

IBEW launches MEMO campaign

Organizing key to survival in changing industry

The International Brotherhood of Electrical Workers has launched a major campaign to involve its members in re-organizing the utility industry.

The general outline of the campaign—called Membership Education and Mobilization for Organizing (MEMO)—was presented to Local 1245 staff members on Nov. 2 by International Representatives Art Jones and Louis Cortopassi. Their message was clear:

We must preserve and strengthen our local unions if we want to preserve our standard of living, and current union members must become active in the organizing process in order for it to succeed.

Jones and Cortopassi identified several specific ways in which union volunteers can assist with organizing. These include:

- Identifying potential organizing targets;
- Providing initial leads on unorganized properties;
- Making housecalls on

unorganized workers;

- Speaking at organizing meetings;

- Soliciting support for IBEW organizing from community-based organizations.

Currently the IBEW represents about 800,000 workers, primarily in utilities, construction, and manufacturing. However, many times that number remain unorganized in these fields.

"Life cannot go on in the same way anymore. The world is changing too fast for that," said Local 1245 Business Manager Jack McNally, who was appointed by International President J. J. Barry late last year to serve on the Strategic Organizing Plan Work Team.

"The entire utility industry is being deregulated and a competitive market for en-

ergy is being introduced," said McNally. "Things can go one of two ways: either we organize the new players coming into that market, or we get pushed aside."

Recent downsizing and restructuring at Pacific Gas & Electric is an important warning sign that deregulation poses a major threat to workers. But there are

See BACK PAGE



International Rep. Louis Cortopassi describes the IBEW organizing initiative to the Local 1245 staff at union headquarters in Walnut Creek.

Arbor Tree talks begin anew

Contract negotiations with Arbor Tree Surgery Co. resumed recently after Arbor President Steve Alvarez agreed to a "card check" system for establishing Local 1245 as the bargaining representative for Arbor line clearance tree trimmers.

Arbor has brought a new spirit of openness to the current negotiations, raising the union's hopes that an agreement can be reached.

Local 1245 has attempted to reach an agree-

ment with Arbor for several years. The union believes the bargaining strength of all tree trimmers will be greatly increased when all tree trimmers have gained the power of collective bargaining.

Arbor is currently the largest non-union line clearance tree contractor working for PG&E.

Contractors currently working under agreements with Local 1245 are Davey Tree and Asplundh Tree.

Phone consolidation update

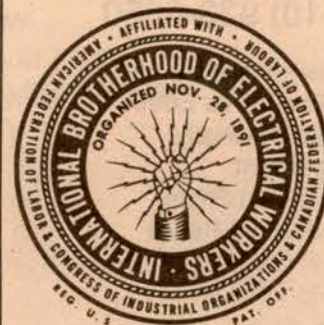
Local 1245 and Pacific Gas & Electric had still not finalized an agreement on Call Center staffing as the Utility Reporter went to press in early November.

The company and union conducted extensive bargaining during October over the initial staffing of the four regional telephone centers, which will be located in San Francisco, San Jose, Sacramento and Fresno. The Call Centers will replace customer telephone service at over 30 local service centers, directly affecting the jobs of

approximately 600 bargaining unit members, and indirectly affecting many more.

The union's primary goal in recent bargaining has been to achieve the maximum job security protections possible for its members—both Clerical and Physical—during PG&E's restructuring. PG&E has the right to determine the size and structure of its workforce, but must negotiate over the impact on bargaining unit members.

For the latest information, attend your unit meetings and check the union's electronic bulletin board for messages.



INSIDE

IBEW Scholarships
Page 3

Business Manager:
Time for Unity
Page 3

SMUD Scores
Rodeo Victory
Page 4

Steward's Story
Page 5

Sierra Pacific Power:
Carson City, Nev.
Page 6-7

Outside Line in Tracey
Page 8

Retirees Corner
Page 9

AFL-CIO Boycotts
Page 10

Local 1245 Union Shopper
Page 11

CALENDAR

November 20
Stewards Conference
Sacramento, Ca.

November 20
Pin Dinner
Sacramento, Ca.

December 3
Pin Dinner
Redding, Ca.



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WIPA



Workers here and abroad

Rolling the union on...

Mineworkers Walk: Almost 18,000 members of the United Mine Workers of America are on strike in seven states to win job security and job opportunities for union coal miners. The UMW is calling on unionists nationwide to write letters to their US Representatives urging support for HR 2980, which would outlaw "double breasting" in the coal industry.

Solidarity Across Borders: About 750 members of the National Union of Metalworkers of South Africa staged a one-day strike at the Ever Ready battery plant in Port Elizabeth on Aug. 6 in solidarity with striking members of the United Mine Workers in the US, Labor Notes reported. The plant is owned by Hanson PLC, which also owns Peabody—the largest coal producer in the US.

Privacy Protections: A bill by Sen. Paul Simon (D-Ill.) would force companies

to alert staffers in advance if they regularly monitor electronic-mail messages or computer keystrokes, and to disclose after the fact if they enter a worker's computer hard drive. The bill would also place limits on how many times a worker could be monitored.

GOP Fights Gould:

The Senate Labor Committee divided on party lines in approving the nomination of William Gould IV as chairman of the National Labor Relations Board: all Republicans were opposed. Republicans will probably attempt to block Gould's confirmation when the full Senate considers his nomination. Gould is a respected scholar with moderately pro-labor views.

Cut by Half: More than 2,000 workers fired from RJR Nabisco after its 1989 leveraged buy-out continue to suffer. Although 72% found new work, their pay averages 47% of earlier wages.

**GAS LINE RELOCATION**

Relocating an 8-inch gas line to make way for the widening of Highway 68 in the Monterey/Salinas area are PG&E Gas T&D members Pascual Banuelos, apprentice fitter (left), and Mike Miller, gas mechanic. (Photo: Eric Wolfe)



Sharing the Pain: During the recent downsizing of Deposition Sciences, a Santa Rosa high-tech firm, the president and founder decided it was only fair to share in the pain. Lee Bartolomei took a 30% pay cut to help reduce the need for layoffs, the Santa Rosa Press Democrat reported. The company's five other officers also took paycuts.

Left-Behind Blues:

Employees who are spared layoffs suffer low morale, declining productivity, anxiety and distrust, according to Robert Lewis of DBM Training and Consulting. And there can be other drawbacks to downsizing: According to Northrop corporation, workers compensation costs and claims went up 10% because injuries rose as fewer workers were forced to do more.

Migrant Workers: Dissatisfaction over poor working conditions for migrant workers in Kuwait came to a head in August when some 2,000 maintenance and cleaning workers at the Mina Abdallah refinery held a one-day strike.

Nationwide Strike:

With the federal anti-scab bill (S.55) facing defeat by an expected Republican filibuster in the Senate, Marshall Hicks, president of the Utility Workers Union of America, has asked the AFL-CIO to organize a "nationwide work stoppage" that would continue as long as the Republicans filibustered, Labor Notes reported.

Workers Festival: The Western Workers Labor Heritage Festival will be held Jan. 14-16, 1994 in Burlingame, Ca. For information, call 408-426-4940 or 415-572-8848.

Sides with Labor:

President Clinton sided with labor in a dispute over whether non-union miners can choose United Mine Workers representatives to attend safety inspections, according to the Wall Street Journal. The company wants UMW reps excluded. The workers, union, and Clinton want them included.

Short Romance: Only six months after AT&T and the Communications Workers staged what the Wall Street Journal called "a televised lovefest with Labor Secretary Robert Reich to boast about cooperation," the company has decided to close 40 operator locations and cut 4,000 jobs, Labor Notes reported. CWA says the move reflects AT&T's "greed."

**Brother Briggs
fatally injured**

Outside Line Construction Lineman Ted Briggs, 52, suffered a fatal fall from the secondary level of a distribution pole on Oct. 28 in San Diego while performing work for Hawkeye Electric. Initial investigation indicates the fall may have been the result of a heart attack.

Scholarships offered to IBEW members

The IBEW Founders' Scholarship Program for 1994 is now accepting applications from IBEW members.

The program offers scholarships worth up to \$3,000 a year for up to \$12,000 of un-

dergraduate study. The scholarships are available only to IBEW members.

Recipients of the scholarships have up to eight years to complete their degree.

Eligibility requirements,

rules, and other information regarding the scholarship program are available by calling (202) 728-6090 or by writing:

IBEW Scholarship Administrator
1125 Fifteenth Street N.W.
Washington, DC 20005

Tamimi sends his thanks

Local 1245 Business Rep. Sam Tamimi sends his thanks to everyone who has remembered him with flowers and cards during his recent hospitalization.

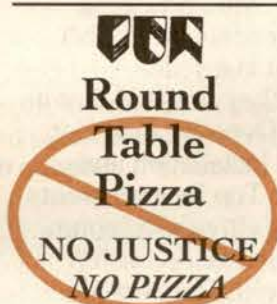
Sam's recuperation is going well, but it will be at least two more months before he and his doctors discuss his returning to work.

Roundtable boycott explained

Attention Local 1245 Unit Chairs:

If you want to hear the story behind the Round Table Pizza boycott, the Hotel Employees and Restaurant Employees union (HERE) would be happy to send a speaker to your unit meeting and offer a five-minute presentation. The Round Table Pizza boycott is endorsed by the California Labor Federation. To sched-

ule a speaker, call Angie or Stephanie at 510-893-3181.



NAFTA showdown: call now!

Although the hour is late, there may still be time for members of Local 1245 to have a direct effect on the upcoming vote in Congress on the North American Free Trade Agreement (NAFTA), scheduled for Nov. 17.

Despite heavy lobbying by the Clinton Administration and by corporations hoping to get easier access to low-wage Mexican labor, NAFTA still lacks the votes to pass Congress. Key swing votes include South Bay Representative **Anna Eshoo**, a Democrat, and GOP Representative **Bill Baker**, whose district runs along the I-680 corridor in the East Bay.

Rep. **Nancy Pelosi**, a San Francisco Democrat, an-

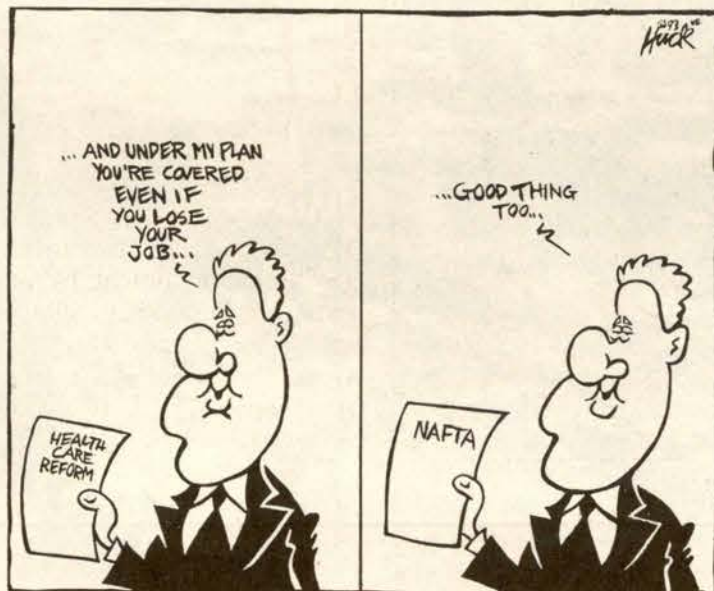
gered her long-time supporters in labor early this month when she announced she would support NAFTA. However, a groundswell of protest could still cause her to reverse her position.

Decision time is here. Members of Congress are supposed to represent *all* Americans, so please give these three a call *today*—even if you do not live in their districts—and urge them to **VOTE 'NO' ON NAFTA!**

Rep. Anna Eshoo:
(408) 245-2339

Rep. Bill Baker:
(510) 938-1995

Rep. Nancy Pelosi:
(415) 556-4862



POINT OF VIEW

We need unity to meet the challenges ahead

Jack McNally, IBEW 1245 Business Manager

PG&E's decision to restructure and downsize its workforce has confronted this union with one of the biggest challenges we've ever faced.

The challenge began in February when the company announced it would reduce its workforce by 3,000 jobs. We've seen layoffs before at PG&E, but nothing like this since the 1950s. The stable employment we all have counted on was suddenly no longer stable.

Clearly the union had to be aggressive in protecting the interests of the membership. But what would be the most effective course of action?

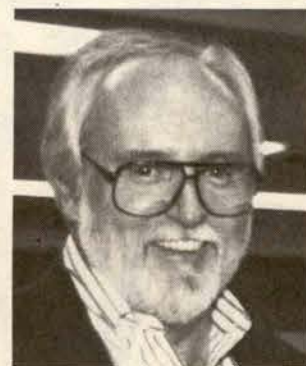
The union is limited in what it can do because the company has a right to determine the size and structure of its workforce. But the company is required to bargain with the union over the impact of restructuring upon bargaining unit members.

The union's priorities for bargaining were set by our bargaining committee. It was immediately clear that our top priority had to be job security for our members. We had to do everything in our power to prevent forced layoffs.

But we had another important responsibility, too: fairness. It was up to us to make sure that the process was as fair as possible to all of our members.

This was not an easy task. For one thing, PG&E itself did not seem to have a clear idea how much it wanted to reduce and which jobs it wanted to eliminate.

Nevertheless, it was clear that voluntary retirement and voluntary severance programs offered the best hope for avoiding forced layoffs. We negotiated the best package we could get and over a thousand of our members took advantage of the VRI offer.



The members who took advantage of VRI got an opportunity to retire on very favorable terms. And at the same time they did the union a great service: they made it possible for over a thousand of our younger members to remain employed at PG&E. Despite all the frustrations and anxieties we've experienced this past year, we should take pride in the fact that our union was strong enough to save these jobs.

This was an important achievement, but it was just the first step. Over the summer PG&E finally clarified how many bargaining unit jobs it planned to eliminate. Even after VRI, PG&E said more reductions would be needed. So we had to step up our efforts for job security and for fairness.

The union contract is what gave us leverage in these negotiations. We used that leverage to secure a letter agreement covering Customer Energy Services (CES) employees and we are working hard to finalize an agreement covering Clerical employees, who have been hit hard by the company's telephone consolidation.

In both cases, we have been guided by the same priorities we started out with last February: job security and fairness.

This has been a wrenching process for all of us. The company has made the problem even worse at times by putting out information that

See BACK PAGE

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PG&E Review Committee

William Bouzek, II
James Lynn
Sherrick Slattery

WELLS RURAL ELECTRIC COMPANY

Wells REC General Bargaining Committee

Mike Cromie
Chad Swett
Brad Merl

YUBA COUNTY WATER AGENCY

Yuba County Water Agency Negotiating Committee
Dave Reed

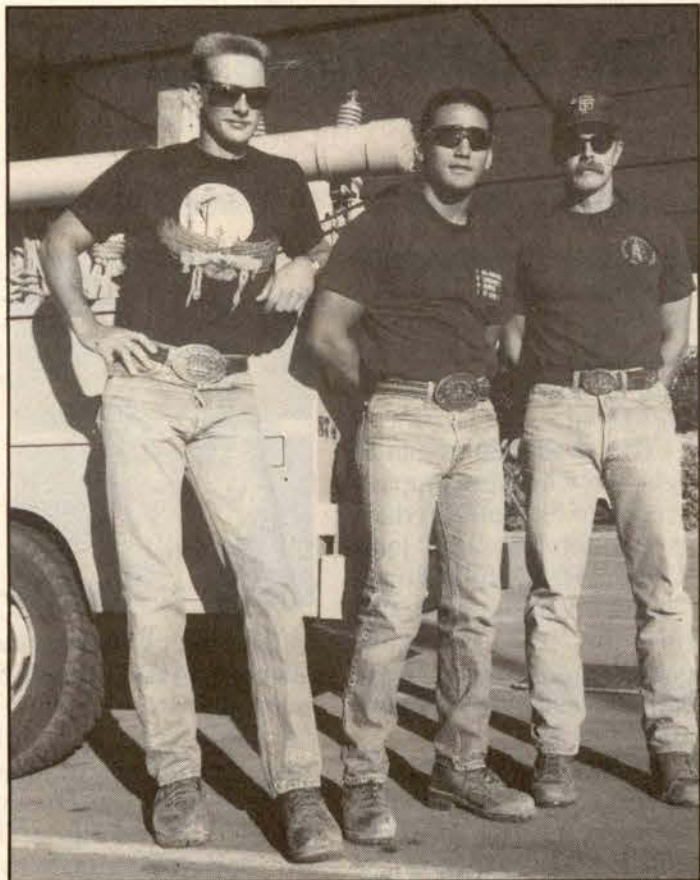
OUTSIDE LINE CONSTRUCTION

Outside Line Safety Committee
Larry Thomson

LOCAL UNION 1245

Local Union 1245 Health and Safety Committee
Pete Ely

Journeyman-Lineman Examining Committee
Larry Thomson



Jerry Tittle, Max Fuentes and Gerald Mankins.

SMUD tops field again

Sacramento Municipal Utility District linemen Jerry Tittle, Max Fuentes and Gerald Mankins placed first among public sector utilities competing in the national Lineman's Rodeo held in September in Kansas City, Mo., repeating their first-place finish from last year.

They finished first in the Over the Arm Hot Tap Installation and Pole Top Rescue events on their way to capturing public sector top honors. They finished third in overall competition, behind second-place Southern California Edison and first-place Georgia Power.

Some tips for retirement

Going out under the Voluntary Retirement Incentive at PG&E? Here are some tips compiled by Local 1245 Benefits Specialist Wendy Bothell to help you in your planning.

- Make sure all your legal documents are up-to-date: wills, beneficiary forms, etc.

- Consult a tax advisor regarding possible tax implications surrounding a distribution from PG&E's Savings Fund Plan.

- Contact Social Security at 800-772-1213 regarding questions about eligibility for Social Security benefits and Medicare coverage Parts A & B.

- PG&E's Dental and Vision benefits can be continued at retirement (for an extended period) by continuing your coverage through COBRA.

- Contact IBEW Local 1245 at 510-933-6060 for information on continuing your union membership at retirement and also for information regarding Local 1245's life insurance benefit and retiree dental plans.

- If you are interested in converting your life insurance coverage, contact PG&E Human Resources within 31 days of retirement for an application form.

- After 31 days, PG&E will continue an \$8,000 life insurance benefit at no cost to the retiree.

- Finally, to find out how you can continue to enjoy the benefits of collective strength in your retirement, contact Local 1245 for information about joining the Local 1245 Retirees Club.

Good luck in your retirement--and thanks for all you've contributed to building the union!



On a visit to the site of a Wal-Mart distribution center in Red Bluff last summer, the Utility Reporter encountered a PG&E General Construction crew building the primary underground system for the complex. Local 1245 members included Foreman Chuck Cort, a 23-year union member (right), and Miscellaneous Equipment Operators (above, from left) Rick Crow, 15 years in the union; Rich Prater, 24 years union; and Dave Kersey, 21 years union. Wal-Mart, the nation's number one retailer, has entered PG&E service territory in a big way. In just three years, Wal-Mart has built 31 stores, in addition to the Red Bluff distribution center, making it a sizeable customer for PG&E service. (Photos: Eric Wolfe)

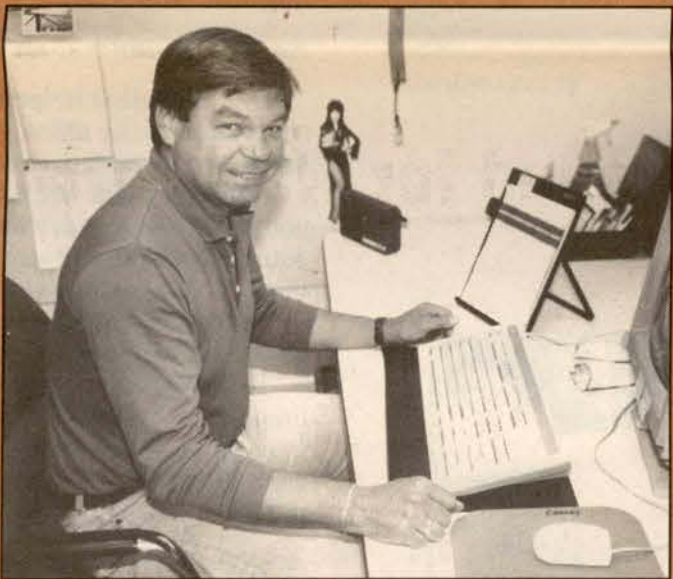
Building underground for Wal-Mart



On the job at PG&E's Monterey Service Center



Phil Arnold, foreman's clerk, 16 years in union.



Guy Chaney, fieldman, 22 years.



Sharon Davison, customer service rep, 24 years.



Steward's Story

Phyllis Hayes
Pacific Gas & Electric
Monterey Service Center

Experience as a mom helped prepare her for steward's role

You don't have to be a mom to be a shop steward—but Phyllis Hayes thinks it helps.

There's nothing like being the mother of two boys to give a person experience at conflict resolution. With sons aged eight and 15, Hayes has been resolving conflicts for years.

The key to keeping the domestic peace, she says, is trying to hear both sides of an argument and figure out a solution that will eliminate the tension.

Since becoming a steward two years ago, Hayes has discovered that the same general approach works at the office, too.

"Sometimes I do feel like I'm listening to boys bickering, or I'm trying to solve a problem like I just left a few hours ago at home," says Hayes, who works as an Operating Clerk Steno at PG&E's service center in Monterey. "I find that on occasion I have to be willing to listen."

Her approach seems to be working. So far, Hayes has managed to resolve workplace conflicts before they escalate into grievances.

But that doesn't mean she's been reluctant to take a stand on behalf of union members when the situation warranted. She recalls one instance where management was preparing to skip coaching and counseling and issue an oral reminder.

The supervisor "kind of wanted to jump over and go to a higher level and I was able to say, 'Oh, come on, let's get it down to here,'" Hayes recalls.

At the same time, Hayes doesn't

hesitate to pull an employee aside to discuss behavior that may be causing a problem, or to head off the filing of a grievance if a grievance isn't warranted.

"You try to calm them down," says Hayes, "and try to help them see it from another viewpoint than their own."

Resolving conflict isn't the steward's only responsibility, however. Another important function is communications. The steward relays the concerns of the members to the union leadership, and keeps members informed when the union takes action.

Sometimes that's easier said than done. During PG&E's current restructuring, the union has had to quickly respond to far-reaching actions by the company. And each time the company has changed course, the union has had to adapt its response accordingly.

"What the employees want is more clarity and more information. And it's kind of hard to do that," says Hayes, noting that information sometimes changes on a daily basis.

In keeping with her style, Hayes discourages blaming either the company or the union for the fallout from restructuring: she thinks both workers and managers are to some extent the victims of larger economic forces.

"I guess I get a little disappointed when I hear people complain about the union, and I just want to tell them: 'The next time you take your kid to the doctor or see an increase on your pay, don't forget how you got it,'" says Hayes. "I strongly believe we wouldn't have gotten our wage increases and our benefits if we were on our own—there's just no way."

Sierra Pacific Power customer service



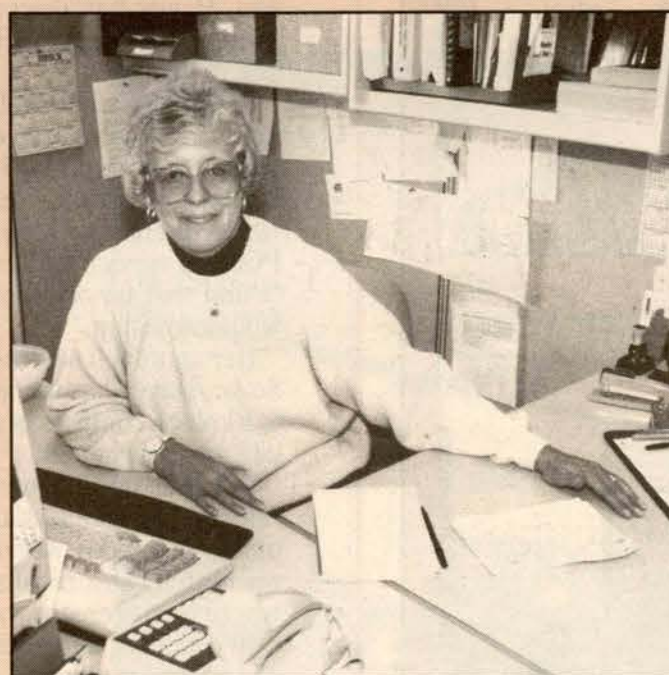
Kellie Bowman

As bargaining approaches, union solidarity will become increasingly important. Many Local 1245 members, including Lead Representative Kellie Bowman, expect the company to go after medical benefits.

"That's a concern for me," says Bowman. "I'm a single mom."

The company plans to start pairing each of the six customer service representatives with one of six meter readers, with each pair working a particular geographical area.

"It really gives you an opportunity to get to know the customers in that area," says Cari Leider.



Cari Leider

J

anine Cuddy under insurance. Her daughter has a serious health problem. But as a customer of Sierra Pacific Power Co., Cuddy has a benefits package that covers her medical expenses.

"People can't truly appreciate the value of what we have," she says. "If you had a family member who takes medical insurance, you know how important it is. And Cuddy is very clear about what we have."

"The union is what got us the most out of what we have," she says.

That view is apparently shared by other representatives at the Carson City office. In the union membership cannot be compared to belong to the union.

Union solidarity probably helps employees move smoothly in the Carson City office. Employees know that their rights will be protected.

Other than a clash over a dress code, there has been no serious labor-management problem. Cari Leider, a shop steward and 12-year member, notes that one, she notes.

Angry Customers: an Occupation

One thing that helped boost employee morale was the renovation of the office, the first since the new service representatives now enjoy more space.

And a pleasant work space can be a relief. You often come under fire from the public. It's something of an occupational hazard. But customer service representatives know how to handle it.

"You deal with them, you get through it, and you go onto the next one," says Kathie Peterson.

Peterson is especially well-situated in the union. Her husband belonged to the union. In addition to the wages and medical benefits from the union, Peterson says, "If you have a good thing to them, I just think it's a good thing."

A Slightly Different Approach

In addition to phone work, the service representatives have side tasks such as handling credit meter reads for turnoffs and sorting meter reads for turnoffs and

According to Leider, the company is looking for a new approach to the work in the future by pairing service representatives with one of six meter readers will perform the field work in a particular area and the customer service representatives will do the corresponding office work for those

"It really gives you an opportunity to get to know the customers in that area," notes Leider.

As bargaining approaches, union solidarity will become increasingly important. Many Local 1245 members, including Kellie Bowman, expect the company to go after medical benefits.

"That's a concern for me," says Cuddy. "I'm a single mom." Cuddy is acutely sensitive to that. "That's a concern for me," says Cuddy. "I'm a single mom." Cuddy is acutely sensitive to that. "That's a concern for me," says Cuddy. "I'm a single mom."

"The union is a voice. Your opinion is important for people to stick together."

customer service reps understand value of a s



Janine Cuddy understands the value of good medical insurance. Her daughter requires daily medication for a serious health problem, and without good insurance Cuddy would be swamped by medical bills.

But as a customer service representative for Sierra Pacific Power Co., Cuddy enjoys a union-negotiated benefits package that covers most of her daughter's medical expenses.

"People can't truly appreciate the value of insurance until they've had a family member who takes medication every day," says Cuddy, who works in Sierra Pacific Power's service center in Carson City, Nev.

And Cuddy is very clear about who she credits for that valuable benefit.

"The union is what got us the money we make and the benefits we have," she says.

That view is apparently shared by all six customer service representatives at the Carson City office. In this right-to-work state, where union membership cannot be compelled, all six representatives choose to belong to the union.

Union solidarity probably helps explain why things run relatively smoothly in the Carson City office. Employees are secure in the knowledge that their rights will be respected by management.

Other than a clash over a dress code a while back, there have been no serious labor-management problems in the front office, according to Cari Leider, a shop steward and 12-year union member. "And we won that one," she notes.

Angry Customers: an Occupational Hazard

One thing that helped boost employee morale was the recent renovation of the office, the first such change in 30 years. Customer service representatives now enjoy more space and more light.

And a pleasant work space can be important in a line of work where you often come under fire from the public. Angry customers are something of an occupational hazard, one that OSHA is powerless to correct. But customer service representatives learn how to cope:

"You deal with them, you get through it, and then it's gone. You just go onto the next one," says Kathie Peterson, a five-year union member.

Peterson is especially well-situated to appreciate the value of the union. Her husband belonged to the United Auto Workers for 20 years. In addition to the wages and medical coverage, "You get other benefits from the union," Peterson says. "If you have problems you can go talk to them. I just think it's a good thing."

A Slightly Different Approach

In addition to phone work, the service representatives take turns at side tasks such as handling credit matters, checking meter reads, and sorting meter reads for turnoffs and turnons.

According to Leider, the company plans a slightly different approach to the work in the future by pairing each of the six customer service representatives with one of six meter readers. The meter readers will perform the field work for customers in a given geographical area and the customer service representative will handle all the corresponding office work for those customers.

"It really gives you an opportunity to get to know the customers in that area," notes Leider.

As bargaining approaches, union solidarity will become increasingly important. Many Local 1245 members, including Lead Representative Kellie Bowman, expect the company to go after medical benefits.

"That's a concern for me," says Bowman. "I'm a single mom."

Cuddy is acutely sensitive to that threat, and she says the union is "a real strength" for Sierra Pacific Power employees who want to defend what they have.

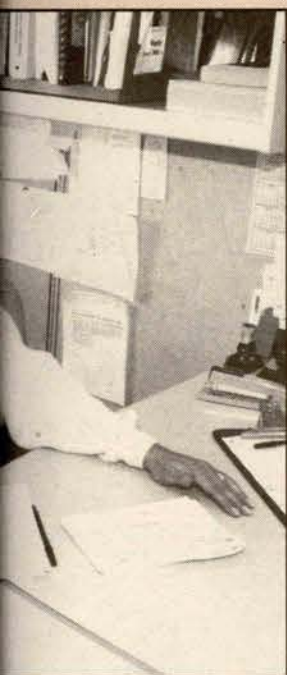
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Janine Cuddy

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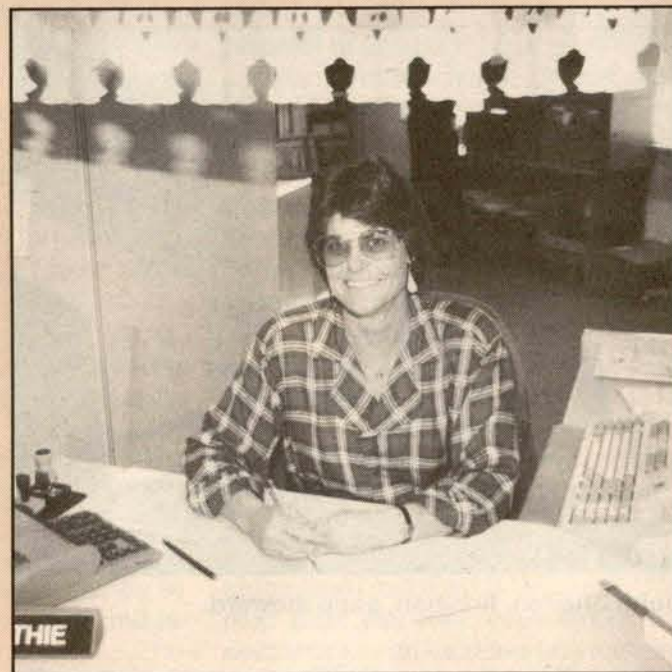


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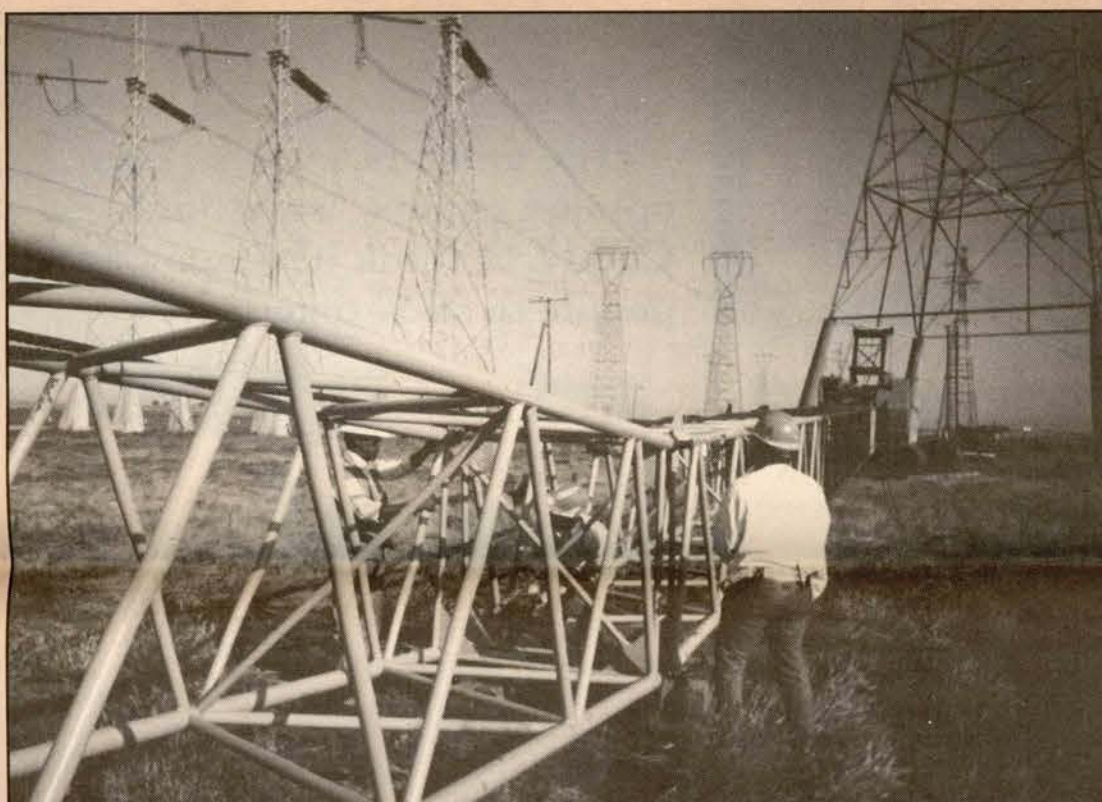


Kathie Peterson

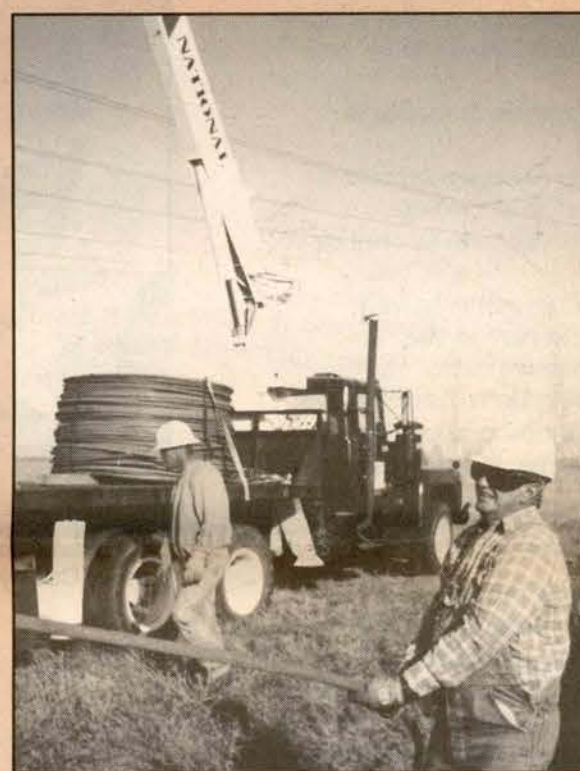
Transmission job

Local 1245 members in Outside Line Construction working on the Elverta-Tracy 230KV #1 and #2 transmission lines for F. A. Tucker near Tracy, Ca.

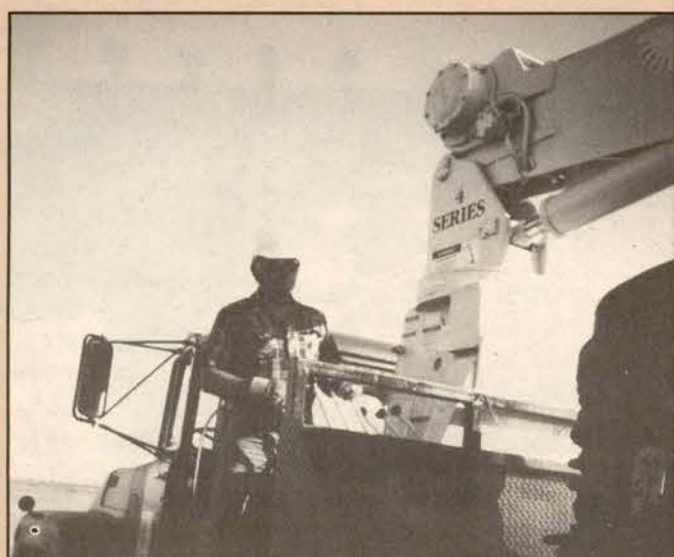
Photos by Art Murray



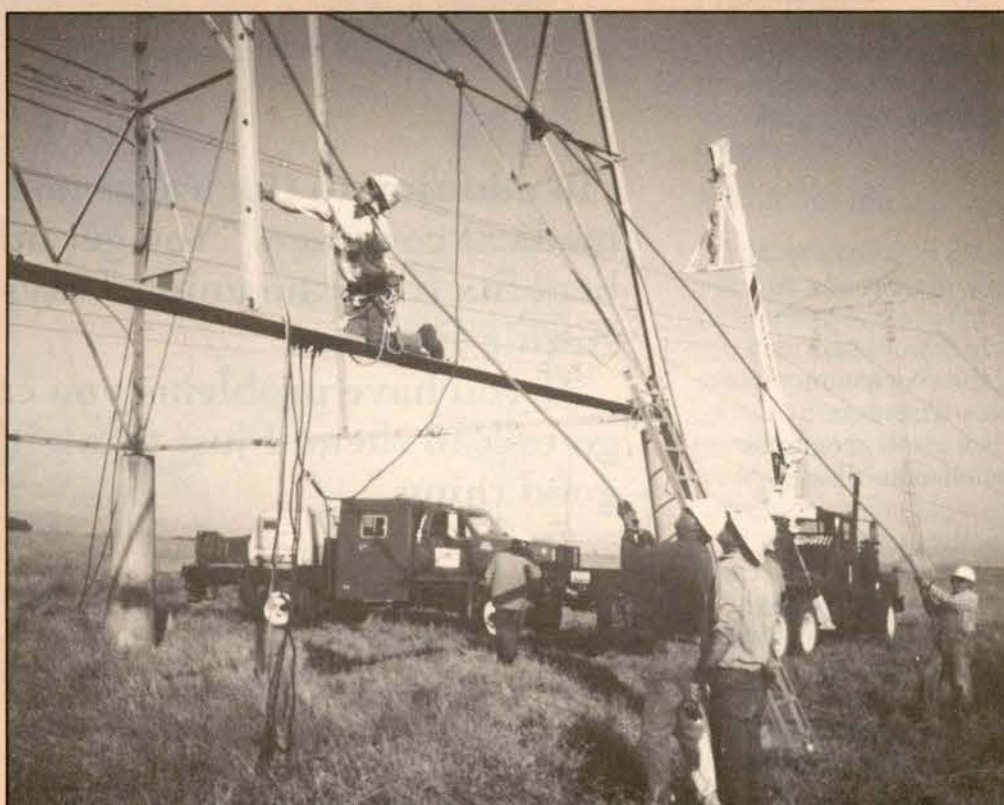
Larry Thomson, foreman.



Harvey Stogsdill, lineman (left) and Everett Hayes, groundman.



John Shelton, lineman, shop steward.



Retiree club meetings mix education and fun

By Orv Owen

Local 1245 retirees are now building our Retiree Club chapters at several locations throughout the union's jurisdiction. Here's a report on what they're up to:

Reno

Recording Secretary Jay Killgore reported that 30 retirees attended the September meeting to hear Local 1245 staff attorney Tom Dalzell explain the union's group legal services plan and the retiree employee discount. That discount is in harm's way in current Nevada Public Service Commission hearings on Sierra Pacific Power's rate increase application.

Reno attorney Roy Stralla addressed the October meeting of the Reno chapter, explaining the workings of living wills, trusts and other legal documents. Retirees at the October meeting helped celebrate the 61st wedding anniversary of retired member Felix Jiminez and his wife Margaret. A delicious anniversary cake was enjoyed by all.

Among the regular attendees at the Reno meetings, in addition to President Maureen Adams, Vice President Ralph Walker (and wife Arleen) and Recording Secretary Jay Killgore, are: Bob and June Hackbarth, Mervin "Pat" Hawkins, Tex Kelley, Ethel Larsen, Charley Lercari, Tom Lewis, Ernie Linscott, George MacDonald, Darrel McGowan, Norm Nash, Vic Spence,



Local 1245 retirees from Sierra Pacific Power Co. celebrated the 61st wedding anniversary of retired member Felix Jiminez and his wife Margaret (standing behind cake) at the October meeting of the Reno Retirees Club chapter. (Photo: Eric Wolfe)

Manuel Garcia, Felix and Margaret Jiminez, and Ethel Larsen.

The Reno chapter meets monthly at the IBEW Local 401 hall in Reno, Nev., the fourth Thursday of each month, with all meetings starting at 10 a.m. The November and December meetings will be held on the third Thursday to avoid conflicting with the holidays.

San Jose

At the October meeting, President Jack Hill showed films on the "True Cost of NAFTA" and the upcoming ballot measure "Proposition 174". He also reported on the Seniors Day at the State Fair, Seniors Crafts Fair in San Jose and the proposed plan by the AFL-CIO to establish National Forums for all retirees in all cities in the nation.

Vice Chairman Watie Anthney reported on attending the Santa Clara County

Successful marriage explained

Felix Jiminez, whose 61 years of marriage to Margaret was celebrated at the October meeting of the Reno chapter, seemed ready for the question: "What's the secret to your successful marriage?"

"I did everything she told me," Jiminez replied.

After a moment's reflection, he offered a more serious response: "We have a good understanding—always talk things over... you just have to keep working at it."

Jiminez, a former water serviceman and union steward, recalls that he "used to sit across the table and negotiate...I had a good life with the power company."

"Of course," he added, "they always try to give you as little as possible."

FORUM covering affordable housing for seniors and the working poor and homeless. He also discussed his work in the FORUM's booth at the State Fair. He reported that speakers are available to attend retirees meetings covering housing, transportation, legal matters, Social Security and Medicare.

Regular attendees, in addition to Hill and Anthney, include Ervin Penny, George Graham, Barbara Hartke, John Sherman Perkins and Bobby Parrish.

Retirees meet monthly at the IBEW Local 332 hall in San Jose on the first Thursday of each month, with all meetings starting at 10 a.m.

East Bay

President Tom Riley has been unable to attend the last few meetings due to illness. I visited with Tom and his lovely wife Alice recently and he is anxious to get back into his activity in behalf of Local 1245 retirees and seniors everywhere.

Vice President Rene Giger, Recording Secretary Louis Rangel and Don Hardie have filled in ably for Tom in his absence. Best wishes for a speedy recovery, Tom. Your leadership and dedication to retirees and seniors is missed.

Retirees meet monthly at Local 1245 headquarters in Walnut Creek on the second Thursday, with all meetings starting at 5 p.m. The November meeting will be Nov. 18 to avoid conflicting with Veterans Day Holiday.

Bakersfield

Currently, retirees meet only at specially-called meetings to deal with specific issues. However, Gene Hastings and Russell Foxe are in the process of establishing monthly meetings for Bakersfield-area retirees. Brother Hastings reported that the next meeting will be held in November and that a special notice will be mailed to all retirees in the Bakersfield area.

IBEW
Local
1245



Retirees Corner

VRI retirees from PG&E: join the club!

By Orv Owen

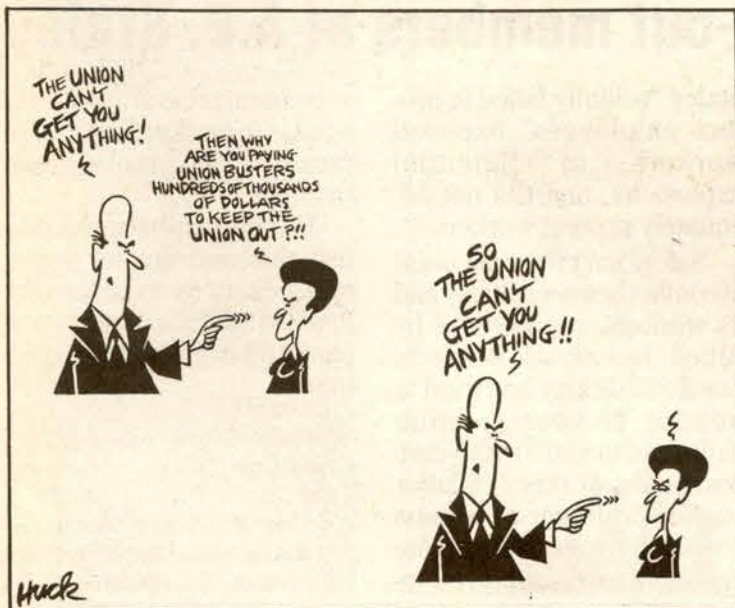
The many Local 1245 members who have exercised their option to accept Voluntary Retirement Incentives are hereby invited, welcomed and encouraged to join the Local 1245 Retirees Club!

I have read the comments of members quoted in the Utility Reporter on whether to leave or not leave the company for good. I recognize the family deliberations and hard decisions that were taken into account when members were considering whether to elect VRI.

However, for those who did elect VRI, the decision to join Local 1245's Retirees Club should not be a hard or agonizing one. We welcome you to continue the spirit and experience of brotherhood and the benefits we receive as a direct result of supporting and belonging to Local 1245 over the years. We need each other just as much now as we did on the job.

The union will be sending you a Retirees Club application form and other retirement materials as soon as PG&E officially notifies the union of your retirement. If you do not receive the materials within a couple of months of retiring, don't hesitate to request a Retirees Club application by calling the Local 1245 office in Walnut Creek: 510-933-6060.

And keep the faith!



**Boycotts
Endorsed by
the AFL-CIO**

Please Don't Patronize!

**Boycotts
Endorsed by
the AFL-CIO**

**ACE DRILL
CORPORATION**

Wire, jobber & letter drills,
routers and steel bars

United Automobile,
Aerospace & Agricultural
Implement Workers of
America International
Union

ACME BOOT CO.

Western-style boots: Acme,
Dan Post, Dingo labels
United Rubber Workers

**BROWN & SHARPE
MFG. CO.**

Measuring, cutting and
machine tools and pumps
International Association of
Machinists & Aerospace
Workers

**BRUCE CHURCH,
INC.**

Iceberg Lettuce: Red
Coach, Friendly, Green
Valley Farms, Lucky
United Farm Workers of
America

**CALIFORNIA
TABLE GRAPES**

Table grapes that do not
bear the UFW union label
on the carton or crate
United Farm Workers of
America

DECKER CORP.

Sandals sold under the
following labels: Deckers,
Sensi, and Teva.
International Association of
Machinists & Aerospace
Workers

**DIAMOND WALNUT
CO.**

Canned and bagged
walnuts and walnut pieces
International Brotherhood
of Teamsters

GENESCO, INC.

Men's clothing with these
labels: Perry Ellis, Perry
Ellis Portfolio, Perry Ellis
America, Polo University

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: *don't cross it!*

Club by Ralph Lauren,
Chaps by Ralph Lauren,
Mondo di Marco, C.W.
Phoenix, Kilgour, French
and Stanbury, Grays by
Gary Wasserman, Greif
New York, and Greif Sudio.
Footwear labels: Dockers,
J. Murphy, Mitre, Johnston
and Murphy, Street Hot by
Mitre, Jarman, Code West,
Nautica, Domani, Vercelli,
Cellini, Laredo, Toddler
University, and Kids
University

Amalgamated Clothing and
Textile Workers Union

**GOODY'S FAMILY
CLOTHING INC.**

Retail clothing stores
Amalgamated Clothing and
Textile Workers Union

HOLLY FARMS

Chickens and processed
poultry products
International Brotherhood
of Teamsters, Chauffeurs,
Warehousemen & Helpers
of America

**INTERNATIONAL
PAPER COMPANY**

Producer International and
Hammermill bond, offset
and writing paper and
related products
United Paperworkers
International Union

**KAWASAKI
ROLLING STOCK,
U.S.A.**

Motorcycles
Transport Workers Union
of America

**LOUISIANA-
PACIFIC CORP.**

Brand name wood
products: L-P Wolmanized,
Cedartone, Waferwood,
Fibrepine, Oro-Bond,
Redex, Sidex, Ketchikan,
Pabco, Xonolite
United Brotherhood of
Carpenters and Joiners of
America, International
Woodworkers of America

**MOHAWK LIQUEUR
CORPORATION**

Mohawk labeled gin, rum,
peppermint schnapps, and
cordials
Distillery, Wine and Allied
Workers International
Union

**R.J. REYNOLDS
TOBACCO CO.**

Cigarettes: Camel,

Winston, Salem, Doral,
Vantage, More, Now, Real,
Bright, Century, Sterling,
YSL/Ritz; Smoking
Tobaccos: Prince Albert,
George Washington, Cater
Hall, Apple, Madeira
Mixture, Royal Comfort,
Top, Our Advertiser; Little
Cigars: Winchester
Bakery, Confectionery &
Tobacco Workers
International Union

**ROME CABLE
CORPORATION**

Cables used in mining and
construction industry
International Association of
Machinists & Aerospace
Workers

**SHELL OIL
COMPANY**

Subsidiary of Royal Dutch
Shell (parent company of

Shell South Africa);
gasoline, petroleum and
natural gas products
AFL-CIO

SILO, INC.

National retailers of
electronic equipment and
appliances
International Brotherhood
of Teamsters, Chauffeurs,
Warehousemen & Helpers
of America

SOUTHWIRE CO.

Commercial and industrial
wire and cable; Do-it-
yourself brand Homewire
International Brotherhood
of Electrical Workers

**STAR DENTAL
PRODUCTS**

Dental hand tools
International Association of
Machinists & Aerospace
Workers

F.L. THORPE & CO.

Black Hills Gold jewelry
United Steel Workers of
America

**UNITED STATES
PLAYING CARD
CO.**

Brand names: Bee, Bicycle,
Tally Ho, Aviator and
Congress
Retail, Wholesale and
Department Store Union

Support locked-out members at A.E. Staley

“You’ve got to die sometime.” This is how a superintendent at A.E. Staley Manufacturing Co. responded when a worker complained about being asked to handle hazardous materials without proper safety equipment. That sort of attitude is typical of Staley, a manufacturer of corn products in Decatur, Ill., which locked out 750 production workers last June.

In 1991, OSHA stated that

Staley “willfully failed to protect employees...exposed workers to potential explosions...and did not adequately protect workers.”

Safety isn't the only point of conflict between Staley and its workers, represented by Allied Industrial Workers Local 837. Staley has tried to impose 12-hour rotating shifts and to shift health care costs onto workers. A labor studies professor at Indiana University says Staley management used employee in-

volvement programs to “steal what is in workers’ heads” to create “striker replacement manuals.”

Union members can protest this outrageous corporate lockout by writing to the head of Staley’s parent company and urging a fair settlement:

Stephen Brown
Chief Executive
Tate & Lyle PLLC
c/o Domino Sugar Corp.
1114 Avenue of the Americas
New York, NY 10036

IBEW LOCAL 1245 UNION SHOPPER

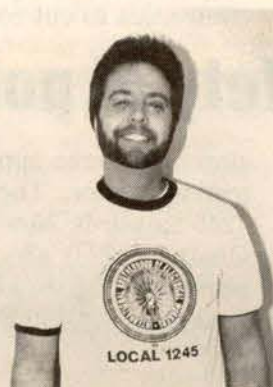


Jacket
Black with IBEW Logo
S/M/L/XL/2X
\$26.00
+\$3.00 shipping

Club Shirt
(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
\$19.50
+\$2.50 shipping

Bucket Bags
Lineman Logo in Center
\$5.00
+\$1.50 shipping

Stadium Jacket
Silver, Navy, Red, Black
(Specify front or back logo)
S/M/L/XL/2XL: \$35.00
3X, 4X: \$45.00
+\$3.00 shipping



T-Shirt
Ringer with IBEW Logo
S/M/L/XL/2X/3X, 4X
\$8.00
+\$1.50 shipping

IBEW Women Charm
14K Goldplated
\$8.00
+\$0.55

Sweat Shirt/Hooded
Red, Blue, Gray, Black
M/L/XL/2X
\$17.00
+\$3.00 shipping

Golf Shirt
(With Pocket)
Navy, Red, Royal, White,
Maize
Logo on sleeve
M/L/XL/2X
\$22.50
+\$2.50 shipping

Suspenders
Red, Yellow
Regular, Long, XL
\$10.00
+\$1.50 shipping

Lineman Pin
Goldtone
\$5.00
+\$0.55 shipping



Coffee Mug
IBEW/
"Proud To Be Union"
Black/Blue/White
\$5.00
+\$3.00 shipping

Sweat Shirt/Crew
Red, Blue, Gray, Black
M/L/XL/2X
\$15.00
+\$3.00 shipping



Hats
IBEW Logo
Lineman Logo
Proud To Be Union Logo
One size fits all
\$5.00
+\$0.75 shipping

Order Form

Quantity	Item	Color	Size	Price	Shipping	Total
1.						\$
2.						\$
3.						\$
4.						\$
5.						\$
GRAND TOTAL						\$

Ship To:

Name

Address

City/State

Zip

Phone #

Mail completed form with check or money order payable to:
IBEW Local 1245
c/o Office Manager
PO Box 4790
Walnut Creek, CA 94596

Organizing is the key to survival in a changing industry

From PAGE ONE

equally disturbing developments at other California utilities.

In September, members of IBEW Local 18 in Los Angeles struck the Department of Water and Power for a week to protest the employer's takeover demands. A compromise was eventually reached.

Also in Los Angeles, an extremely serious conflict has developed at Southern California Gas, which is demanding drastic takeaways from Local 132 of the Utility Workers Union of America.

"The entire utility industry is being deregulated and a competitive market for energy is being introduced. Things can go one of two ways: either we organize the new players coming into that market, or we get pushed aside."

Business Manager Jack McNally

The company has proposed that it be permitted to contract any work where the

union is unwilling to drop its wages to match that of the contractor.

According to SoCal Gas, meter readers would have to agree to a wage cut of 50% to prevent that work from being contracted out.

Last month, SoCal Gas rejected a compromise proposed by the union and a strike appears imminent.

Result of Competition

Local 1245 attorney Tom Dalzell said the SoCal Gas crisis is a direct result of increased competition in the natural gas market.

"It shouldn't come as a surprise. Competition forces companies to cut costs, and

labor costs are going to be a prime target," said Dalzell.

There are two major ways to defend workers' wages in the utility industry: by preserving the regulated status of the utility industry or by organizing all workers within the industry. With regulation on the way out, organizing takes on increased importance.

Lead Role for Volunteers

According to Jones, the IBEW organizer, rank and file volunteers will have to play the lead role in organizing for a simple reason: the International Union simply doesn't have the resources to deploy organizers everywhere they are needed.

But there's another reason why rank and file volunteers should be used: they know the territory. An unorganized worker at an energy-related firm is far more likely to listen to another worker than to listen to a professional union organizer coming in from the outside.

What the professional organizer can do is give rank and file members the tools he or she needs to convince unorganized workers that they can improve their lives by getting organized.

A series of charts prepared by the IBEW MEMO campaign illustrates how the failure to organize has hurt American workers.

For example, the charts reveal how German workers are only 79% as productive as US workers, which suggests that German workers would earn only 79% as much.

But in fact, German workers do much better than US workers. And it's not too hard to figure out why: 40% of German workers are in a union, while only 15% of US workers are unionized.

But statistics make a difference only if people know them. The challenge we face is to educate unorganized workers about the real improvements that unionism can make in their lives, and then assist them in the organizing process.

That is the challenge that the IBEW MEMO campaign begins to address.

POINT OF VIEW

Unity needed

From PAGE THREE

is misleading, contradictory, or just plain wrong. It's clear there are a lot of supervisors who don't understand the labor agreement. Before they open their mouths they ought to open the union contract and read it.

As I said, restructuring has been one of the biggest challenges this union has ever faced. And it's far from over. The economy is still very shaky. The entire utility industry is being restructured and becoming a competitive market. Not even the so-called experts can say for sure what's coming next.

Through all of this, we must not lose sight of the fact that we are one union. That means staying together rather than letting ourselves be divided. We cannot afford to tear each other down or to air our differences in front of management. We are brothers and sisters in this union and during the last several months we have shown we can accomplish a lot if we stand together.

The challenge we face is to maintain and strengthen that unity so that we are prepared for whatever the future brings.

Concerns raised about safety of poles

By Landis Marttila

P G&E line personnel out of the Templeton yard have raised concerns regarding the structural integrity of Western Red Cedar (WRC) and Western Penta Cedar (WPC) poles.

Due to management retirements, an investigation and evaluation of these poles was begun, then postponed. Investigation of these poles has now resumed in the Templeton area.

The continuing investigation, as well as an informational bulletin issued systemwide in August by PG&E, is a result of the determined effort of Local 1245 members in the Templeton area to resolve a perceived safety problem.

Appropriate Bit

There has been some confusion regarding the appropriate bit type to be employed in testing procedures. PG&E has designated the 9/16 ship

auger bit as the appropriate testing device. The Local 1245 Stewards' News (Third Quarter, 1993) alluded to a standard 9/16 wood bit as a testing device, but PG&E insists the 9/16 ship auger is the appropriate bit.

Special emphasis should be placed on examining the composition of the sawdust extruded by the ship auger bit. The rotten WRC and WPC brand poles in the Templeton area were characterized by a damp core rot deterioration.

Zenobia Foster: union sister earned respect of co-workers



Local 1245 lost a valuable union sister with the recent death of Zenobia Foster, an active member at Sierra Pacific Power Co. Despite having the responsibility of being a single mother, she found time to serve the union in many ways, including an active role on the general bargaining committee and on the grievance committee.

Foster's commitment to the union cause was an inspiration to others and helped keep the unit organized. Her dedication earned her wide respect among her co-workers.

Zenobia Foster will be missed very much.

A fund has been set up for her daughter, Rachel Donahue. Contributions may be sent to:

**Rachel Donahue Account
Sierra Pacific Employees Federal Credit Union
Box 10100
Reno, NV 89520**