

UTILITY REPORTER

Rodeo!
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'Mutual Gains'

Union, PG&E try new approach to bargaining

By Eric Wolfe

Local 1245 and PG&E are trying a new approach to bargaining that seeks to maximize gains for both sides during negotiations and to improve overall labor-management relations.

Since August, scores of bargaining unit and management employees have gone through intensive two-day seminars on "Mutual Gains"

bargaining at PG&E's San Ramon training facility. The company hopes the Mutual Gains model for bargaining will enable it to boost productivity and cut costs. The union hopes to utilize the new approach to enhance job security.

The training sessions, led by Michael Gaffney of Cornell University, challenge participants to abandon old ways of thinking about negotiations



Peggy Kelleher (left), an East Bay meter reader, participates in a bargaining exercise during Mutual Gains training at PG&E's San Ramon training facility. (Photo: Eric Wolfe)

and to view the process in a whole new light.

In traditional bargaining, Gaffney says, each party usually comes to the table with a set position. Each party states its position with deep conviction, and attacks the other party's position.

"Then they attack each other personally—just for variety," says Gaffney. Finally, someone makes a credible offer, and "all negotiation centers on pushing the offer slightly up or down."

It is assumed that one side's gain is necessarily the other side's loss.

Mutual Gains bargaining, on the other hand, starts with

the assumption that one side, in some cases, may be able to get something it wants without hurting the other side at all.

Rather than spending their time attacking each other's position, the negotiators try to understand one another's interests: the underlying needs, concerns, fears, wants, and hopes. They request and share information. Then they "brainstorm" options—possible ways for each side to achieve what it needs without injuring the other side.

In traditional bargaining, the parties' options are lim-

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'Team Act' passes House

The US House of Representatives voted last month to amend the 1935 National Labor Relations Act and permit companies to set up their own unions.

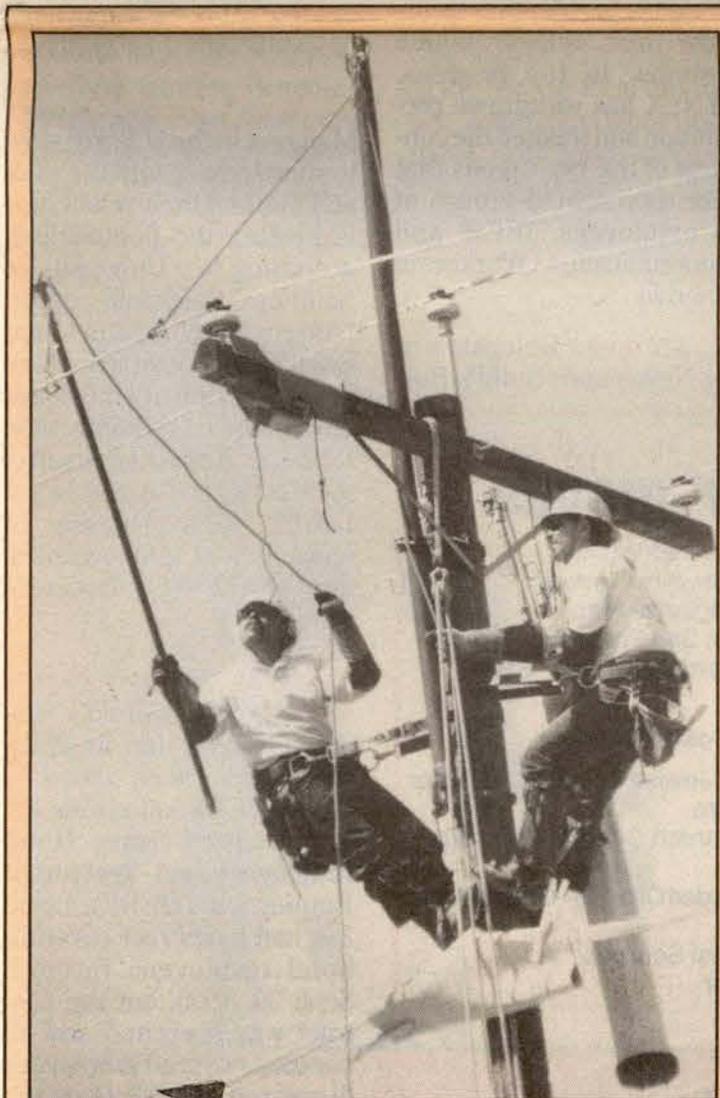
Management would be permitted to handpick the leaders of these unions (or "teams") and then bargain with them as if they truly represented workers. Management could set the agenda for the teams, determine the outcome, and abolish the team if it stepped out of line.

Before they were outlawed in 1935, company

unions were used to undermine organizing drives. PG&E, for example, used a company union to defeat a union drive in the late 1930s. The Team Act would restore this weapon to management's arsenal.

However, an amendment to the bill stipulates that companies that already have unions cannot set up teams.

The Senate has not yet voted on the measure. US Secretary of Labor Robert Reich said he would recommend a veto if the bill reaches the desk of President Clinton.



WEST COAST LINEMAN'S RODEO
Carolos Prieto (left) and Ignacio Arquestian, PG&E-East Bay, compete in the West Coast Lineman's Rodeo at Rancho Seco Park on Aug. 26. Story and pictures on Pages 5-9. (Photo: Eric Wolfe)



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October 14
Public Sector
Stewards Conference
Sacramento, Ca.

November 4-5
Advisory Council
Concord, Ca.

November 17
DeSabra/Colgate
Pin Dinner
Oroville, Ca.

December 1
Shasta Pin Dinner
Redding, Ca.



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**Workers here and abroad****Rolling the union on...**

Big Crowd for Clinton: Up to 17,000 unionists converged on Pleasanton on Labor Day to hear fighting words from President Clinton, the guest speaker. Clinton blasted Republican attacks on working families and promised to fight for an increase in the minimum wage.

Launch Date: Labor Party Advocates has scheduled the founding convention for a Labor Party. It will be next year in Cleveland, June 6-9.

Working for Victory: A free program of films and discussion on labor's role on the home front during World War II will be presented Oct. 21, 9:30 am - 3:30 pm in the Science Building at San Francisco State University (on 19th Ave. near Holloway). Films include the AFL-CIO production "Working for Vic-

tory" and the classic "Life and Times of Rosie the Riveter."

Going Global: Delegates to the national Building Trades convention in August adopted a resolution calling upon the AFL-CIO to convene a convention "of all unions in the now-prevailing free world" in order to formulate a "global union response" to the globalization of capital by multinational corporations. The committee introducing the resolution declared that "Multinational corporations are too big, powerful and mobile to be effectively countered by individual nation-based labor movements."

Fashion Statement: When management at the Vancouver, British Columbia post office asked Chris Temniuk to attend a "formal" interview to discuss her attitude, the Canadian Union of

Postal Workers activist knew she needed to make the right impression. Temniuk arrived dressed in a full-length evening gown, wearing a carnation corsage with baby's breath. She was accompanied by shop steward Linda Nicholas, who wore a black cutaway tuxedo with tails and burgundy tie. The interview, held in a glass-walled office, was the talk of the midnight shift, according to the CUPW Perspective, the union's newsletter. The attire resulted in a warning letter, complaining that Temniuk had "demonstrated disrespect" for the interview process. "They're ones to talk," Temniuk huffed, "showing up in rags like that."

Cellular Boycott: Bell Atlantic/NYNEX Mobile Systems has been added to the AFL-CIO nationwide list of boycotted firms. The two telephone companies have formed a partnership to operate their cellular phone systems. In the process, NYNEX has withdrawn recognition and trashed the contracts of the two unions that have represented groups of its employees: IBEW and Communications Workers of America.

Merger: Delegates to the Newspaper Guild's Bos-

Unit meetings

Unit 3512, City of Roseville, now meets at 5 p.m., first Tuesday of the month, at 130 Main Street in Roseville.

Unit 2314, Hayward/Fremont, meets at 29827 Mission in Fremont. The address was previously given (incorrectly) as 28827 Mission.

ton convention voted to merge with the Communications Workers of America, but the Guild membership will have the final say when they vote in a referendum on the proposed merger.

"Workuary": Since the end of the 1960s, employers have increased the average American's working time by 160 hours a year--the equivalent of an extra month. The Teamsters propose adding a 13th month called "Workuary" to the calendar to recognize the declining amount of time workers have to spend with their families.

Won't Share Power: Mangers in the U.S. are slow to share power with the rank and file, and their reluctance is hurting the bottom line, according to a University of Southern California report. "American companies are losing competitive advantage in a very difficult business environment by being slow to adopt...Employee Involvement activities," said Edward Lawler III, a professor of management and organization at the USC business school.

Sack that Quarterback: Ron Jaworski's Stadium Holiday Inn in Philadelphia has been added to the AFL-CIO nationwide list of boycotted firms. Hotel Employees and Restaurant Employees (HERE) Local 274 had a contract covering hotel employees through Sept. 30, 1995, but the contract was breached and all contract-covered employees dismissed in 1993 when the hotel was bought by a firm in which Jaworski, the former professional football quarterback, is an investor.

**United Way****You can give to 'union friendly' groups**

The following non-profit organizations are union friendly. They are either unionized or union resources for the United Way campaign.

You can support them by designating one of them when you fill out your United Way pledge.

Alameda, Contra Costa, San Francisco and San Mateo Counties

Labor Project for Working Families

San Francisco County

Planned Parenthood of Alameda County and San Francisco

Florence Crittenton Services
San Francisco AIDS Foundation
Chemical Awareness Treatment Systems
Iris Center

St. Vincent's Thrift Centers
Central City Hospitality House
Episcopal Community Services of San Francisco

Riley Center for Battered Women
United Jewish Community Centers
Baker Places--Acceptance Place
Catholic Charities of San Francisco
Association for Retarded Citizens--San Francisco

Alameda/Contra Costa Counties

Berkeley Richmond Jewish Community Center
La Clinica de la Raza
Association for Retarded Citizens--Alameda County
Association for Retarded Citizens--Contra Costa County
East Bay Transitional Services
Lincoln Child Center
Youth Homes, Inc.

San Mateo County

Palcare
St. Vincent de Paul Society
Peninsula Jewish Community Center
Catholic Charities of San Mateo

Local 1245 shop steward wins national labor essay contest

Local 1245 steward Sherrick Slattery won first place in the 1995 annual national essay contest sponsored by Workers' Education Local 189. On the question "How has college labor education prepared me for the issues facing today's labor movement, Slattery wrote, in part:

"Is there any money in the issues facing today's labor movement? There must be, for you can bet that I'm not involved for my health or out of the goodness of my heart.

"The labor movement is good business for both my employer and me, pure and simple. In fact, my union dues have done more toward securing the blessings of prosperity for me than my bachelor's degree or professional certificates...

"Depend on [labor studies] to continue dispensing the lessons of labor...their audiences often traveling great distances after full days of work to devour the precious knowledge...they refuse to be stifled."



Sherrick Slattery

APPOINTMENTS

PACIFIC GAS & ELECTRIC COMPANY

Grid Maintenance & Construction Title 8 Committee (additions)
Grant Estrada (alternate)
Joe Perry (alternate)

Meter Reader Title 8 Committee

Victor Badasow
Robert Blanc
Bill Brill, Jr.
Mike Echeveria
Peggy Kelleher
Judy Richter

Materials Department Title 8 Committee

Lynn Donaldson
Russ Fairbanks
Carol House
Craig Large
Ralph Rigg
Roy Runnings
Robert C. Sheidt
Natalie Tolbert
Clint West
Sam Tamimi

Steam Generation Title 8 Committee

Robin David
John Grube
Harry Hom
Karl Kohlruss
Ernie Magana
Al MacLean
Jim Martinez
Jim Poindexter
Eddie Williams
Sam Tamimi

FOSTER WHEELER MARTINEZ

Foster Wheeler Martinez Negotiating Committee
Clark Sheppard
Brian Walker
Hunter Stern
Perry Zimmerman

MERCED IRRIGATION DISTRICT

Merced Irrigation District Negotiating Committee
Vicki Gable
Johnnie Goodson
Ernie Pinheiro
Mike Shanks
Robert Telles
Gary Mai

UNITED STATES BUREAU OF RECLAMATION

U.S.B.R. Negotiating Committee
William Chambers
Robert Gonzales
Chester "Al" Wright, Jr.
Gary Mai

PORT OF OAKLAND

Port of Oakland Negotiating Committee
Douglas Berg
David Cuthbertson

Sammy L. Jones
Pete Martinez
David McAneny
Gus Stafford
Perry Zimmerman

SACRAMENTO REGIONAL TRANSIT DISTRICT

SRT Negotiating Committee

Constance Bibbs
Larnell Gill
Wendell Krell
John Mendonca
Dennis Seyfer

CONFERENCES/ CONVENTIONS

Inter-Union Gas Conference

Howard Stiefer
Jack McNally
Jim McCauley
Darrel Mitchell
Wayne Greer
Gary Hughes
Bob Olsen
Jim Lynn

Coalition of Labor Union Women Eighth Biennial Convention

Kathy Tindall
Dorothy Fortier

No more status quo

Jack McNally, IBEW 1245 Business Manager

The creation of more than 20 labor-management (Title 8) committees has given a whole new look to employee participation at PG&E.

Management is looking to bargaining unit employees for help in rethinking and reshaping the way that PG&E provides service.

This isn't the first time that PG&E has invited some form of "employee participation" or "labor-management cooperation." But the current program is far bigger than previous efforts, and I believe the company is taking it very seriously.

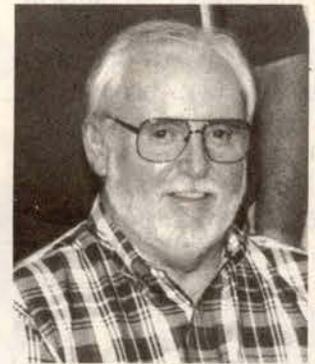
Title 8 committees have been established for virtually every part of company operations. In each committee, management and bargaining unit employees have been meeting to examine the way the company does business.

Some members may wonder why the union has agreed to be involved in these Title 8 committees—why we can't just stick with the status quo, where workers work and managers manage.

Unfortunately, the world we once knew has changed beyond recognition. The status quo is dead. State and federal utility regulators are changing the rules by which utilities do business.

For the most part, regulatory changes will mean more competition for utilities, and the utilities are scrambling to cut costs. Many utilities are downsizing. Others are merging, which will also lead to downsizing.

Just last month Baltimore Gas and Electric and Potomac Electric agreed to one of the largest domestic utility mergers in history, resulting in the



loss of 1200 jobs.

In August, Public Service Co. of Colorado and Southwest Public Service of Amarillo, Texas announced a merger. That same month Union Electric Co. of St. Louis said it would merge with Cipsco, Inc., and Philadelphia-based PECO said it would try to take over PP&L Resources.

Closer to home, a proposed merger with Washington Water and Power has disrupted the lives of Local 1245 members at Sierra Pacific Power (based in Reno, Nev.) and caused a great deal of anxiety about the future. Last month, that merger stumbled when state officials in Washington filed a petition to prevent the merger, prolonging the uncertainty for the employees.

In this new economic and regulatory environment, utilities are struggling to find their way. More mergers are no doubt on the way. And in their wake there will almost certainly be more downsizing, more workforce reductions, more misery for workers who get laid off, and more uncertainty for the workers who are left.

The upheaval in the nation's utility industry is far from over. In fact, it is still in its early stages. We have a long way yet to go.

Union, PG&E try new approach to bargaining

From PAGE ONE

ited to the opening proposals. In Mutual Gains, the idea is to engage in a creative process that brings out more information, generates ideas, and opens up new options.

Deals struck through the Mutual Gains process, according to Gaffney, are "technically superior" to traditional bargaining because they are based on better information and a more sophisticated understanding of each side's interests. There's a better chance of compliance because the deal addresses real interests that have been carefully thought through. And overall relations between the parties will be improved, says Gaffney, because they've collectively confronted and solved a problem.

First Used by Diplomats

The Mutual Gains process was first used by diplomats, according to Gaffney, who said President Jimmy Carter used the process to broker the "Camp David" peace agreement between Israel and Egypt in 1978.

But what about labor-management disputes?

In some senses, the interests of labor and management are fundamentally different. Management's primary job is to secure more profits for shareholders. Labor's primary job is to se-

cure more wages and benefits for employees.

However, the interests of labor and management sometimes overlap. For example, employees often possess the insights and technical skills that companies need to increase productivity and remain competitive, while management can provide the training opportunities workers need to further increase their skills and job security in a changing economy.

Mutual Gains bargaining could create an environment in which these needs can be expressed and dealt with constructively. PG&E and Local 1245 have already begun trying out the Mutual Gains process in some of the "Title 8" labor-management committees.

Gaffney is careful to point out that Mutual Gains should not be seen as "soft bargaining" or some kind of touchy-feely exercise where power is not a factor. In fact, he says that Mutual Gains bargaining "only works when both sides have credible power." And if one side gets seriously wrong-headed, the other side may have to flex some muscle to get the dialog back on track.

But in such cases, you exercise power "to bring them to their senses" as opposed to using power "to bring them to their knees," says Gaffney.



MUTUAL GAINS EXPLAINED

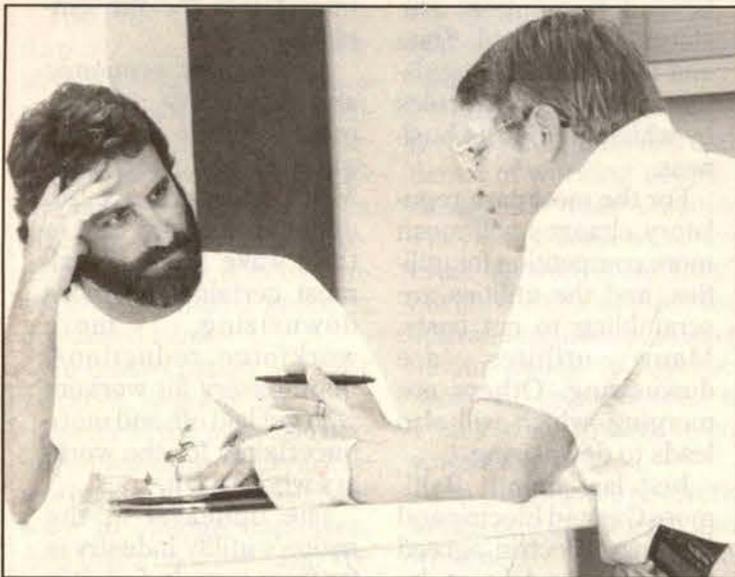
Cornell University's Mike Gaffney instructs management and bargaining unit employees in the philosophy and techniques of Mutual Gains bargaining at PG&E's San Ramon facility. (Photos: Eric Wolfe).

Title 8 committees tackle many issues at PG&E

Labor-Management Title 8 committees have been established for many aspects of PG&E's service. Although Title 8 participants are not empowered to negotiate agreements, Title 8 discussions can lay the groundwork for agreements to be negotiated between the appropriate company and union officials.

Title 8 committees established to date include:

- Diablo Canyon Power Plant
- Field Service
- Construction
- GC Construction
- Customer Energy Services
- Call Centers
- Bill Processing
- Business System Replacement Project
- Customer Information System
- Help Tickets/Records
- Materials
- Garage
- Systems Operations
- Outage Management
- Meter Reading
- Electric T&D Maintenance
- Gas/Electric T&D Option 2
- Steam
- Hydro
- Transmission
- Gas Supply
- GO Building
- GO Controllers
- Design Drafting
- Title 18 Issues
- Titles 19/206 and 306 Issues
- Grievance Procedure
- Successor Issues



ROLEPLAYING MUTUAL GAINS

Shop steward Mike Brocchini (left) and PG&E's Wayne Peterson roleplay a bargaining situation during a "Mutual Gains" training session in San Ramon.



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Rodeo!



SMUD lineman Mark Bryant performs the Hurt Man Rescue. Bryant, along with teammates Ted Warren and Gary Eichman, captured first place in this year's rodeo.

Local 1245 linemen tested their skills and stamina in friendly competition during the Fifth Annual Western Area Lineman's Rodeo last month at Rancho Seco Park near Sacramento, Ca.

The immediate prize for the top teams was an opportunity to participate in the National Lineman's Rodeo in Kansas City this fall. But the real prize, according to event organizer Tom Mullally, was the chance for linemen to improve their skills and build comradery.

"It's kind of neat to get guys together from all over the state, meet linemen from other areas and see how they do things--see their tools," said Mullally, a SMUD line construction foreman and rodeo participant in 1992 and 1993.

The Aug. 26 event went off without a hitch, thanks in large part to Mullally's efforts in building the rodeo site, which meant setting poles, hanging transformers, stringing wire, putting up fences, and erecting

the tent to provide shade for spectators.

What's his secret for pulling off a successful rodeo?

"Don't forget the eggs," said Mullally, referring to the pole climbing competition which requires contestants to climb a pole with a raw egg in their mouth--without breaking it.

Mullally said management benefits from the annual event because "it builds morale" among the employees and gives managers "a chance to get out here and be with the troops." In addition to the linemen competition, the rodeo featured line truck competition and apprentice linemen competition.

PG&E and SMUD each sent teams to compete in the national competition (see next month's Utility Reporter).

Mullally, whose grandfather, Larry Berry, was a 50-year IBEW member, praised all the teams who made the effort to come and compete:

"It's hard work, they're breaking a sweat, and having a good old time."



Tom Mullally

"It's hard work, they're breaking a sweat, and having a good old time."



Spectators find a shady spot for watching the competition. (Photos: Eric Wolfe)

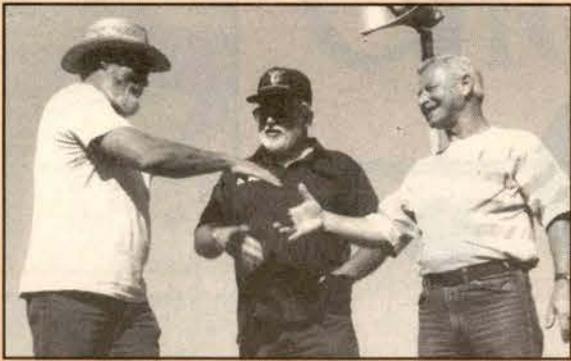
SMUD • IBEW Local 1245 • PG&E

**Western Coast
Lineman's Rodeo**

1995

Rancho Seco Park

Line Truck & Apprentice Competition



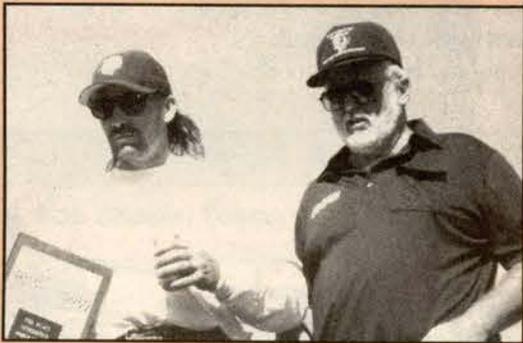
First Place, Line Truck Competition: Ray Horlacher.



Second Place, Line Truck Competition: Terry Lawson.



First Place, Apprentice Lineman Competition: Gary Eickman, SMUD



Second Place, Apprentice Lineman Competition: Walt Lyons, SMUD



Third Place, Apprentice Lineman Competition: Duane Baker, PG&E



Mike Swanson, performing the "egg-in-the mouth" speed climb, was on the PG&E-Bakersfield team that included Blair Zimmerman and Neil Stockton.



Performing the Hurt Man Rescue is George Smith, whose SMUD team included Willie Zamudio and Stephen Roberts.

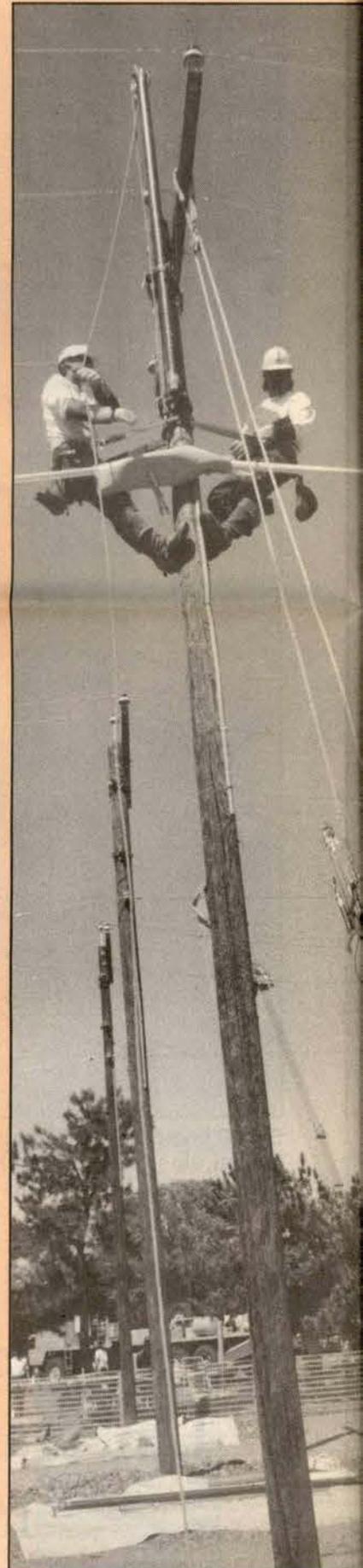


Kids get into some climbing action of their own.

SMUD • IBEW L Lineman

August
Rancho

More Photo



PG&E's Ron Lockhart (left), Joe (ground)

SMUD • IBEW Local 1245 PG&E

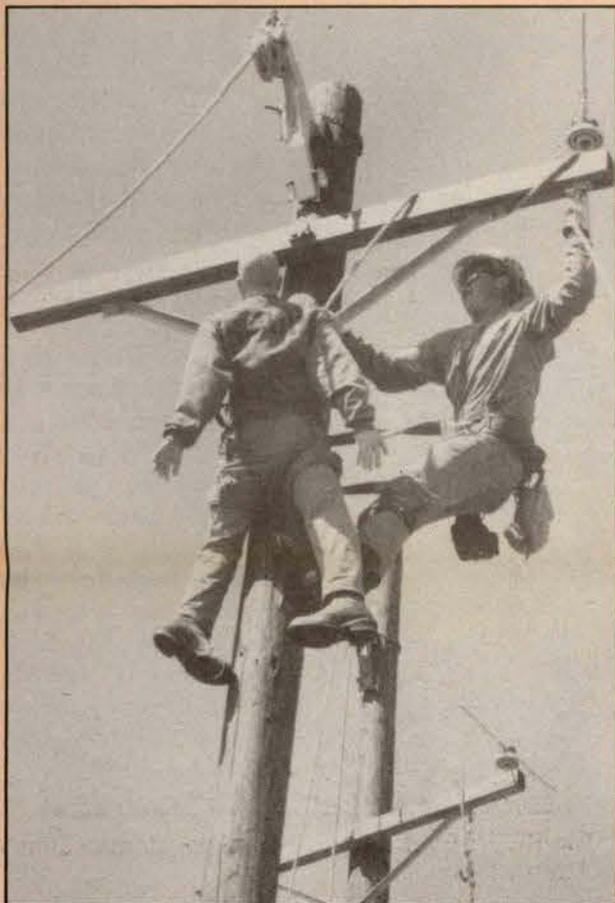
Lineman's Rodeo

August 26, 1995
Rancho Seco Park

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Mike Swanson, performing the "egg-in-the mouth" speed climb, was on the PG&E-Bakersfield team that included Blair Zimmerman and Neil Stockton.



Performing the Hurt Man Rescue is George Smith, whose SMUD team included Willie Zamudio and Stephen Roberts.



Kids get into some climbing action of their own.



PG&E's Ron Lockhart (left), Joe Audelo (right) and Tom Daniels (ground)



The PG&E-East Bay team
Todd Gilland.



Nicholaus Daniels, son of Tom Daniels

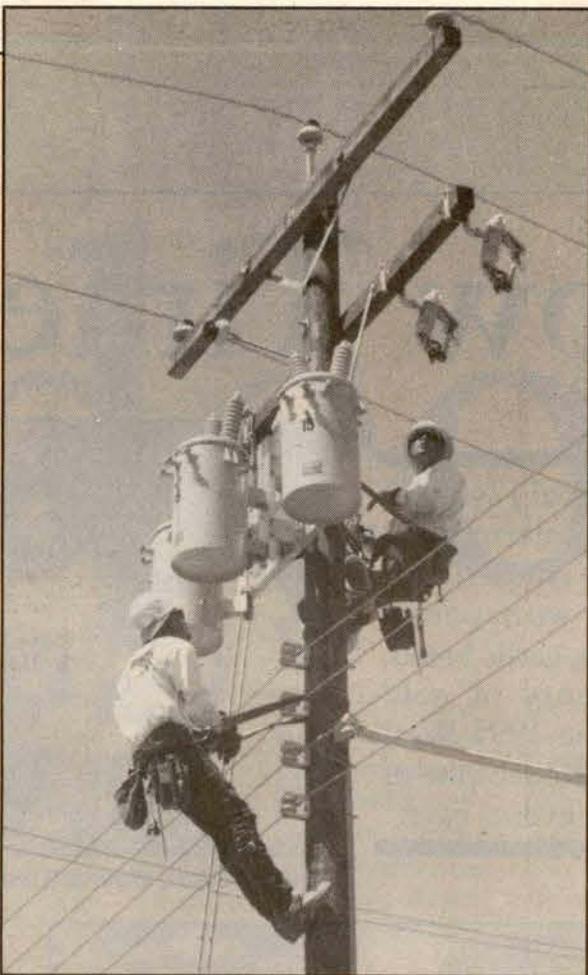
The PG&E
Scholler J.

's Rodeo

26, 1995

Seco Park

Pages 8-9



The PG&E-Fresno team of Paul Devine, Bob Scholler Jr., and David Bales.



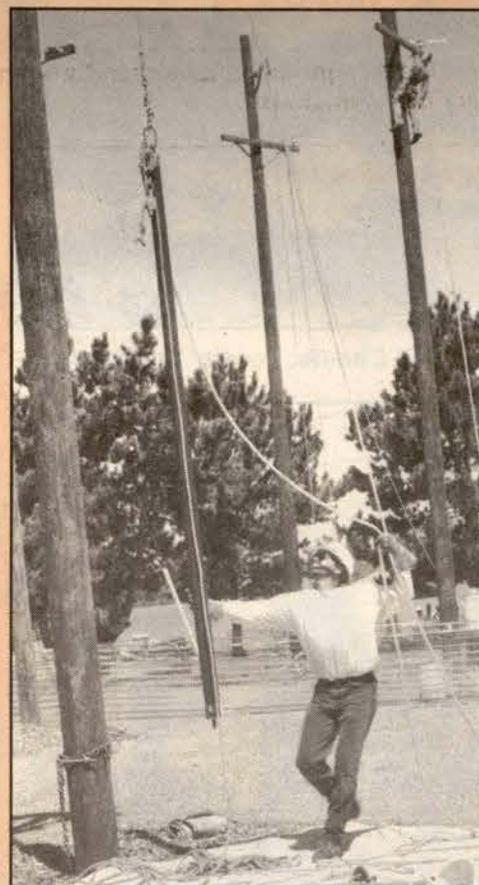
The PG&E-East Bay team of Fred Combs, Jim Wapole, and Todd Gilland.



Nicholaus Daniels, son of Tom Daniels



PG&E-Stockton team of Evan Slaydon, Larry Matthews, and Rick Laskowski



Pat Windschitl, PG&E-East Bay, performs maneuvers on the ground.

The Teams

1. Carlos Prieto, Pat Windschitl, Ignatio Araquistain (PG&E - East Bay)

2. Ron Gutierrez, Matt Kritilitch, Frank Lahane (PG&E - East Bay)

3. Fred Combs, Jim Wapole, Todd Gilland (PG&E - East Bay)

4. Ron Lockhart, Tom Daniels, Joe Audelo (PG&E - East Bay)

5. Mike Swanson, Blair Zimmerman, Neil Stockton (PG&E - Bakersfield)

6. Gary Eickman, Mark Bryant, Ted Warner (SMUD)

7. Rick Bimson, George McNeill, Tom Jones (PG&E - Stockton)

8. Evan Slaydon, Larry Matthews, Rick Laskowski (PG&E - Stockton)

9. Max Fuentes, Gerald Mankins, Don Gay (SMUD)

10. Jim Clamp, Greg Smelser, Jim Baird (SMUD)

11. Paul Devine, Bob Scholler Jr., David Bales (PG&E - Fresno)

12. George Smith, Willie Zamudio, Stephen Roberts (SMUD)

udelo (right) and Tom Daniels



Lita Martin, "Gourmet of Labor"

Chow Time!

Members of the Local 1245 staff served up a mouthwatering feast of barbecued beef, chicken, and hot dogs, along with potato salad, baked beans, garlic bread, cookies and plenty of cold drinks, making the 1995 West Coast Lineman's Rodeo one of the tastiest union events ever.



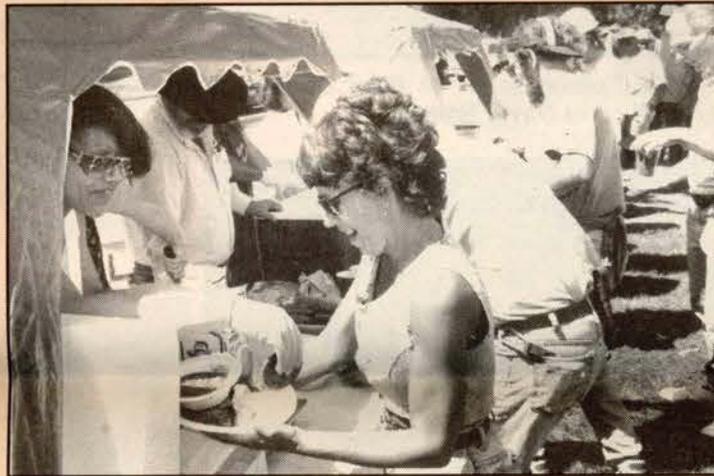
Hunter Stern, Wayne Greer, Gary Mai, Lula Washington: plenty of chefs



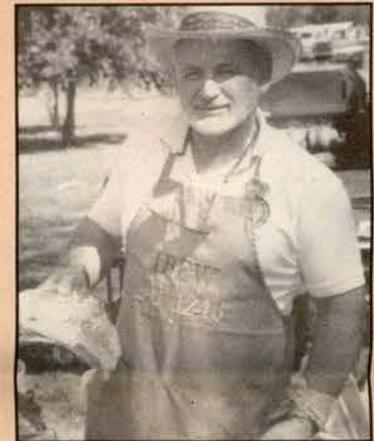
Roger Stalcup



Sam Tamimi, Lula Washington



Dorothy Fortier, Gary Hughes (in hat): working the chowline



Joel Elliolf: now that's steak!



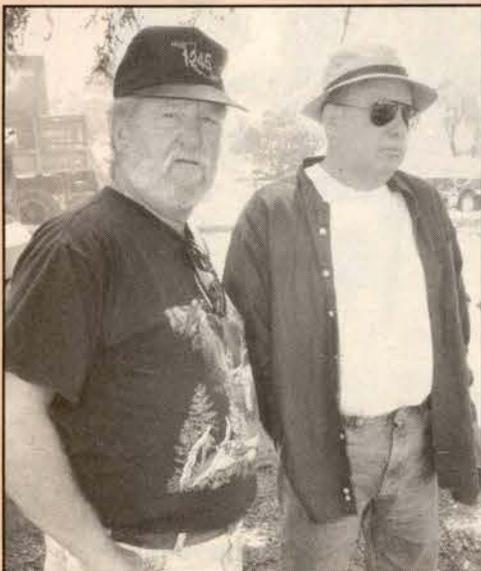
Ken Ball, Bob Choate: Tossin' on the meat



Mike Haentjens, Perry Zimmerman, Landis Marttila: tampin' down the fire



Frank Hutchins



Frank Saxsenmeier, Darrel Mitchell: takin' a breather



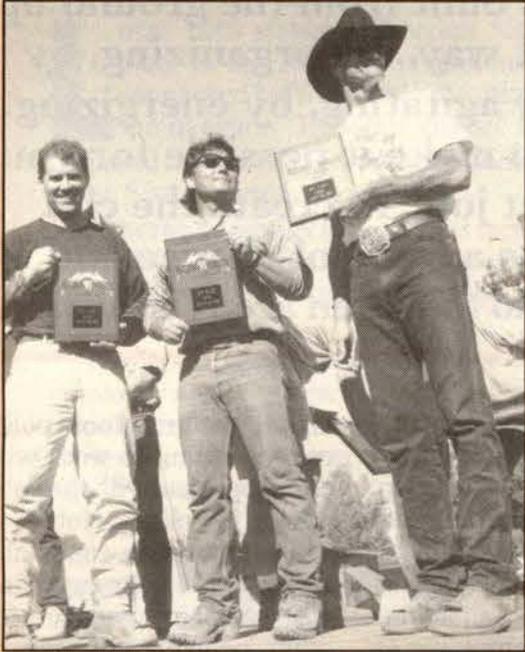
Volunteers: Executive Board member Kathy Tindall and her mother, Julie Tindall



Dennis Seyfer: Solving a temporary power outage with help of SMUD crew



Julie Rodriguez: Hat Queen



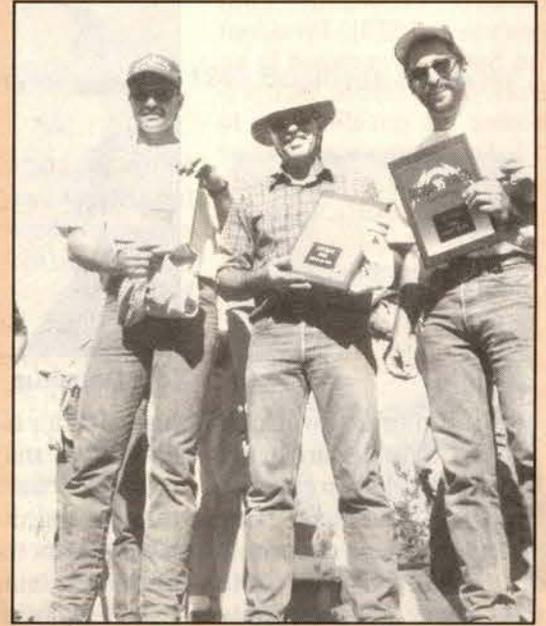
2nd Place Overall

2nd Place SMUD: Jim Clamp, Jim Baird, Greg "Snake" Smelser



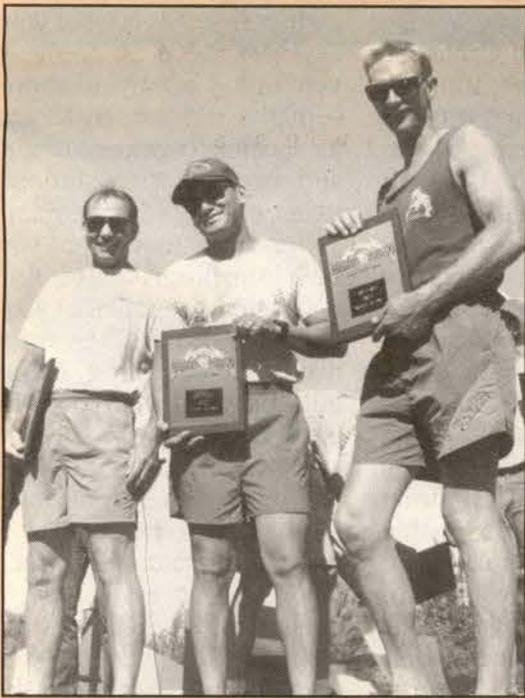
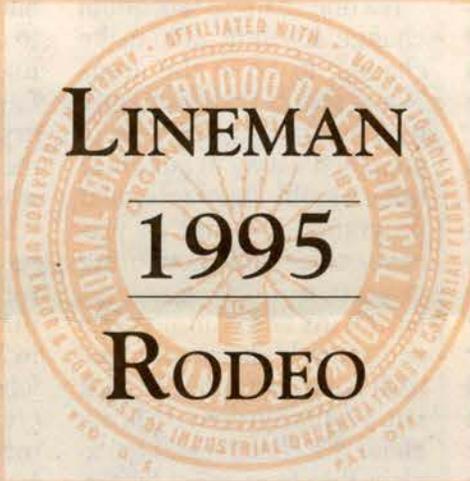
1st Place Overall

1st Place SMUD: Gary Eichman, Ted Warren, Mark Bryant



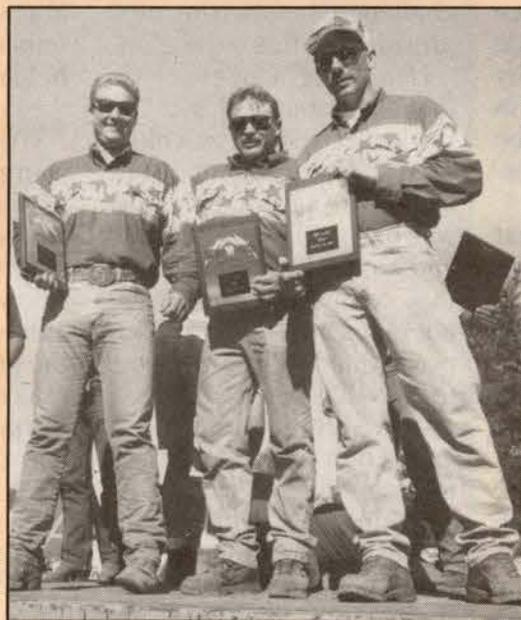
3rd Place Overall

1st Place PG&E: Rick Bimson, Tom Jones, George McNeill



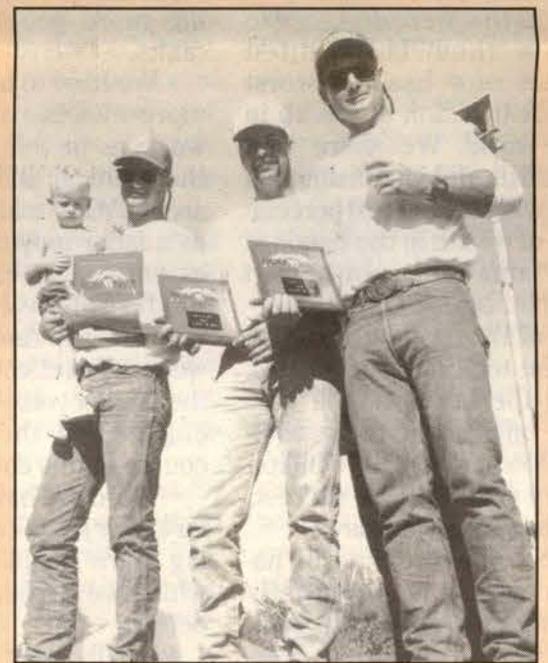
3rd Place, SMUD

Max Fuentes, Gerald Mankins, Don Gay



2nd Place, PG&E

Mike Swanson, Neil Stockton, Blair Zimmerman



3rd Place, PG&E

Evan Slaydon, Larry Mathews, Rick Laskowski

The Winning Teams

The incumbent

Donahue defends past record, plans new initiatives

Editor's Note: On Aug. 24, AFL-CIO President Tom Donahue and SEIU President John Sweeney engaged in an historic public debate, each proclaiming his qualifications to lead the American labor movement, to be the next president of the AFL-CIO. On these two pages, the Utility Reporter prints excerpts from their remarks, delivered at a Los Angeles conference sponsored by the California Labor Federation.



Tom Donahue

America's working families are badly badly threatened these days. They face an economic order that puts profits above people—profits last year at 40%, productivity up 2.5%, workers wages up 1/10 of 1%.

American working families face a political order which appears bent on stripping away the laws that protect working people and programs that were designed to assist them. The United States now has the worst maldistribution of wealth in the world. We share with Brazil the dubious distinction of having the highest percentage of wealth in the hands of the smallest number of people. In this country one-half of 1% now hold one-third of the total national wealth. And the tax laws will give that one-half of 1% an additional transfer of \$170 billion every year until we succeed in changing those laws.

The only force in this nation which is potentially strong enough to turn back that tide of greed, to overcome the unholy alliance between the profiteering special interest and the politics of reaction is this labor movement. The only effective answer to organized greed is organized labor.

To make change work for workers, to make the labor movement the proud powerful humanizing force in the workplace of the future, we have to change ourselves. And that's no small task. We have to offer our help to the millions of people who in every public opinion poll express their desire to have a union to represent them. We

have to offer to the other millions who may not now be ready for traditional collective bargaining forms, we have to offer them new forms of associational unionism. We have to offer them the kinds of organizations that they want as stepping stones to the real force of collective bargaining.

There are four things I think we must do most urgently.

- We must begin by bringing more people into our ranks.

- We have to become a far more effective voice for all workers in this country in the political and legislative arena. We'll make progress as a labor movement to the extent that we can convince the rest of the country that we are right. And that's why we need an effective voice in the land, a voice that will be engaged in the daily discourse in this country.

- Third, we have to do that far better job of communicating to the people in ways in which we explain ourselves better.

- Finally, what we must do is restore the faith and confidence of working people in democratic trade unionism. They don't think we're irrelevant—far from it. But they're not sure they can place their faith and confidence in us and in our ability to represent them and improve their lot. That's what we have to convince them of.

I'm running for re-election to this office because I know what needs to be done, and because I believe by virtue of my experience and my qualifications that I am uniquely qualified to lead this movement, to effectuate the

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changes that we need and to make the federation again the center of the struggle in this country for workers' rights and the improvement of the human condition in America.

It's one thing to talk about change. It's difficult to make change, to be in the arena everyday making change happen in ways which unite people. It's easy to put glitzy titles on old ideas or extant programs. It's easy to propose centers and monitoring projects and offices and departments and commissions and funds. It's harder to make real change happen. The trick is to get the job done, to bring about the change, and to explain this movement better, and to be its voice. That's the challenge before the next president of this federation.

I led the fight for change in this federation for most of the last 16 years. I was chair of the Evolution of Work Committee. John Sweeney was one of the most faithful and supportive members of that committee. John went out in his own union and experimented with some of the things that we tried to get everybody to agree upon, and I give him enormous credit for doing that.

I think I've shown over these past years how you make change happen. And the one thing I'm certain of is you don't do it by attacking or criticizing unions which are slower to change than you are. I think you do it by leading, by encouraging, by cajoling, by pushing, by leading...everybody to come along.

That's why over these past years we created the organizing institute, and why I've doubled and tripled and now

quadrupled the budget of that organizing institute. That's why we have a Strategic Approaches Committee, designed to bring our unions together in times of real strain and stress in strike situations to confront that employer, to make our unions be together, to gather the support of everybody else in the movement for embattled workers wherever they are.

We created the Labor Institute of Public Affairs and we've cooperated with We Do the Work here in California to improve and enlarge the labor image. That's why we created the Housing Investment Trust and the Building Investor Trust, and why we already manage over a billion and a quarter dollars of union pension funds, and it's helping create 40,000 jobs in the construction industry.

We assigned additional resources this past week to the organizing institute so they can hire recruiters and train staff so that we can double next year the recruitment and outreach. That's in place, with the goal of bringing into our ranks 400 people next year, 800 people the following year, and putting on the ground 1200-1500 organizers to work in the field and to confront employers and to help people form unions.

Second, we've create a special fund to encourage multi-union campaigns.

Third, I proposed and the Executive Council approved the establishment of a program of interest-free loans of up to a million dollars for any union beset with strike difficulties which has exhausted its ability to help its strikers.

Fourth, we created a program to train 500 local labor

activists in grassroots political organizing to work with our people and with the community in politics. Not to advance any single candidate. Better to train our guys than train campaign managers for other people's political careers.

We spent a million dollars this past week for media buys to support our grass roots campaign in 26 congressional districts, bringing home the message to the people in that district that this is what your representative is doing to you, this is what your representative did two weeks ago in slashing workers health and safety, cutting students loans, cutting Medicare....

Our labor movement was built from the ground up. And it's got to be rebuilt that way. It's got to be rebuilt by organizing, by educating, by negotiating, by agitating, by energizing. My job at the federation is to make it possible for you and others like you to do that job, to create the climate in this nation in which labor is seen as a force of change and is heard as the voice for those who too often aren't heard. To give you the tools, the information, the training, the technology, the people power you need to do what only you can do. That's the job of the federation.

I've been at the federation long enough to know both its great potential and also its real limits. The promise that Barbara Easterling and I make to you for as long as we are the officers of the AFL-CIO is to be there when you need us, and to do everything we can to empower you to go about the great work of empowering the working families of America.

*The challenger***Sweeney pledges to make organizing his top priority**

For contemporary workers and their families the American dream has become the American nightmare. In our country the stock market is booming, and businesses are flush with cash but America's working families are flush only with unpaid bills. Productivity and profitability have been going steadily up, but for 20 years standards of living for American workers and their families have been going steadily down.

Children of the rich and powerful in our country look forward to a great future filled with more, while children of American workers look to a future filled with less. In the Congress, the courts and workplaces of our country, the voices of the employers are a mighty roar. Questions of workers and their families are but a whisper.

I have decided to run for president of the AFL-CIO because I believe American working families deserve a better deal from their country and from the labor movement. Because organized labor is the only voice for American workers and their families, and because the silence is deafening...



John Sweeney

I have decided that neither the situation of our country's workers nor the leadership of the labor movement could be reversed without drastic changes in the AFL-CIO...

There are big difference between Tom Donahue and John Sweeney...in our experience, in our records of leadership and in the changes we are proposing in the AFL-CIO.

I spent the last 20 years of my life in the trenches of the labor movement, where the bullets and the suffering are real. As the president of one of the largest local unions in the American labor movement, I had some successful city-wide strikes of 30,000 workers in spite of the weakness of our labor laws...

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bership in spite of union busters and a succession of anti-union administrations in Washington...

If you want someone who has spent the last 15 years working the streets as well as the suites, someone who has walked the walk as well as talked the talk, then you should support me...When it comes to organizing we put our money where our mouth is.

When I was elected president of the Service Employees union I recognized that the face of our governing body did not reflect the faces of our members, and I took aggressive action. We increased the number of vice presidents and the size of our executive board and at every opportunity filled those seats and the seats of retiring mem-

bers with women and leaders of color. Of the 57 members on our board, more than one-third are now either women or persons of color.

Our platform calls for spending a minimum of \$20 million on organizing in the next two years. It calls for a sunbelt organizing fund to spur action where we are getting hurt the most, for a formal program to inspire more member organizing efforts among our affiliates, for creating an organizing department at the AFL-CIO where none currently exists, and for a massive union summer organizing blitz next year, using a thousand rank and file members and college students.

We will create a national labor political training center to provide a steady supply of political campaign organizers, campaign managers, and labor candidates.

We will establish a labor center for economic and public policy to do polling, research, message development, and to do battle with the right wing think tanks. We will form a new working group of central labor council leaders and charge them with finding ways to strengthen our activities in the front line grassroots level.

To combat the corporate terrorists stalking our country we need to give more than lip service to defending worker rights and contracts. That's why our platform contains six action steps for increasing our capabili-

ties of dealing with employers. We will found a center for strategic campaigns to coordinate all national contract campaign efforts. We will create a multi-million dollar strategic campaign fund to provide financial assistance to unions involved in life and death struggles. We will establish a strike support team to provide instant help in the front end of critical confrontations. We will create a pension investment clearing house to provide a way of dealing with the globalization of industry and capital. And we will form a transnational corporate monitoring project to coordinate and assist federation affiliates in achieving international solidarity on behalf of American workers.

My needs are simple. I want to live in a country where you can raise a family and don't have to hold down three jobs to do it. Where your lot in life is determined by what you contribute, and not by the color of your skin, the country of your birth, or the selection of your partner.

My idea of a just society is one where honest labor raises the standard of living of all, rather than enormous wealth for just a few. My vision of a perfect labor movement is one that constantly examines and corrects its own imperfections.

I believe the secret of protecting the labor movement lies in not protecting it, that we revitalize the AFL-CIO by opening up and continuing to debate. That we rebuild and regain our strength by inviting all working Americans inside the house of labor rather than forcing them to stand beyond the gate.

**THE DEBATE**

Tom Donahue (right) argues his qualifications to be president of the AFL-CIO as his rival, John Sweeney (left) looks on. Moderating the debate in Los Angeles was California Labor Federation Executive Secretary John Henning. (Photo: Eric Wolfe)

Time to Act

Medicare benefits targeted by current Congress

By Orv Owen

The current majority in Congress has made clear their intentions to cut present benefits received by senior citizens under the Medicare program. Along with cutting current benefits, they also intend to raise the costs to Medicare beneficiaries.

Furthermore, there is a real danger that the Older Americans Act (OAA), which celebrated its 30th anniversary earlier this summer, will disappear unless it is reauthorized by Congress. The program was scheduled to die on Sept. 30., about the time this Utility Reporter went to press.

It would appear to me that

the current majority in Congress has targeted the older citizens as fair game, and are attacking the social programs gained over the past 60 years which have benefited all Americans.

Should we be outraged? Yes! What can we do as citizens?

Write and call the President. His address and phone

number is given below.

And see the accompanying article for how to call your members of Congress—toll-free!

Keep the faith!

President Bill Clinton
The White House
1600 Pennsylvania Ave. NW
Washington, DC 20500
202/456-1111 (opinion line)

IBEW
 Local
 1245



Retirees Corner

Medicare and Medicaid are vital parts of Social Security: when you cut one, you undermine the entire system.

When the leaders of the new Republican-controlled US Congress told the public Social Security was "off the table" this year, working families and seniors never dreamed they would soon face an all-out assault on Medicare and Medicaid.

That's because seniors, disabled Americans and spouses and dependents of deceased workers count on them equally--if you get sick without Medicare or have to go into a nursing home without Medicaid, the costs drain money from your Social Security pension or disability check.

That's why we recognize the \$270 billion in Medicare cuts and \$182 billion in Medicaid cuts in the Republican budget are a **back door raid on Social Security!**

That's why we're particularly angry the money from these cuts is targeted to pay for a **tax cut for the wealth and for giant corporations.**

And that's why we're calling on members of Congress to **reject the Republican Medicare and Medicaid budget cuts** and on President Clinton to **veto the Republican Budget** if it still contains the cuts when it reaches his desk.

Here are two things you can do TO FIGHT the Medicare and Medicaid cut-backs and TO FIGHT tax breaks designed to favor the rich and the big corporations:

1 Call your U.S. Senators and your Representative using one of these toll-free Capitol switchboard numbers:

1-800-962-3524

or

1-800-972-3524

2 Tell them if they vote to cut Medicare and Medicaid, they are voting to cut Social Security and that YOU will vote to cut their career short in the 1996 elections.

Pensions face major threat

A dangerous but little-known bill now rushing through Congress would severely limit or prevent workers from recovering retirement funds invested in pensions funds, mutual funds, employee benefit funds, stocks and bonds and other types of investments that are swindled away in securities fraud.

The bill (S 240 in the US Senate, HR 1058 in the US House) should be called the "Crooks and Swindlers Protection Act," as it would immunize fraud and protect wrongdoers from liability in suits brought by fraud victims. If S. 240 had been in place when Charles Keating and his cronies committed their Savings & Loan fraud, investor recoveries would have been cut from \$262 million to \$16 million or less.

S. 240 is a special interest grab-bag for Wall Street, big accounting firms and corporate insiders. Senators failed to pass even one amendment supported by the Securities and Exchange Commission to protect investors. Senators ignored the pleas to protect investors made by hundreds of state securities regulators, consumer and seniors' organizations and government officials.

Write President Clinton and ask him to veto this terrible legislation. Write Senator Dianne Feinstein today and urge her to switch her previous position and vote against this bill when the Conference Committee returns the bill to the Senate for final approval.

Senator Dianne Feinstein
United States Senate
Washington, DC 20510