below) or shine (right), Local 1245 pickets kept the heat on Arbor Tree Co. during November and December.



WARNING: BAD NEIGHBOR

There is a bad neighbor in your community.

That bad neighbor is Arbor Tree Surgery Co., which performs tree trimming around electrical power lines.

Over the past four years in your community, Arbor Tree has treated its employees unfairly. Very unfairly. Let the record speak for itself:

- Arbor Tree employees suffer job-related injuries at a rate that is far above the industry average.
- Arbor Tree forces its employees to use substandard equipment.
- Arbor Tree has an 80% employee turn-over rate, a clear indication that something is very wrong.
- Arbor Tree has been cited by the National Labor Relations Board for not bargaining in good faith with the employees' elected representative: IBEW Local 1245.
- Arbor Tree forces its employees to provide hundreds of dollars worth of equipment for the job.

Arbor Tree's record toward its employees is worse than unfair: it is miserable. Arbor Tree employees perform a difficult job that helps keep your community safe from fire and electric hazards. They deserve safe working conditions. They deserve respect from their employer.

We believe this is truly an issue of FAMILY VALUES, because when employees are treated unfairly, the whole family suffers. As a matter of simple justice and decency, IBEW believes that:

- Arbor Tree's equipment should be required to comply with rigid safety standards around high voltage electric power lines.
- Arbor Tree should pay its workers a decent wage so their families can afford to support themselves.
- Arbor Tree should provide adequate health coverage for their employees and their families.
- Arbor Tree should create a pension program providing families with some security for their future.

We bring this message to you on behalf of the hard-working employees of Arbor Tree Surgery Co. Your support can help turn the tables on this BAD NEIGHBOR and bring Arbor Tree into line with basic standards of decency.

Utilities in your area provide support and comfort to this BAD NEIGHBOR by contracting out work to Arbor Tree. But you don't have to support this BAD NEIGHBOR. Show Arbor Tree what you think of their unfair treatment of their employees.

BOYCOTT THE BAD NEIGHBOR. BOYCOTT ARBOR TREE!

Boycott Arbor Tree Surgery Co.!

**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 1993. A copy of your diploma or a letter from your high school stating that you will graduate in 1993 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 5, 1993)**.
- 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
(510) 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 _____, 1993.

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 _____, 1993.

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 1993. A copy of your diploma or a letter from your high school stating that you will graduate in 1993 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 1, 1993)**.
- 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.

The topic for the 1991 Al Sandoval Memorial Competitive Scholarship Essay is:
BASED ON THE RESULTS OF THE RECENT ELECTION, IS THERE A "NEW" DEMOCRATIC PARTY?

**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
(510) 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 _____, 1993.

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 _____, 1993.

Official's Signature and Position _____