

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
May 1996  
Vol. XLV No. 5

# UTILITY REPORTER

Candidates for  
IBEW Convention

## Members prepare for PG&E divestiture

**U**nion members working at PG&E power plants met at union headquarters in Walnut Creek last month to formulate strategy in the wake of PG&E's planned divestiture of electric generating assets.

Two themes dominated the meeting: how to protect members whose jobs are at risk if PG&E follows through with divestiture, and how to protect the long-term interests of energy workers and customers in the era of utility deregulation.

Except during the storms of 1995, workforce issues have been virtually invisible during the long debate over utility deregulation. But Business Manager Jack McNally made it clear that the public has a lot to lose if workforce issues are ignored as PG&E moves toward divestiture.

For decades, regulated utilities like PG&E made huge investments in train-

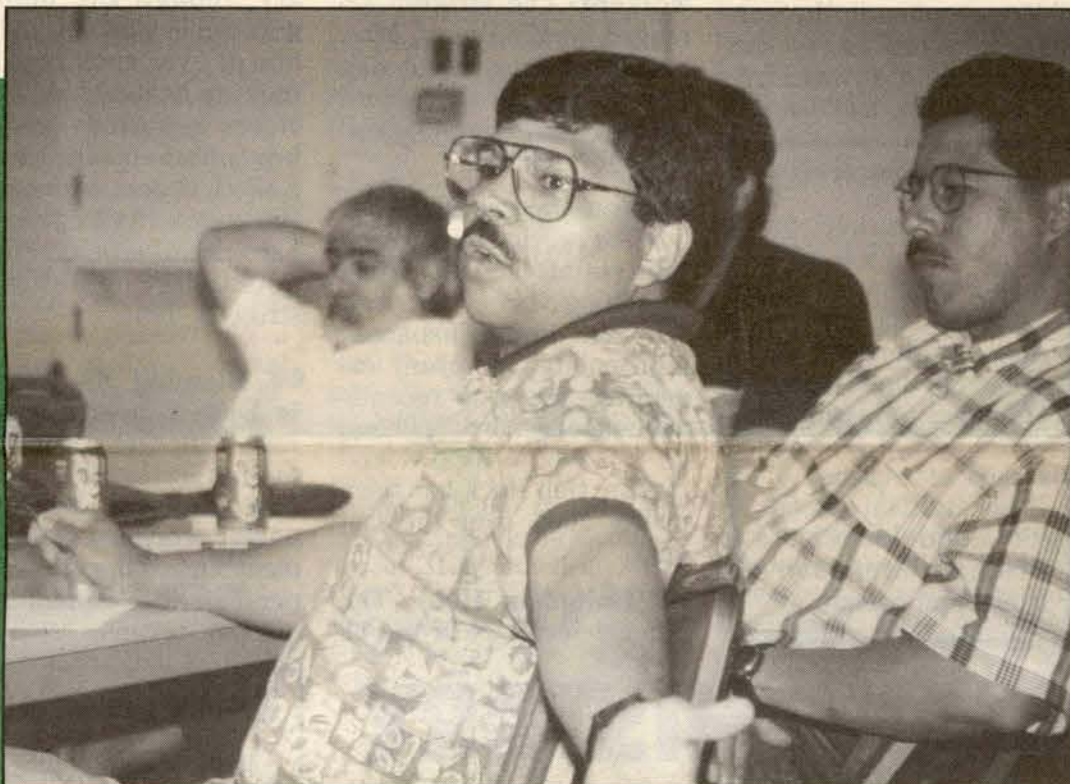
ing, McNally told those attending the April 8 meeting. Good training has enabled the workforce to maintain high standards, which in turn provide the founda-

tion for high-quality performance.

"Right now there's a surplus of power," said McNally, which helps explain why so little attention

is being paid to the issue of worker training and performance standards. But as existing plants go off-line, the current surplus of power

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Larry Magnoli raises an issue during discussion of PG&E's plan to divest some generating assets. (Photo: Eric Wolfe)

### Job security issues at centerstage

## Union stewards face new challenges

**B**eing a union steward ain't what it used to be.

In the old days, you had to know the contract—and how to square off with supervisors when the occasion demanded.

Today, you need to know that and a whole lot more.

On March 30 union stewards at PG&E attended regional training conferences at 15 locations throughout the utility's service territory. They came to meet one another. To ask questions. To share their concerns. And to learn about the challenges PG&E employees now face in a rapidly changing politi-

cal and economic climate.

The number one challenge, in the wake of traumatic downsizings in 1993 and 1994, is job security. The training conferences explored in detail the political factors that triggered those downsizings, and then examined the strategies the union has adopted to preserve the jobs and the economic well-being of its members.

Understanding the political lay-of-the-land is important for all union members, and it's especially important for union stewards, who are called upon in various situations to promote union policies and explain union ac-

tions.

The key political event that provoked the current era of upheaval was passage of the National Energy Policy Act in 1992. With that Act, Congress lowered the barriers to wholesale power transactions, and opened up the electricity market to independent power producers. The Act did not authorize retail electric sales between independent power producers and individual customers, but it did give state regulators the power to authorize such sales.

Five months after passage of the Act, PG&E announced a massive downsizing of its

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### CALENDAR

May 18  
Mt. Wheeler Power  
& Wells REA  
Stewards Conference  
Elko, NV

June 1  
Local 1245 Golf  
Tournament

June 7  
Outside Line Pin Dinner  
Palm Springs, Ca.

June 8  
Local 1245 Softball  
Tournament

June 15  
SMUD-PG&E-Local 1245  
Gas & Electric Rodeo  
Manteca, Ca.

June 22  
Deadline for Returning  
Ballots in Election of  
Delegates to International  
Convention



### PG&E wage re-opener

Local 1245 will soon begin negotiations with Pacific Gas & Electric over the issue of wages for 1997.

The four-year labor agreement that took effect in 1994 provided for wage increases in the first three years, but left open the issue of wages for 1997.

Watch the Utility Reporter for future developments.





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WIPA



*Workers here and abroad*

## Rolling the union on...

### ☛ Mexican Unionists

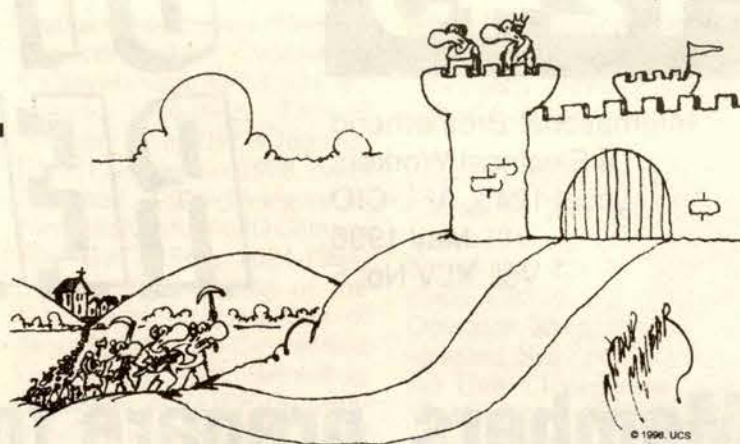
**Rally:** Members of Mexico City's independent bus union (SUTAU-100) and their supporters staged a huge rally March 25 to protest a government crackdown on their union. During the year-old dispute, 12,000 unionized employees of the bus company were fired and expelled from the premises at gunpoint, and 12 union leaders have been imprisoned. Meanwhile, a prosecutor investigating possible corruption in the government-owned bus system was murdered, as was a federal judge who had refused

to issue arrest warrants for the union's leaders.

☛ **King No Scab:** An executive at Detroit News, where employees have been on strike for 10 months, outraged the strikers by claiming that the Rev. Martin Luther King Jr. would have supported the scab workers. The claim was ludicrous, considering that King was assassinated while visiting Tennessee on behalf of striking sanitation workers. The strikers arranged for King's son, Martin Luther King III, to visit Detroit and set the record straight during an appearance at a church.

☛ **Somebody's High:** Unlike the previous two years, workers at Gap Inc. won't be getting a bonus this year. Why not? Profits just aren't high enough, company executives say. Gap recently announced a stock split and an increase in its dividend by 25%. Gap stock has risen nearly 100% over the last year.

☛ **Unionists Held:** The general secretary of the oil



"Maybe we should reconsider that union thing, Sire."

and gas workers' union in Nigeria was apparently taken into custody in January, though the military government has not charged him or even confirmed that they are holding him, Labor Notes reported. Another key union leader, Frank Kokori, general secretary of the union NUPENG, has been held without charge or trial since an oil workers strike in 1994.

### ☛ Blaming the Victim:

In Detroit, a man was arrested after he pulled a gun on his girlfriend, Labor Notes reported. Both were postal workers. Management blamed the victim, suspending the woman without pay because "retaining

you on duty may be injurious to self and others...[and] would not be within the best interest of the Postal Service."

### ☛ Tiremaker Unfair:

The NLRB issued an unfair labor practice complaint against Bridgestone/Firestone for its conduct during the 10-month Rubber Workers strike that ended last spring, Labor Notes reported. If upheld, the complaint could result in the recall with back pay of the 900 strikers who still aren't back at work. But a company statement suggested that Bridgestone/Firestone will contest an NLRB judgement in court, which could drag out the results for years.

### ☛ Labor Gets Down:

Labor musicians and artists will get down at the 18th Annual Great Labor Arts Exchange at the George Meany Center for Labor Studies near Washington DC on June 23-25. Contact the Labor Heritage Foundation at (202) 842-7880 for information.

## MAKE HISTORY

For the first time in memory, a generation of Americans faces a lower standard of living than their parents.

The gap between rich and poor has hit Depression-era levels. And if corporate America has its way, big business will continue posting record profits while laying off workers by the thousands.

This summer, join hundreds of workers and students making history. Spend three weeks in the streets and neighborhoods, organizing for workplace rights and social justice. Make this a summer America will never forget!

Call 1-800-952-2550  
For Further Information



## UNION SUMMER

a project of the AFL-CIO

### Unit correction

Unit 1220, Diablo Canyon, still meets at Margie's Diner, 1575 Calle Joaquin, in San Luis Obispo. Last month the Utility Reporter incorrectly reported that the meeting location had changed.

### Unit schedule changes

Unit 1215, San Luis Obispo, has a new meeting location. The unit will now meet at the Monte Carlo Cafe, 750 Price Street, in Pismo Beach. Meeting dates and times remain the same. If you have any questions, contact Business Rep. Mike Haentjens at (805) 773-8530.

Unit 1217, Templeton, has a new meeting location. The unit now meets at The Pizza Place in

Templeton. No change in dates or time. If you have any questions, contact Business Rep. Mike Haentjens at (805) 773-8530.

Unit 3513, Grass Valley, has a new meeting location. Meetings are now held at The Swiss House Restaurant, 535 Mill Street, Grass Valley, Ca. If you have any questions, contact Business Rep. Phil Carter at (916) 632-1752.





**SAN JOSE UNIT**  
Members of Local 1245 Unit 1511, San Jose, take a break during their April unit meeting to pose for a picture in the Utility Reporter.

## APPOINTMENTS

### IBEW INTERNATIONAL CONVENTION DELEGATE BALLOT COMMITTEE

Stephanie Baber  
Robert Crone  
Marie Graham  
Debra Hall  
John Mike Hamm  
James Mahoney  
Dave Pittman  
Gina Pongasi  
Shirley Roberts  
Ike Williams  
Perry Zimmerman

### PACIFIC GAS & ELECTRIC

**Helicopter Safety Manual**  
Rodney Dyer  
Bill Jennings  
Mike McNei  
Stuart Neblett  
Russ Rylee

### NEGOTIATING COMMITTEES

#### Plumas Sierra REC Negotiating Committee

Douglas Lindstrom  
Donna Mills  
Linda Oneill  
Mickey Harrington

#### City of Shast Lake Negotiating Committee

Stephanie Humphrey  
Dave Vandermeer  
Gary Mai

### CONFERENCES/ CONVENTIONS

#### California Labor Federation Legislative Conference

Mike Davis  
Ed Mallory  
Jim McCauley  
Eric Wolfe

#### A. Philip Randolph Institute Statewide Conference

Thelma Dixon  
Dorothy Fortier  
Lula Washington

## PG&E, SMUD to participate

# Rodeo will showcase gas and electric skills

The talents of gas and electric workers will be put to the test at the Sixth Annual Western Area Gas and Electric Rodeo on June 15.

Formerly the Lineman's Rodeo, this year's event includes competitors from gas classifications for the first time. Competition in the gas events will include welding/pipe fitting; commercial driv-

ing; backhoe; meter set installation; and marking and locating underground gas facilities.

The rodeo, co-sponsored by Local 1245, the Sacramento Municipal Utilities District and Pacific Gas & Electric, will be held at Oakwood Lake Water Theme Park in Manteca, Ca.

## Barbecue Lunch

Local 1245 staff will prepare and serve the traditional barbecue lunch for rodeo participants and their families, as well as employees and retirees who wish to attend. Water slides are available at the theme park. Camping is also available.

Winners in the electric competition will have the opportunity to compete in the 13th annual Lineman's Rodeo in Kansas City, Mo., on Sept. 28.

Top competitors in the gas events will go on to compete in the second annual National Gas Rodeo in Decatur, Ill., on Oct. 12.

## Norval Fisher

Union brother Norval Fisher has died of injuries suffered during repair and test operations on a regulator at El Capitan Substation in Merced in late March.

Brother Fisher, 54, was a Substation Maintenance Electrician with PG&E. He was initiated into the union in May of 1978.

Local 1245 offers condolences to Brother Fisher's family and friends.

## A.G. 'Tube' Dudley resigns

Executive Board member A. G. "Tube" Dudley resigned his position as Member-at-Large on the Local 1245 Executive Board following a serious injury.

Dudley, a lineman, was injured April 8 in Coalinga while working for PG&E. Dudley was initiated into

Local 1245 in 1956 and served in many union positions, including Outside Construction negotiating committee. He was elected to the Executive Board in 1989, and re-elected twice.

Local 1245 Treasurer Michael J. Davis was appointed to fill Dudley's position on the Executive Board.

## POINT OF VIEW

# Barry appoints committee on utility restructuring

Jack McNally, IBEW 1245 Business Manager

IBEW President Jack Barry announced at the 38th Annual Utility Conference in January of this year that a special committee would be formed to assess the current state of the utility industry and to develop strategy for the IBEW to pursue.

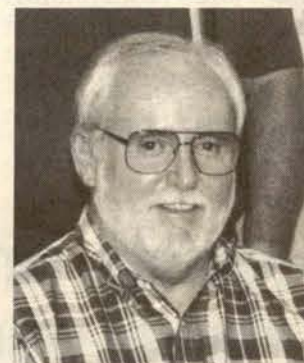
I was appointed by President Barry to serve on this IBEW Committee on Utility Restructuring, along with selected IBEW staff and other local leaders from each IBEW district.

The committee had its first meeting on March 31-April 2. Twenty utility local Business Managers from all parts of the country attended. Each gave an overview of utility restructuring activity, if any, in their area.

IBEW staff reported that Congress this year is considering HR 2929, which would amend the Public Utility Regulatory Policies Act (PURPA). PURPA, originally enacted in 1978, was designed to encourage energy conservation and alternative technologies by requiring utilities to purchase power from certain "qualifying facilities."

HR 2929, generally speaking, relieves utilities of their obligation to buy power from PURPA qualifying facilities if the utilities allow retail competition or choose to divest generating assets.

In the US Senate, Senator Bennet Johnston (D-La.) has introduced S. 1526, which would establish a process to require retail wheeling by the year 2010. However, it would not prohibit states from enacting retail wheeling before 2010. Even though public agencies (like SMUD, for example) are normally not covered by state public utility commis-



sions, Johnston's bill would require public agencies to develop plans to meet the same requirements.

Congress will have a full plate with these two bills.

Meanwhile, at the Federal Energy Regulatory Commission (FERC), activity is stepping up around the issue of mergers between energy utilities. Since the enactment of the Energy Policy Act of 1992, which set deregulation activity into motion, there have been 14 filings or announcements to merge by energy utilities in the US. One of these filings involves our members, at Sierra Pacific Power Co. in Nevada. Sierra Pacific Power and Washington Water and Power have requested permission from FERC to merge.

Responding to all this activity, FERC has announced a Notice of Inquiry on the merger policy under the Federal Power Act. FERC is requesting comments on whether its criteria and policies for evaluating mergers of public utilities need to be revised in light of fundamental changes in the electric industry and the regulation of that industry.

The IBEW has determined that electric utility restructuring is under

See PAGE NINE



# Rally shows seniors haven't lost their fire

By Orv Owen

**O**n April 20, Local 1245 retirees attended the Second Annual Senior Citizens Issues Rally and Barbecue of the Santa Clara County FORUM (Federation of Retired Union Members). The event was held at the Labor Temple in San Jose.

Candidates for both state and federal offices attended and participated as panelists to respond to questions from seniors covering issues and concerns not only important to seniors, but also covering their children and grandchildren, as well as their brothers and sisters in the labor movement and workforce of our great country.

Based on the questions and lively discussions, the seniors have not lost their fire or fight for the principles and goals they fought for in their working years. It was clear that the seniors have not forgotten the struggles of life they endured during their working years and during the World War in which they fought to defend our great country

and way of life.

The greatest ally of working people in this country is the labor movement and senior citizens, both of whom are committed to defend the social gains secured by our generation and by those who came before us.

Keep the faith!

(Orv Owen, now retired, served as Assistant Business Manager for Local 1245.)

## Unionists, retirees put minimum wage on ballot

**A** ballot measure to raise the state's minimum wage will go to California voters in November thanks to the efforts of California unionists and retirees.

AFL-CIO President John Sweeney was on hand last month to congratulate California unionists for their efforts, and to urge California voters to approve the ballot measure in November. Sweeney joined California AFL-CIO leader John Henning at a news conference to announce the successful collection of signatures.

The drive to put the minimum wage initiative on the ballot was sponsored by the California Labor Federation and drew widespread support from local unions and

retirees.

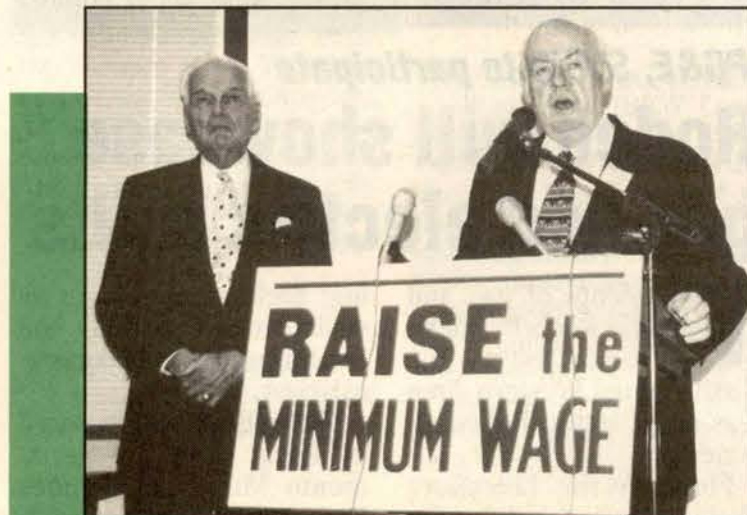
Local 1245 stewards, staff, Advisory Council members, and retirees circulated the petitions in February and March, adding many hundreds of signatures to the total. In all, over 700,000 signatures were gathered throughout the state.

The current state minimum wage of \$4.25 an hour is not sufficient to keep a family out of poverty in California. The ballot initiative, if approved by California voters, will raise the minimum wage to \$5.00 in 1997 and \$5.75 in 1998.

### Federal Minimum

Organized labor is also pushing for a hike in the federal minimum wage.

Under the banner "America Needs a Raise" the



AFL-CIO President John Sweeney (right) and California AFL-CIO leader John Henning, at a news conference last month, announce that the Living Wage initiative will be on the November ballot. (Photo: Eric Wolfe)

AFL-CIO is advocating legislation that would raise the federal minimum wage from \$4.25 to \$5.15 over two years.

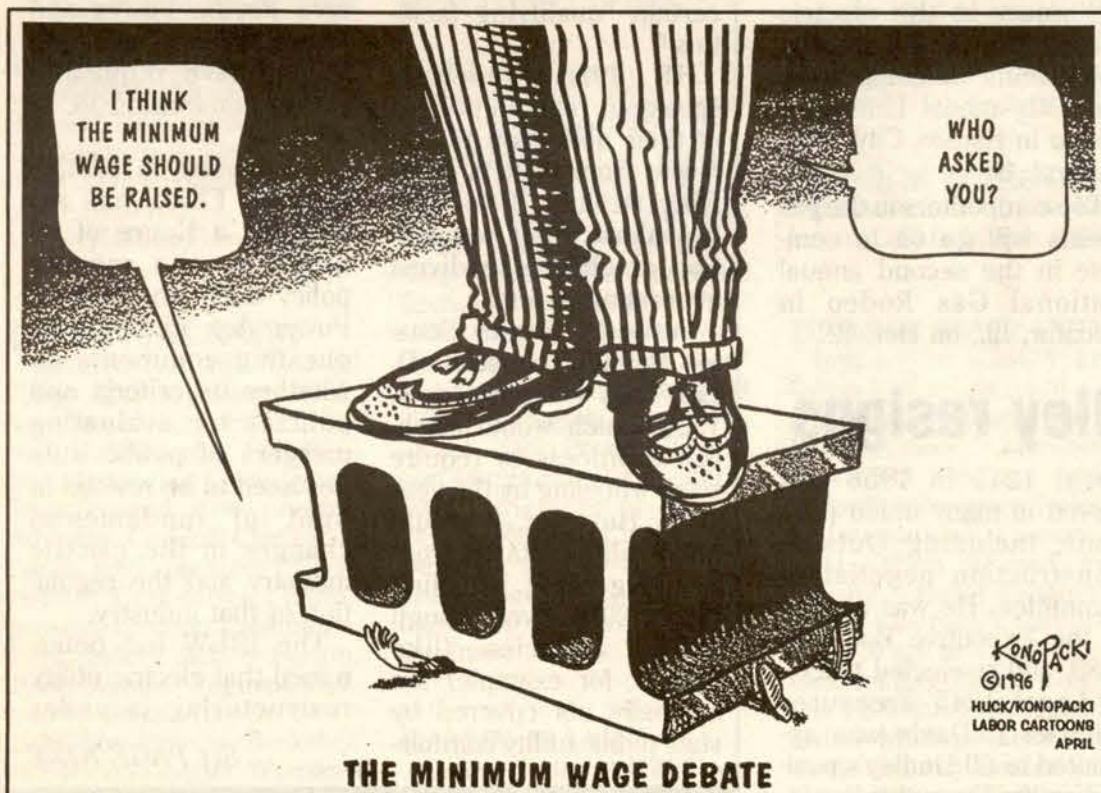
Efforts by Senate and House Democrats to pass S. 413, the Working Wage Increase Act, met with strong resistance in March from Senate Majority Leader Bob

Dole and the Republican majority in the House of Representatives.

However, public support for the minimum wage hike, bolstered by an AFL-CIO public relations campaign, has turned the minimum wage into a major campaign issue this election year.

Last month, about 20 House Republicans apparently began feeling the heat. They issued a statement declaring their support for hiking the minimum wage by a full \$1, rather than the 90-cent hike proposed by the AFL-CIO.

At a recent special convention called by the AFL-CIO, President John Sweeney noted that American workers are in a world "where the richest 20% of the citizens control 85% of the wealth, and the rest of the people fight like dogs over what is left. A world where corporate profits, executive compensation and stock prices continue to soar and incomes for working families continue to go down."



THE MINIMUM WAGE DEBATE

IBEW  
Local  
1245



Retirees Corner

## Retirees can sue employers who cheat them

**W**orkers and retirees who are cheated or deceived out of benefits can now sue their employer in federal court, San Mateo Labor reported.

Last month, the US Supreme Court reversed its previous rulings and said that the federal ERISA law gives people a right to sue their employers for breach of trust.

ERISA, the Employee Retirement Income Security Act of 1974, was designed to protect employees' medical and pension benefits.

Lawyers say the decision will have a direct effect in cases involving retirees who were promised continued medical benefits that were later revoked.

Employees may now also claim that they lost money in their retirement investment accounts because of misleading advice from their employers.

This pro-worker decision was written by Justice Stephen Breyer, a Clinton appointee.

Justice Clarence Thomas (a Bush appointee) dissented, as did Reagan-appointed Justices Sandra Day O'Connor and Antonin Scalia.

"This is a powerful decision for retirees," attorney Dennis Roddy told the Los Angeles Times.

"Now, if an employer lies about what will happen with benefits, a retiree can bring a suit to vindicate his rights."

Roddy represented McDonnell Douglas retirees in a suit against the aircraft manufacturer.



# Union stewards face new challenges in deregulation era

From PAGE ONE

The California Public Utilities Commission (CPUC) threw gasoline on the fire in April of 1994 when it announced plans to authorize retail electric sales (retail wheeling), which raised the specter of independent power producers picking off PG&E's top customers. Four months later PG&E instituted a second round of massive downsizing.

workforce, and justified the job cuts in the name of competition. The direct link between political events and job security was suddenly, abundantly, and starkly clear.

## Gas on the Fire

The California Public Utilities Commission (CPUC) threw gasoline on the fire in April of 1994 when it announced plans to authorize retail electric sales (retail wheeling), which raised the specter of independent power producers picking off PG&E's top customers. Four months later PG&E instituted a second round of massive downsizing.

Then, in November of 1994, PG&E announced plans for more cuts. And this time there would be no incentives for voluntary departures. These cuts would be made through layoffs.

The members of Local 1245 were outraged. There was nearly universal agreement that job security must be the union's top priority.

After several stormy months of labor-management confrontation, PG&E saw that its interests would be better served by cooperation rather than confrontation. On April 5, 1995, PG&E rescinded the layoffs, and PG&E President Stan Skinner and Local 1245 Business Manager Jack

McNally signed an agreement charting a new direction for labor-management relations.

This agreement has turned out to be far more than just another piece of paper. It has produced substantial results.

Among these has been the creation of several dozen labor-management committees whose mission is to explore ways to enhance company productivity and improve job security for bargaining unit members. This labor-management process is directly responsible for identifying more than 300 new positions needed in Customer Energy Services—permanent positions that the company is now in the process of filling.

Stewards are playing key roles on most of these labor-management committees.

## Hiring Hall

Another achievement in the realm of job security was the creation of a union hiring hall to provide temporary additional workers to enable PG&E to catch up on badly-needed maintenance. The hiring hall, which so far has dispatched more than 1,000 temporary additional workers to PG&E, insures that this work will be performed by union workers earning union wages, rather than by outside contractors. Hiring hall employees are

regular PG&E employees, and enjoy all the rights of permanent PG&E employees—with two important exceptions. Hiring hall employees receive a cash payment in lieu of benefits, and hiring hall employees serve at the will of the company—they do not have displacement rights under Titles 206/306/19, nor do they have the right to bid into permanent positions.

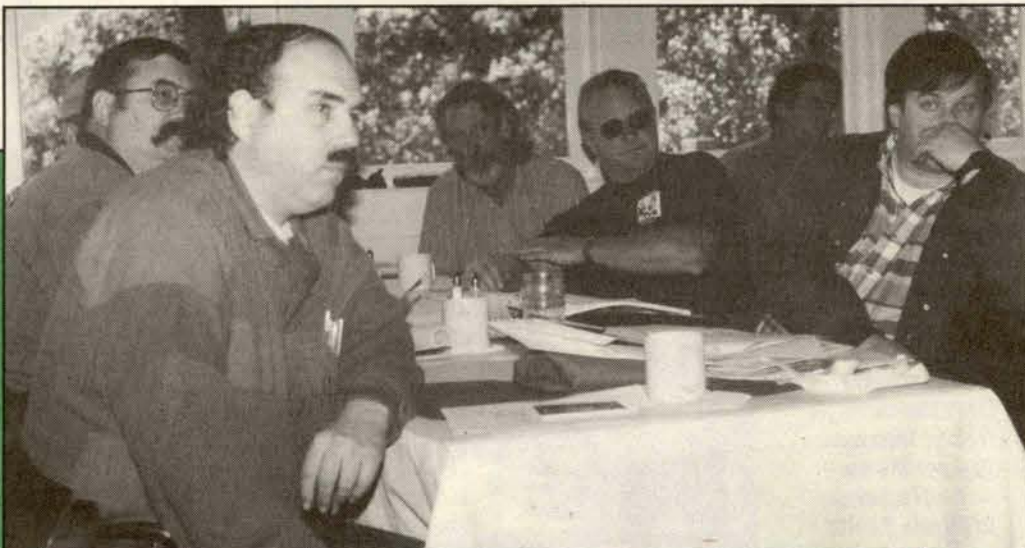
And of particular importance to permanent employees, the hiring hall gives PG&E a mechanism, once it has caught up on maintenance, to lower its headcount without resorting to another round of downsizing and all the trauma that downsizing entails.

Probably most important, the McNally-Skinner agreement clearly mandated that company and union officials at all levels are to make every effort to solve problems cooperatively so that PG&E can enter the competitive era in a strengthened position rather than as a company divided against itself and thus vulnerable to chal-

## Local 1245 Steward Training Conferences

On April 5, 1995, PG&E President Stan Skinner and Local 1245 Business Manager Jack McNally signed an agreement charting a new direction for labor-management relations.

This agreement has turned out to be far more than just another piece of paper. It has produced substantial results.



Stewards at the Santa Cruz training conference.

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## Stewards

From PAGE FIVE

lenge by competitors.

However, this does not mean that union and company now have identical agendas. The union is not going to be in agreement with every company idea for enhancing productivity. The company is not going to be in agreement with every union idea for enhancing job security. And grievances continue to be filed locally over the usual issues: inappropriate discipline of individuals, disagreements over how to interpret contract language, and so on.

But neither company nor union has permitted these disagreements from obscuring the larger shared goals of improving service and protecting jobs. Despite the gains of the past year, the future is far from secure.

Last December the CPUC finalized its deregulation proposal, which now goes to the state legislature for consideration. Local 1245 and other unions in the Coalition of Utility Employees have retained a lobbyist to defend jobs against possible legislative attacks.

### Performance-Based Ratemaking

Another development that could have a big impact on jobs is the CPUC's plan to institute "Performance-Based Ratemaking" to determine the rates that PG&E can charge its "captive" customers. PBR could put new pressures on utilities like PG&E to cut costs (and jobs) in order to boost profits. But if properly designed, PBR could provide incentives to PG&E to maintain high service standards. That would be an important boost to job security, because it is now widely recognized that you can't deliver high quality service if you don't have enough workers.

Stewards at the training conference were reminded that the union will be entering negotiations with the company in the near future to determine wages for 1997.

# Local 1245 Steward Training Conferences

### Bakersfield

Dick Banbury  
John Bell  
L.T. Cordova  
Arnold Garza  
Lee Haring  
Steve Jameson  
Steven Lace  
Ed Mallory  
Emet Miranda  
Daniel Morey  
Daniel Patrick  
Steve Potter  
Billy Weilage  
Dennis Wilson  
Blair Zimmerman

### Pacifica

Al Calleros  
Jerry Camacho  
Larry Darby  
Robin David  
David Hernandez  
Harry Hom  
Gary Magee  
Paul Nepomuceno  
John Petrovich  
Millie Phillips  
John Price  
Bob Quinn  
Rebecca Rosecrans  
David Sarmento  
Brad Schuback  
Sherrick Slattery  
John Sunseri  
Samuel Thomas II  
Elaine Vargas  
John Vernatter  
Matthew Vucurovich  
David Walters  
R.G. "Rudy" Woodford

### Fresno

Angel Alvarado  
Mike Brocchini  
David Cannon  
Julie Cash  
Juan Cerda  
Gregory Crawford  
Bill Eldridge  
Edward Espinosa  
Charles Garabedian  
Tom Garcia  
Richard Glover  
Chris Habecker  
Mike Jamison  
Valerie Lopez  
Kitty Mason  
Marshall Massey  
Dan Mayo  
Ron Newton  
Anthony Norman  
Dennis Panoo  
David Paul  
Sal Perales  
Robert Pickering  
Keith Rasmussen  
Allen Simms  
Chris Van Dyke  
Katie Wagner  
Robert Whitley

### Eureka

Clark Fleming  
Barry Jensen  
Linda Jurado  
Carol Rasmussen  
Lee Thomas

### Oakland

Alfonso Estes III  
Ray Gerber  
Clifton Jackson  
Marie Kizzee  
Gary Latigue  
Carl Makarczyk  
Debra Mazzanti  
Walter Mims  
John Roberts  
William Smith  
Thomas Thorne  
Jeffrie Van Hook  
Elzen Wilson

### MONTEREY

Andy Bassetti  
Mary Billingsley  
John Coates  
Lonie Crawford  
Robert Dailey  
Art Freitas  
Richelle Gallegos  
Brian Gines  
G. Hernandez  
Richard Manley  
Robert Martin  
Jim Martinez  
James Mauzey  
Ron Morris  
Mark Newman  
Barbara Saunders  
Michael Sowders  
John Sportsman  
Pat Stoffey  
Mark Thomas  
James Vermilyer

### AUBURN

T. Andreucci  
Gerald Bettcourt  
Ken Brown  
Gary Cassilagio  
Ben Cox  
Robert Crone  
Jim Edwards  
Paul Flecklin  
LeRoy Franklin  
Patrick Harrigan  
Pat Hurley  
Alan Johnson  
Margaret Johnson  
Jim Jurkiewicz  
Brian Kapaun  
Ralph Martin  
Dan Musick  
Nick Salvatorelli  
Natalie Sherman  
James Stephenson  
Jerry Tolbert



Stewards in Fresno.

### Santa Rosa

Russell Fairbanks  
David Fritz  
Linda Gazzoli  
Stephen Gerst  
John Kent  
Cary McDermott  
Linda Norris  
Mel Pendleton  
Ken Rawles  
Bob Saunders  
Lem Stubblefield  
Paul Thrasher  
Steven Valdovinos



Business Rep. Frank Hutchins in Fresno.



Stewards in Fresno.





Stewards in San Francisco.



Stewards in San Francisco.

#### SAN JOSE

Bill Brill  
Clark Dotson  
Ronald Fort  
Joe Fradin  
Wayne Kirkbride  
Pete Mandon  
Guy Matta  
Robert Mayer  
Greg McBee  
Mike McGinley  
Dan Melanephy  
Mike Nolan  
Gerald Roza  
Karen Russell  
Sue Wheeler

#### GROVER BEACH

Fidela Barrios  
Gregg Burk  
Bill Butkovich  
Alex Castillo  
Bob Edie  
Debra Encallado  
Richard Gomez  
James Grady III  
Sharon Gripp  
Doug Grossman  
Allen Hamel  
Matthew Huszarik  
John Jacobson  
Jypsy Johnson  
Jeffrey Knisley  
Marc Lacross  
Dan Lockwood  
Ernie Magana  
Chris Paris  
Mark Taylor  
Frank Teague  
Gary Uratsu

#### SACRAMENTO

Tony Acosta  
Vic Badasow  
Doug Bell  
Ruth Best  
Arlene Cook  
Thelma Dixon  
Arlene Edwards  
Arturo Escobedo  
Jennifer Gonzales  
Marie Graham  
Danny Jackson  
Mike Joy  
Christine Lay  
Donna Lindsey  
Felicia Mack  
John Martinez  
Darryl Norris  
Ernest Owens  
Annette Rocha  
Alicia Smiley  
Robert Uschmann  
Barbara West

#### UKIAH

Edward Austin  
Sandi Damitz  
Bill Dawson  
H.V. Everett  
Stan Federnak  
Ralph Freeland Jr.  
Douglas Hall  
William Hunt  
Karl Kohlruss  
Jody Lutz  
Michael McBroom  
Mark McCrea  
Tom Slight  
Cliff Spaletta  
Lloyd Stottsberry  
Norman Tkachenko  
Ken Wilson  
Gary Woodson

#### STOCKTON

Leroy Adams  
Jim Clemons  
Rick Davis  
Grover Day  
Dan Dennis  
Domenick Dicce  
Linda Fernandez  
Wayne Fippin  
Frank Garcia  
Randy Greer  
Robert Harty  
Eric Helmle  
Mike Johnson  
Cecelia Kooyman  
Tab Lagow  
Ross Leverett  
Jim Lynn  
Don Mitchell  
Gary Outlaw  
John Rasmussen  
Sam Reid  
Ralph Rigg  
Judie Szostak  
Stanley Teasant



Stewards in Santa Cruz.

#### REDBLUFF

Allen Collier  
Jerry Covert  
Lee Covington  
J.R. Dolloff  
Rodney Dyer  
Dennis Goodman  
Mike Hamm  
John Harper  
Laurence Hope  
J. Keller  
David Klingerman  
Bill Mackay  
Greg Molakides  
Stuart Neblett  
Dale Noble  
Michael Oelrichs  
Will Rodriguez  
Roy Runnings  
Russell Rylee  
D.F. Terrell  
Rod Trunnell  
Mike Vrooman  
David Whitehead

#### SAN FRANCISCO

Ed Abriam  
Charles Adams  
Ivy Baker  
Angelina Barrientos  
Shirley Henry  
Debora Hunter  
Frank Marshall  
Gary Maschio  
Carrie Matthews  
Glen McQuade  
Sylvia "Chris" Polk  
Shirley Roberts  
Jerry Totes  
Carol Turk  
Maggie Wang  
Jennifer Wong  
Frances Wycoff  
Steve Starling



## Local 1245 Steward Training Conferences

## Stewards

From PAGE SIX

And during 1997 negotiations will be conducted to renew the entire labor agreement, which expires at the end of 1997.

Upcoming political elections are another vital component of the union's job security strategy. The American middle class is being threatened on several fronts, and Local 1245 members are among those at risk. These threats include:

- Government policies in many cases actually encourage companies to relocate outside the US, causing the destruction of many high-paid unionized manufacturing jobs.

- Advances in technology are rapidly destroying less-skilled jobs.

- Misplaced budget priorities have shifted the tax burden from the rich to the middle class, have failed to make badly-needed investments in our nation's infrastructure, have sorely neglected public education, and have failed to provide adequate training opportunities for displaced workers.

In many cases, the new Republican majorities in Congress and the state Assembly have directly attacked working people, by attempting to repeal overtime pay, prevailing wage standards, health and safety standards, and other legal structures that have long protected the middle class.

What does this mean to a union steward—and to all union members? It means that your paycheck is directly linked to your polling booth. The election coming up in November will determine whether working people begin to reverse these attacks on their livelihoods, or whether living standards will continue to deteriorate.

Amidst all the uncertainty, there is one thing that remains certain: a strong united union is one of the best insurance policies a PG&E worker has.



## Union seeks level playing field in PG&E 'joint pole' agreement

By Dan Mayo

**P**acific Bell and PG&E share joint ownership of more than a million poles. Over the years, PG&E has been increasingly under-compensated for the replacement of jointly-owned poles on behalf of other companies, because the joint pole agreement created in 1960 has not changed with the times.

Last year, PG&E sought to remedy that by entering into an agreement with Pacific Bell which parallels procedures utilized by utilities in southern California and provides for a more equitable settlement of costs. However, Pacific Bell, as part owner of the poles (it owns 35-40% of the average joint pole), insists that it has a right to make sure the work is being done at market prices.

Accordingly, the new agreement, which will expire at the end of 1997, provides "best in class" price benchmarking by contracting out 10% of the joint pole work in 1996 and 1997. The agreement also recognizes that "best in class" includes quality, safety, responsiveness and service reliability.

To comply with the contracting mandate, a request for proposals (RFP) needed to be written and sent out to

qualified contractors. To PG&E's credit, in the spirit of maintaining a cooperative relationship, the company invited Local 1245 to appoint a bargaining unit representative to help write the RFP to ensure that PG&E's bargaining unit members have a level playing field with the contractors. Local 1245 accepted



Mayo

the offer, and I was appointed to be that representative.

Negotiations between Pacific Bell and PG&E are ongoing, and final agreement regarding *how* the work will be contracted is expected in the near future. Contractors will begin work shortly thereafter, perhaps as soon as July or August.

### Union's Concerns

Local 1245's interest in this issue should be obvious. Job security is a top priority for us. At the same time, we recognize that PG&E needs to be competitive in an increasingly deregulated utility industry, and competitive pressures compel PG&E to work cooperatively with business partners like Pacific Bell.

The issue for us becomes: How can our union influence this process for the benefit

of its members?

It doesn't take a rocket scientist to realize that the work can be done cheaply by cutting corners and taking shortcuts, so our highest concern is that safety, quality and service reliability are not compromised. Accordingly, Local 1245 and PG&E were insistent that inspections be done by regular PG&E journeyman linemen. They have the knowledge, experience and expertise to properly inspect the work done by contractors, and the motivation to make sure the poles are safe to climb and work on after the contractors are gone.

Apart from *this* contracting effort, there is already some evidence that Pacific Bell contractors—most of which are non-union and non-electrical—are compromising safety. Last year, without PG&E's permission or assistance, a contractor working for Pacific Bell set an unprotected pole against an energized 12kV conductor, creating a public safety hazard. More recently, contractors working on Pacific Bell's broadband project put excessive tension on existing joint poles, causing negative rake, pulling anchors up, and in some cases causing poles to break.

PG&E is working with Pacific Bell to try to prevent such problems in the future,

but these experiences reinforce the need for vigilance. Local 1245 contends that, when contracting is to occur, this work should be done by qualified electrical union contractors because these contractors employ trained, skilled, qualified workers.

### Scope of Work

Another concern is that the scope of work done by the contractors should be limited to the types of work stated in the agreement. "Joint pole work" can encompass a lot of things, such as reconductoring several miles of line, for example; *that* type of work goes beyond the intent of the agreement, and would take away bargaining unit work. Therefore, several work types have been identified as inappropriate to send to contractors.

Joint pole contracting will not occur system-wide; the areas identified are those which have a backlog of work because of Pacific Bell's broadbanding, and because of PG&E's Test & Treat and FACTS (Facility Assessment and Condition Tracking System) programs.

The following areas in PG&E's service territory have been identified for contracting: Diablo and East

Bay divisions; Mission, De Anza and San Jose divisions; Stockton Division; and Sierra Division.

In all of these areas combined, over the entire period through 1997, it is expected that 4,000 poles will be replaced by contractors. PG&E has assured us that its division employees will not be displaced to accommodate the contractors. The situation will be monitored, and in the unlikely event that PG&E work dries up in any one area, the remainder of the contracting will be done elsewhere.

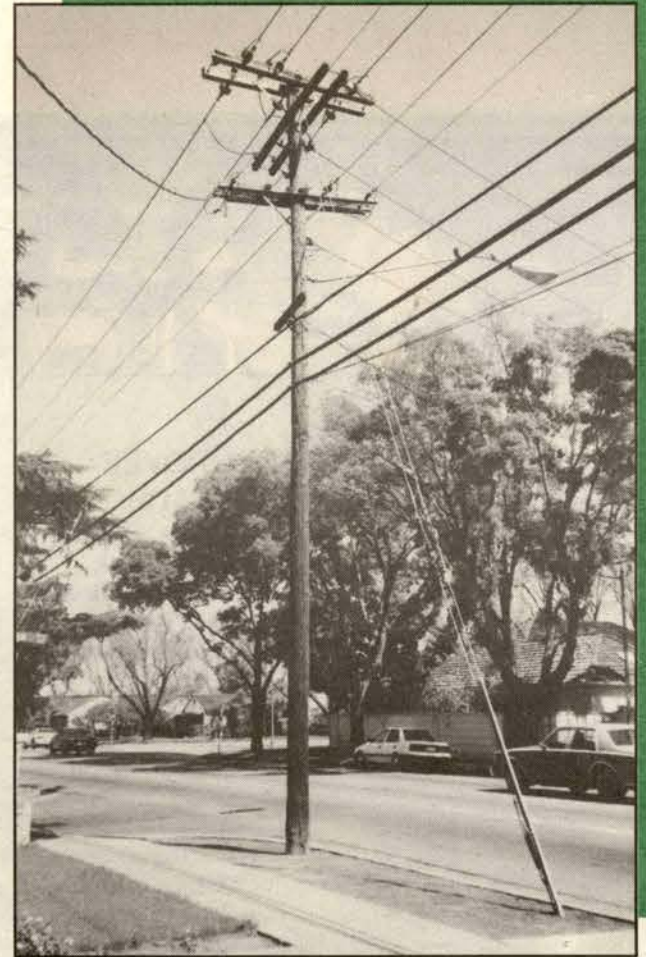
### Level Playing Field

What does a level playing field look like?

Despite efforts to make everything equal, there are inevitably some trade-offs. For example, we determined that it would bypass Title 212 (Emergency Call-Out) of the labor agreement to require contractors to respond to car-pole accidents or other emergencies involving joint poles, so we elected to avoid such a requirement.

On the other hand, by requiring contractors to do such things as provide their own material from PG&E-approved suppliers, perform their own "hotwork", and pay PG&E for electrical

See NEXT PAGE



**Job security is a top priority for us. At the same time, we recognize that PG&E needs to be competitive in an increasingly deregulated utility industry, and competitive pressures compel PG&E to work cooperatively with business partners like Pacific Bell. The issue for us becomes: How can our union influence this process for the benefit of its members?**



clearances, many of the hidden costs which have historically shifted to PG&E should now be reflected in contractors' prices.

To make sure contractor's costs collectively reflect PG&E's average costs of pole replacements, we also tried to ensure that PG&E's geographical diversity is well represented (e.g. mountains, valley, urban and rural). PG&E is to be commended for working together with Local 1245 to address many of these issues.

### Work Outlook

Local 1245 has already negotiated job security enhancements that take effect when the company exercises its right to have work done by outside contractors. Beyond that, our opportunity to work together with PG&E on this RFP allows us the

additional ability to identify hidden costs, ensure a level playing field, and avoid subsidizing the contractors.

Also, in this particular case, a cushion is provided by the current backlog of maintenance work and shortage of workers. As PG&E's project manager, Keith Stocker, was quoted in the April 15 issue of PG&E Week: "We still have more pole replacements to do than labor forces to do it."

As a result of the joint pole agreement, PG&E employees will now be able to actually gain a certain amount of work that had previously gone to non-union telco contractors. In the past, old joint poles were topped at the phone level after being replaced, and later—sometimes a lot later—telco contractors would transfer the phone and remove the old pole.

Now, by local agreement between PG&E and Pacific Bell engineers, PG&E can do other things besides set the new joint pole, transfer the electric facilities, and top the pole. In many locations, we may also be able to do simple telephone cable transfers, pull the old pole and clean up the worksite. This procedure, dubbed "one-stop construction," allows PG&E to get the entire job done in one day, and provides better service to Pacific Bell, PG&E's customers and right-of-way landowners. Furthermore, PG&E can now get paid for doing it.

Local 1245 has been relatively successful in addressing many bargaining unit concerns via the partnership approach. We have retained the ability to monitor the process and to assure a quality product through inspec-

tions. Perhaps more importantly, working together with PG&E strengthens our cooperative relationship.

### What Is Value?

We have always maintained that PG&E's union workers are best in class, which means they have attained the highest possible level of performance in their field. Value is represented not just in price, but also in experience, training, a good safety program, quality workmanship, and genuine concern for the utility customer. Our best guarantee for job security in a rapidly changing industry is to continue seeking ways to improve ourselves to achieve the highest level of performance.

*(Dan Mayo, a PG&E line-man in Merced, Ca., is a 21-year member of Local 1245.)*

### POINT OF VIEW

## Committee on restructuring

From PAGE THREE

consideration in one form or another in 42 of the 50 states. It was acknowledged that California is in the forefront of restructuring activity, but many other states are not far behind.

The IBEW committee spent a good deal of time at its first meeting identifying worker-related issues that should be considered in any process of utility restructuring. These issues include service reliability and quality, job loss, the impact of restructuring on the affected community, and other issues to be identified.

One principle was clear: before the IBEW can embrace any restructuring, that restructuring has to be responsible and it has to benefit all customers—not just the most powerful ones.

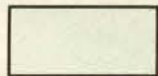
The IBEW committee is now looking at different avenues for educating residential ratepayers as well as our own IBEW members about these important issues. The committee felt that such education efforts are crucial to any success.

California unionists have an important contribution to make to this discussion because our state, for better or worse, has been at the forefront of this issue. President Jack Barry is to be commended for tackling this difficult issue head on. I feel honored to serve on the IBEW Committee on Utility Restructuring and will keep our members informed of its progress.

## PACIFIC GAS & ELECTRIC/PACIFIC BELL'S JOINT POLE CONTRACTING AREAS

### Contract Areas

Area 1



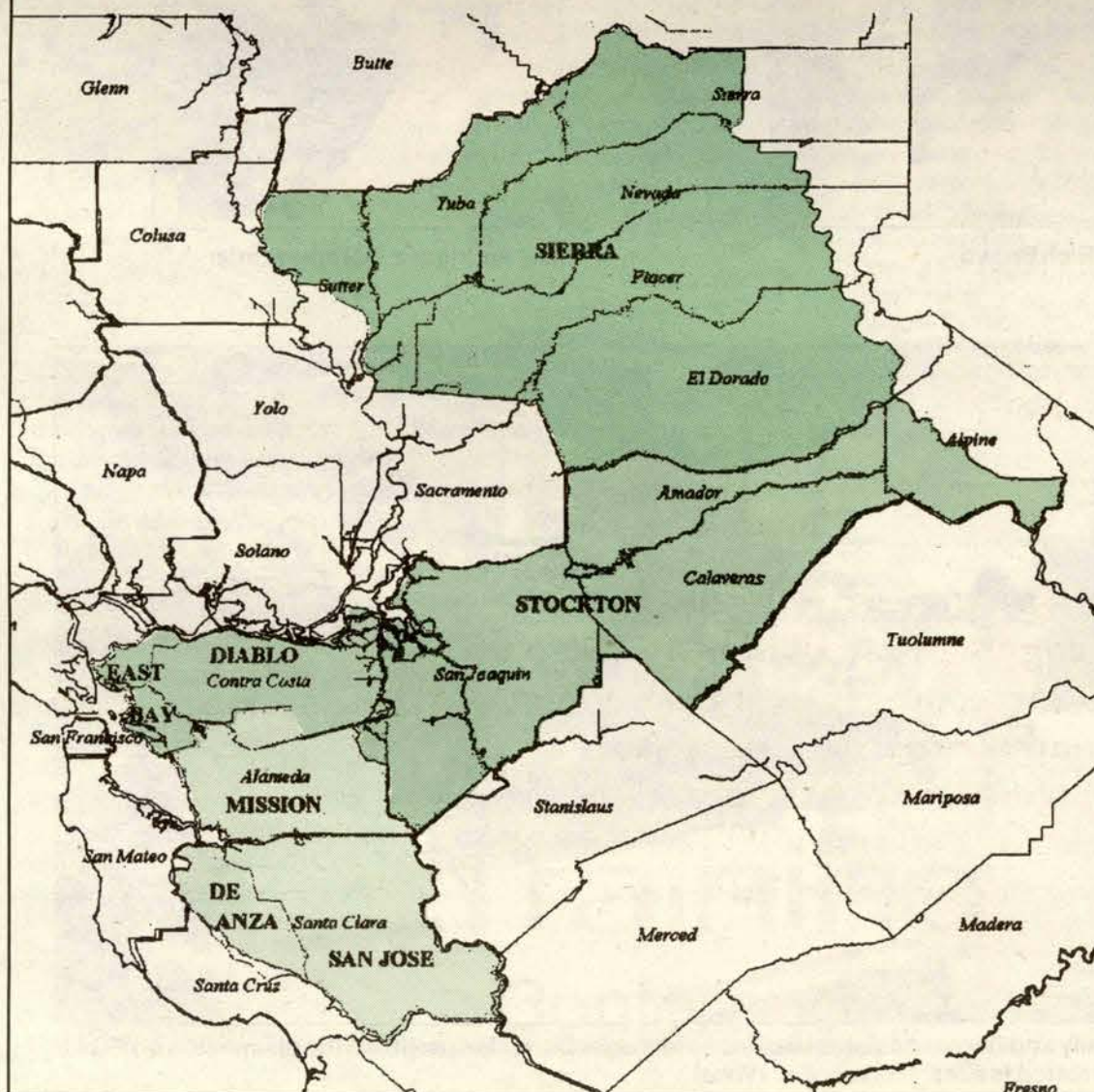
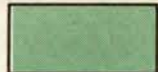
Area 2



Area 3



Area 4





## Members prepare for divestiture

From PAGE ONE

will shrink, and shortages will become a real possibility.

At that point, possibly as soon as 2003, McNally said, "plant performance will be crucial."

"Who's going to be running those plants then? What's the caliber of the worker? What kind of training will they have?"

Despite these troubling questions, there appears to be little hope of stopping the sale of some PG&E power plants, McNally said. The California Public Utilities Commission (CPUC) in December voted 3-2 to require PG&E to divest at least 50% of its fossil fuel generating capacity. The two dissenting commissioners favored even more radical divestiture.

PG&E itself is not resisting the order. In fact, the company announced years ago that it preferred to get out of the power generation business—at least in California. (In a joint venture with Bechtel Corp., PG&E is building power plants outside of its California service terri-

tory.)

However, this does not mean that utility employees and their unions are helpless. Public education, political action, and direct negotiations can all be utilized to effect the outcome of the on-going debate over utility deregulation and divestiture.

Local 1245, in conjunction with the IBEW nationally, is developing a public education campaign to explain the problems associated with utility deregulation and to stress the importance of maintaining a skilled, dedicated utility workforce. (See Business Manager's column, page 3). Although California was first out of the gate in the race to deregulate utilities, deregulation efforts are now underway in 46 states, and Local 1245 is doing what it can to help other locals learn from our experience.

At the state level, Local 1245 is working in conjunction with the Coalition of Utility Employees (CUE) to influence the legislative process in Sacramento. A CUE-

See NEXT PAGE



David Walters, Wayne Fippin, Rick Simmons



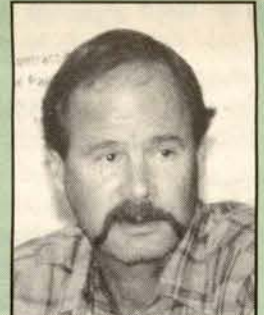
Sam Tamimi, Pat Stoffey, Barry Mitchell



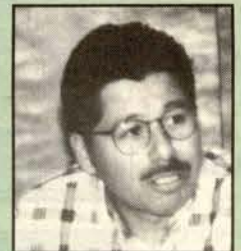
Roy Running, Rich Brown



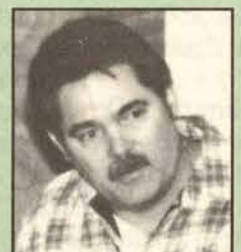
Will Rodriguez, Dorothy Fortier



Ken Brown



Jim Martinez



Frank Robertson

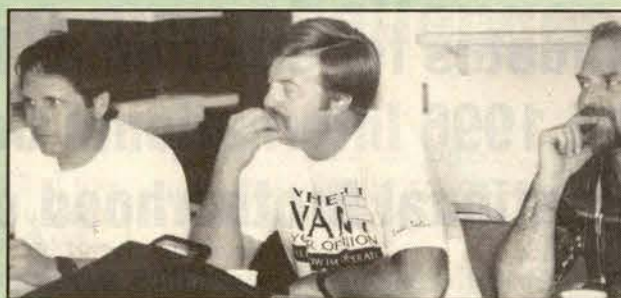


Business Manager Jack McNally and Senior Assistant Business Manager Darrel Mitchell lead the discussion on PG&E divestiture, job security and related issues. (Photos: Eric Wolfe)





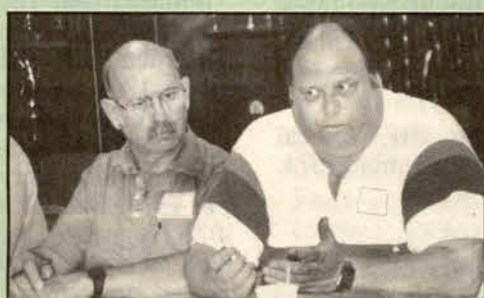
Darrel Mitchell



Ken Amaral Mike Oelrichs, Mike Haentjens



Phil Carter, Al Wilhelm, Gary Hughes



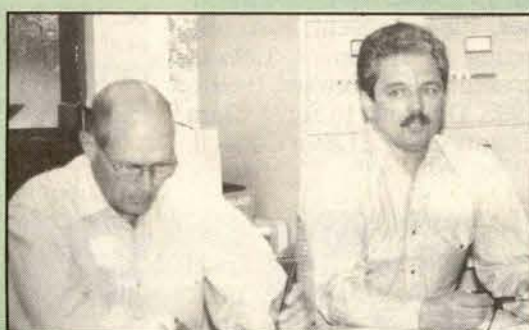
Bob Martin, Al MacLean



Frank Saxsenmeier, Robin David



Ernie Madana



Eric Helmle, Bob Whitley



Steve Lopez, Bill Butkovich, Jim Martinez

## Participants

Jack McNally, Business Manager  
 Darrel Mitchell, Sr. Ass't. Bus. Mgr.  
 Bob Choate, Business Rep.  
 Rich Brown, Diablo Canyon  
 Roy Runnings, Geysers  
 Hunter Stern, Business Rep.  
 Dorothy Fortier, Ass't. Business Mgr.  
 Will Rodriguez, Burney  
 Barry Mitchell, Pittsburg  
 Pat Stoffey, Moss Landing  
 Sam Tamimi, Ass't. Business Mgr.  
 Frank Robertson, Pittsburg  
 Larry Magnoli, Pittsburg  
 Jim Martinez, Moss Landing  
 Bill Butkovich, Morro Bay  
 Steve Lopez, Contra Costa  
 Mike Haentjens, Business Rep.  
 Mike Oelrichs, Mantan  
 Ken Amaral, Camp 5  
 Mark Taylor, Diablo Canyon  
 Ernie Madana, Morro Bay  
 Rick Simmons, Rodger Flat  
 Wayne Fippin, Angels Camp  
 David Walters, Potrero  
 Bob Whitley, Auberry  
 Eric Helmle, Angels Camp  
 Robin David, Potrero  
 Frank Saxsenmeier, Business Rep.  
 Allan MacLean, Geysers  
 Bob Martin, Business Rep.  
 Gary Hughes, Business Rep.  
 Al Wilhelm, Auburn  
 Phil Carter, Business Rep.  
 Ken Brown, Drum



### From PAGE TEN

sponsored bill in the state Assembly would require the CPUC to assure the adequacy of the state's power supply before approving any plant closures. A CUE-sponsored bill in the state Senate would require buyers of plants to retain the current workforce for two years.

The unions are also exploring whether it would be possible to legislate training standards that Independent Power Producers would be required to meet.

After reviewing political and regulatory developments, the conference participants turned their attention to the situation at PG&E. Divestiture could occur in one of several ways, McNally explained.

PG&E could simply "spin-off" its plants as a new corporation or corporations, which in theory could be accomplished without a major disruption of the current workforce.

Or, PG&E could sell plants outright to someone else. In this scenario, there is no guarantee that the new owner would recognize the

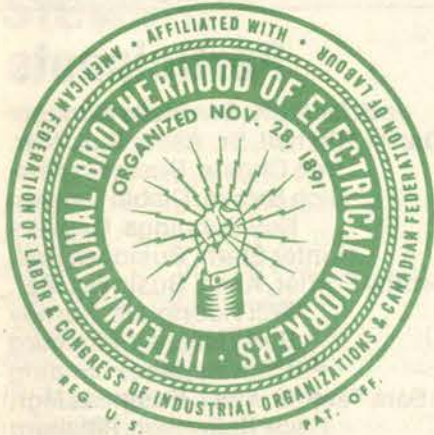
union or retain current employees. Another possibility would be for PG&E employees themselves to purchase the plants through an employee stock ownership plan. However, participants at the April 8 meeting showed little interest in this option.

Discussion then focused on a variety of options for enhancing job security for current employees as divestiture approaches.

These options included negotiating new voluntary retirement and severance programs, holding jobs open in other parts of PG&E, accelerating the training of current employees, and attempting to negotiate a successor clause in the labor agreement that would require any new owner to recognize the union.

It was generally agreed that Title 206/306 demotion and layoff procedures would afford some protection to power plant employees, but these procedures should be regarded as a last resort because of the disruption they create through the workforce as a whole.





## Candidates for election as Local 1245 delegates to the 1996 International Convention of the International Brotherhood of Electrical Workers

In the next few weeks, each Local 1245 member will receive a ballot in the mail for the election of delegates to the IBEW International Convention. To be valid, your ballot must be properly filled out and received at the union's post office box no later than 10 a.m. on June 22, 1996. Provided below is a complete list of candidates and a description of their union activities (as provided by the candidates themselves).

### JOE ADRAGNA

Initiated into IBEW Local Union 1245 in November 1978. Member of Unit #1212, Monterey. Classification: Gas Service Rep.

### LYNN R. ALLEN

Initiated into IBEW Local Union 1245 in January 1978. Member of Unit #3318, Elko. Classification: Storekeeper. Local Union Offices held: Secretary, Vice President, Steward, from 1981 - 1982, and 1994 to present. 1981 and 1982 Contract Negotiating Committees with CP National; Safety Committee Member; Vice-Chair and Chairman, 1993 through 1995. Delegate to North-Eastern Nevada Labor Counsel; Delegate to Nevada State AFL-CIO Convention.

### MIKE BAXTER

Initiated into IBEW Local Union 1245 in December 1973.

### ANNA BAYLESS

Initiated into IBEW Local Union 1245 in August 1980.

### CONNIE BIBBS

Initiated into IBEW Local Union 1245 in August 1986. Member of Unit #3011, Sacramento Regional Transit. Classification: Maintenance/Utility Worker. Shop Steward from December 1991 to present. Member of Positive Discipline Implementation Team, 1993. Drug and Alcohol Testing and Rehabilitation Implementation Team, 1994. Shop Steward's Training. 13th Annual Western Summer Institute for Union Women Conference, 1994. Wage Reopener Negotiation Committee, 1995. Negotiation Team (Interest Base Bargaining), 1995.

### VERN BROWN

Initiated into IBEW Local Union 1245 in March 1985.

Member and Vice Chair of Unit #4911, Outside Line. Classification: Journeyman Lineman.

### DAVE CANNON

Initiated into IBEW Local Union 1245 in April 1972. Member of Unit #1129, Auberry. Classification: Electrician. Chairman and Vice Chair for Diablo Unit; Recorder for Diablo and Auberry Units; Shop Steward, 1975 to present. Diablo Canyon Wage Negotiations Committee, 1977; Fresno Substation Traveling Committee Negotiations, 1984.

### ED 'BIG ED' CARUSO

Initiated into IBEW Local Union 1245 in February 1973. Member of Unit #1211, Salinas. Classification: IBEW Local Union 1245 Business Representative. Shop Steward, 1980 to 1983. Jt. Apprenticeship Committee; Labor Management; J.A.T.C.

### BOB CHOATE

Initiated into IBEW Local Union 1245 in July 1965. Employed by IBEW Local Union 1245 beginning in 1984 as a Business Rep, serving members in East Bay Division at PG&E, Pipeline Operations, Unitech Testing, Davey Tree, and City of Berkeley. Committees: East Bay Joint Grievance Committee, Gas Meter Shop Labor-Management Committee, Pipeline Operations Labor-Management Committee, Pipeline Operations Joint Grievance Committee; City of Berkeley Public Service Committee; 4/10 Hour Shift Committee - Hayward; 12-hour Shift Committee - Pipeline Operations; Chairman of the Bargaining Committee for the City of Berkeley; Bargaining Committee for the City of Oakland; 12-hour Shift Committee for Newark Substation; PG&E General Negotiating Committee, 1982-1985; PG&E On-Call Commit-

tee; PG&E Review Committee, 1981 - 1984. Delegate to the following: Nevada State AFL-CIO Convention, 1984; California Legislative Conference, 1985; Nevada State AFL-CIO Leadership Conference, 1985; Public Employee Retirement Committee, 1985; Nevada State AFL-CIO COPE Convention, 1986; Representative to the Cal-OSHA Regulations Committee (Abill); Advisor for the CPUC G.O. 95 & 128 Committee; Representative of the "Shift Pilot Program" for Pipeline Operations. Currently as a Business Representative serving our members in North Bay and Humboldt Divisions, East and West Geysers Power Plants, Humboldt Bay Power Plant, Century Cable Television Ukiah/Fort Bragg, Davey Tree, Resort Improvement District No. 1 (Shelter Cove), City of Willits, and Citizens Utility. Committees: Humboldt Joint Labor/Management Committee; Humboldt Bay Power Plant Joint Labor/Management Committee; SAFESTOR Committee for Humboldt Bay Power Plant; Humboldt Shop Stewards Conferences; Humboldt-Del Norte Central Labor Council; Redwood Region Joint Labor/Management Committee; Santa Rosa Joint Labor/Management Committee; East and West Geysers Labor/Management Committee; Geysers Commute Committee; GERT Committee; Geysers 12-Hour Shift Committee; PG&E Drug Policy Training; Drug and Alcohol Abuse Seminar; IBEW Leadership Conferences; North Bay Shop Stewards Conferences. Delegate to the 34th International Convention. Education: Attended University of California for Labor Research and Education, completing studies in Communication, Labor Law, Contract Costing, Leadership, Grievance Handling and Arbitration, Negotiating Skills and Techniques, Unemployment Insurance Benefits, Public-Private Sector Negotiations.

### MARY CONTAXIS

Initiated into IBEW Local Union 1245 in October 1980.

### MIKE CRONIN

Initiated into IBEW Local Union 1245 in September 1974.

### SAL CULCASI

Initiated into IBEW Local Union 1245 in May 1986.

### ROBIN DAVID

Initiated into IBEW Local Union 1245 in January 1985. Member and Vice Chair of Unit #2412, San Francisco, Classification: Mechanic/Rigger. Shop Steward, 1984-present. Steam Generation 94-53 Committee. Wrote for Utility Reporter.

### MICHAEL J. DAVIS

Initiated into IBEW Local Union 1245 in June, 1967. Member of Unit #1501, San Jose. Classification: System Operator 1. Executive Board Member, 1984 - present, currently acting as Treasurer, 1995 to present. Shop Steward, 1969 to 1995. Delegate to Santa Clara County Central Labor Council.

### GROVER DAY

Initiated into IBEW Local Union 1245 in January, 1971. Classification: Electric Crew Foreman. Member of Unit #2512, Angels Camp. Offices held: Local 1245 Advisory Council Member, 1984 to present. Unit #2514, Tracy, Recording Secretary, 1983 - 1985. Unit #2514 - Tracy, Vice Chairman, 1986 - 1988. Unit #2512 - Angels Camp, Recording Secretary, 1990 - 1995. Shop Steward, 1982 - present. Committees: Union/Company Safety Committee (Tracy and Manteca), 1984, 1986, 1988. Union/Company Safety Committee (Angels Camp and Jackson), 1989 - 1995. Shop Steward's Region Training Program, 1989 - 1992.

### RICHARD DUNKIN

Initiated into IBEW Local Union 1245 in September 1967. Classification: IBEW Local Union 1245 Business Representative. Shop Steward, 1969 - 1976; Joint Grievance Committee, 1969; Safety Committee, 1970; Ballot Committee, 1973; Negotiate Outside Line, 1988. Served as Business Rep in East Bay, 1976 - 1977, and San Joaquin, 1987 - 1988. Currently serving as Business Rep for Outside Line Construction, 1988 - present.

### GARY FERNANDEZ

Initiated into IBEW Local Union 1245 in April 1976.

### JIM FINDLEY

Initiated into IBEW Local Union 1245 in December 1973.

### DOROTHY FORTIER

Initiated into IBEW Local Union 1245 in May 1975. Member of Unit 2211, Oakland General. Classification: IBEW Local Union 1245 Assistant Business Manager. Served as Co-Chair on the following committees: Call and Credit Center 94-53 Labor Management Committee, 1994-95; Call Center Labor/Management Committee, 1995-96; Call Center Silent Monitoring Subcommittee, 1995-96; Call Center Part-Time Employee Issues Subcommittees, 1995-96; Call Center Performance Standards Subcommittee, 1996; Call Center Telephone Initiatives (Call Answering) Subcommittee, 1995-96; Clerical Bidding (Title 18) 94-53 Committee, 1996; Measure, Bill, Collect, Print, Mail and Payment 94-53 Committee, 1995-96; Customer Service Records Backlog 94-53 Committee, 1995; Customer Services Correspondence Management 94-53 Committee, 1995-96 and Bilingual Issues Committee, 1991-96; General Office Building Department 94-53 Commit-



## CANDIDATE LIST: IBEW CONVENTION

### (FORTIER, continued)

tee, 1995-96; General Office Building Department Training Committee, 1995-96; Business System Replacement System Project (BSRP) Payroll Issues 94-53 Committee, 1995-96; Reprographics/Design Drafting 94-53 Committee, 1995-96; Served as a member of the following Committees: City of Oakland Bargaining Committee, 1995-96; PG&E General Bargaining Committee, 1993 and 1990; PGT Clerical Negotiations Committee, 1990; Customer Energy Services 94-53 Overview Committee, 1996; Emergency Resource Coordination 94-53 Committee, 1996; Grievance Procedure (Title 9/102) 94-53 Committee, 1996; PG&E Video Display Terminal Committee, 1991-96; Contra Costa County Video Display Task Force, 1990-93; Clerical Position Evaluation Committee, 1989-96; U.C. Berkeley Labor Occupational Health Program Ergonomics Work Group, 1990-92; PG&E Family Issues Committee, 1990-96; and U.C. Berkeley Work and Family Projects Advisory Committee, 1993-95. Other activities on behalf of Union: Delegate International Brotherhood of Electrical Workers (IBEW) International Convention, 1991, 1986, 1982, and 1978; Delegate Electrical Workers Minority Caucus (EWMC), 1996, 1995, 1994, 1993, 1992, 1991; and elected to EWMC Executive Committee, 1992 - 1995, and 1995-present; Delegate Coalition of Labor Union Women (CLUW) Convention/National Executive Board Meetings, 1995, 1994, 1993, 1992, 1990; 1988, 1986, 1984, 1982 and elected National Executive Board, 1995-96, 1991-93, and 1988-90; Coalition of Black Trade Unionists (CBTU), 1996, 1995; A. Philip Randolph Institute (APRI) National Education Conferences/State Conferences and Western Region Conferences, 1995, 1985-94, and 1981; Delegate Central Labor Council of Alameda County 1978-96 and elected Executive Committee 1985-present; Delegate Sonoma County Central Labor Council, Marin County Central Labor Council and Napa-Solano County Central Labor Council, 1979-80; We Do The Work Executive Board alternate, 1991-96. 1245's Women's Conference Coordinator, 1991 and 1992; Leadership Conference Coordinator, 1996; IBEW Gas Workers Conference, 1992; IBEW Ninth District Progress Meeting and Women's Conference, 1992. Education: suc-

cessful completion of numerous specialized labor relations courses, and certificated training programs.

### ART FREITAS

Initiated into IBEW Local Union 1245 in September 1984. Member of Unit # 1513, Santa Cruz. Classification: Electric Foreman's Clerk. Shop Steward, 1984 to present.

### RICHELLE GALLEGOS

Initiated into IBEW Local Union 1245 in October 1984. Member and Unit Recorder of Unit #1211, Salinas. Classification: Fieldperson. Shop Steward, 1989 to present. Labor Management Committee; Union Safety Inspection Committee; Title 8 Sub-Committees (USA Process; Leak Records); Title 8 Sub-Committee 94-53 - 200/300. 1991 Women's Conference; Shop Steward Conferences, 1992-1996; Unit Chair/Recorders Conference, 1996.

### ANNA MARIA GOMEZ

Initiated into IBEW Local Union 1245 in August 1977. Member of Unit #2314. Classification: Customer Service Rep. Shop Steward currently. Title 8 Outage Communication Representing San Jose Call Center to Physical Departments, Sept/Oct., 1995; Labor Management CES Fremont, 1987 - 1994; Labor Management San Jose Call Center, 1994-1995; Title 8 Call Center Committee, 1995; Mutual Gains Bargaining Class, 1995. Delegate to Women's Labor Conference, 1988; Delegate to International IBEW Convention, 1991, St. Louis.

### JOHNIE R. GOODSON

Initiated into IBEW Local Union 1245 in May 1970. Member of Unit #1122, Merced. Classification: Heavy Equipment Operator. Chairperson and Shop Steward. Election Committee, 1980.

### RICK GUTIERREZ

Initiated into IBEW Local Union 1245 in July 1990. Member of Unit #1218, MPTV Cable, Monterey. Classification: Cable Installer.

### CHRIS HABECKER

Initiated into IBEW Local Union 1245 in January, 1976. Classification: Customer Service Representative. Member of Unit #1111 - Fresno. Shop Steward, 1982 to present. Designated Alternate San Joaquin Valley Region Shop Steward for

the Clerical Position Evaluation System. Appeals Procedure, 1990-present (Reference L.A. 90-43). Member of the San Joaquin Division Joint Grievance Committee, 1986-present. Member of the 1989 Local 1245 Election Committee. Member of the 1990 PG&E General Negotiating Committee. Member of the 1994 PG&E General Negotiating Committee. Member of the 1992 Telephone Service Study Committee (Reference L.A. R2-92-120-PGE). Member of the 1993 Telephone Service Improvement Workstation Station Evaluation Committee. Member of the 1993 Telephone Center Staffing Advisory Committee. Member of the 1994 IBEW Title 19 Presentations to PG&E's Clerical Consolidation Impacted Members. Member of the 1994 Bi-Lingual Telephone Center Study Committee. Member of the 1994 Video Display Terminal Committee (VDT). Delegate to the Women in the Workforce Conference, 1986. Delegate to the 8th Annual Western Regional Summer Institute for Union Women at San Diego, CA, 1989. Attended 1991 and 1992 Conference for IBEW Local Union 1245 Women in Concord, CA. Delegate to 1996 IBEW Utility Conference in Los Angeles. Appointed as Delegate to the Central Labor Council of Fresno and Madera Counties, 1991 to present. Appointed as Trustee to the Central Labor Council of Fresno and Madera Counties, 1993 to 1994. Elected as Recording Secretary to the Central Labor Council of Fresno and Madera Counties, 1994 to present. Participated as a "rank and file member" at the December 21, 1994, meeting with Stan Skinner. Attended numerous Shop Steward Training Conferences. Chairperson of the Fresno Unit #1111, 1989 to present. Advisory Council Clerical at Large, 1994 - 1995. Southern Area Executive Board Member elected in 1995.

### MIKE HAENTJENS

Initiated into IBEW Local Union 1245 in April 1978. Classification: IBEW Local Union 1245 Business Rep, since 1987. Shop Steward, 1980-1987. Unit Recorder for Unit #1220, DCP, 1983-1987. Advisory Council Member, Coast Valleys. Served on all Diablo Canyon Negotiations since 1983; DCP Apprentice, 1984; All Diablo Canyon Labor Management since 1983; All Labor Management for So. Coast Valleys since 1987.; Sonic TV Negotiating Committees, 1987, 1990, 1993,

1996; Arbor Tree Negotiating Committee, 1996. Delegate to Tri-Counties Labor Council; All IBEW Nuclear Conventions since 1987.

### MICKEY HARRINGTON

Initiated into IBEW Local Union 1245 in March 1960. Member of Unit #3213 - Burney. Classification: IBEW Local Union 1245 Business Representative, assigned to North Valley PG&E, Davey Tree, Paradise Irrigation District, and Plumas Sierra R.E.C. Offices Held: Executive Board at Large, 1967-68; Local Union Ways and Means Committee, 1967-68; Public Employees Council, 1968-72; Local Union Recording Secretary, 1971-74; Secretary to the Policy and Resolution, Staff Benefit Committee and Political Action Committee and Chairman Local Union Ways and Means Committee, 1971-74; Unit 3815 Vice Chairman, 1966-68; Unit 3815 Chairman, G.C. Davis, 1971-76; Unit 2815 Recorder, G.C. Davis, 1976-78; Shop Steward, G.C., 1962-68 and 1971-78. Committees: Ballot Committee, 1966; Election Committee, 1966; G.C. Grievance Committee, 1966-80; G.C. Line of Progression Committee, 1970-73; G.C. Equipment Committee, 1970-71; Spokesman for City of Lodi Negotiations, 1984-85; Spokesman for Tri-Dam Negotiations, 1985-88; Spokesman for Oakdale Irrigation District Negotiations, 1987-89; Spokesman for South San Joaquin Irrigation District Negotiations, 1985-87; Spokesman for Lassen MUD Negotiations, 1988-90-93; Spokesman for Citizens Utilities Negotiations, 1989-92; Spokesman for Plumas Sierra REC and Telecommunications Negotiations, 1991-94; Spokesman for Chambers CATV Negotiations, 1990. Delegate: IBEW National Convention, 1974, 1978, 1982, 1986, and 1991; National AFL-CIO Convention, 1955, 1987, 1989, and 1993; California State AFL-CIO Convention, 1968, 1972, 1984, 1986, 1988, 1990, 1992, 1994; Nevada State AFL-CIO Convention, 1972; California State Association of Electrical Workers, 1972, 1978; 9th District Progress Meeting, 1968, 1970, 1980, and 1991; IBEW Utility Conference, 1973 and 1985; Inter-Union Gas Conference, 1974; California State COPE Pre-Primary Convention, 1972, 1982, 1986, 1988, 1990, 1992, 1994 and 1996; San Joaquin Central Labor Council, 1980-Present; Telephone Conference, 1984, 1986, 1988,

1990, and 1992; California State Legislative Conference, 1972, 1982, 1984, 1986, 1988, 1990, and 1992; Secretary of the San Joaquin/Calaveras Central Labor Council, 1984-90; San Joaquin/Calaveras Labor Council on Political Education, 1980-90; Butte/Glenn Central Labor Council, 1990-Present. Education: Konocti Leadership Conference, 1996; Leadership Conference, 1971, 1974, 1977, 1980, 1983, 1986, 1989, 1992, and 1996; Dr. Morris Hurleys Management and Industrial Relation Program. Attended UC classes on the following subjects: Public-Private Sector Negotiations, Communications, Cost of Living Adjustments, Labor Law, Bargaining Techniques, Interest Arbitration, Training Union Leaders, Psychology of Leadership Work Shop and Mutual Gains Bargaining.

### PAUL HATHAWAY

Initiated into IBEW Local Union 1245 in July 1974.

### ROOSEVELT "HAWK" HAWKINS, JR.

Initiated into IBEW Local Union 1245 in April 1990. Member of Unit #3011, Regional Transit. Classification: Service Vehicle Person.

### TIM HENNESSY

Initiated into IBEW Local Union 1245 in October 1966.

### CHARLIE HOFFMAN

Initiated into IBEW Local Union 1245 in July 1964.

### GARY HUGHES

Initiated into IBEW Local Union 1245 in February 1968. Member of Unit #2511 - Stockton. Classification: IBEW Local Union 1245 Business Representative. Held positions of Unit Chairman, Vice Chairman, and Recorder. Shop Steward from 1975-1988. P.L.O. Title 8 Committee, 1977-1988; P.L.O. Interim Negotiating Committee, 1982. Coalition Labor Union Women Convention, 1989; State Federation Convention, 1990; Mutual Gains Training, 1992; George Meany Labor School, 1990; Inter-Union Gas Conference, 1995.

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## CANDIDATE LIST: IBEW CONVENTION

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### BOB IRWIN

Initiated into IBEW Local Union 1245 in June 1985. Member of Unit #4419, Davey Tree - Redding. Classification: Foreman, Davey Tree. Shop Steward, 1987 - present. Advisory Council, August 1995-present. Successful Strike Captain, Asplundh Strike of 1992; Shop Steward Training Seminars, 1990-1995; Unit Officer's Leadership Conference, February 1996.

### DANNY L. JACKSON

Initiated into IBEW Local Union 1245 in April 1972. Member of Unit #3811 - Sacramento. Classification: Gas Crew Foreman. Shop Steward, 1982 - present. Sacramento Labor Management Committee, 1982 - present; General Negotiating Committee, January 1993, 1984, 1988, and 1991; 1990 Wage Re-Opener; Gas & Electric T&D Labor Management Conference, December 1995; Title 8 Committee, Gas & Electric, 1995 - present; Shop Steward's Focus Group, 1996. A. Philip Randolph Institute, Sacramento Chapter, Executive Board, 5 years, Vice President, 2 years; Trustee for State Chapter, 2 years.

### JEFF JOHNSTONE

Initiated into IBEW Local Union 1245 in December 1968. Member and Chairperson of Unit #4912 - Outside Line, Riverside. Classification: Journeyman Lineman. Shop Steward. Advisory Council. Outside Line Negotiations Committee.

### TOM JONES

Initiated into IBEW Local Union 1245 in March 1974. Classification: Lineman. Member of Unit #2511 - Stockton. Shop Steward, 1986-present. Labor Management in Stockton. 206 Shop Steward Training and other conferences. Member of Fact Finding Committee.

### LINDA S. JURADO

Initiated into IBEW Local Union 1245 in January 1982. Member of Unit #3111 - Eureka. Unit Recorder. Classification: Operating Clerk Typist. Shop Steward, 1986 - present. Advisory Council Clerical at Large, 1995 - present; Title 18 (94-53) Committee, 1995 - present; Election Committee, 1992; Safety Action Forum, 1994. Summer Regional Institute of Union Women, 1987 - 1988, Los Angeles/Berkeley; IBEW Tri-District Women's Issues Conference, 1990, Reno;

Women's Conference, 1991, Concord. Women in the Workforce Conference, 1994, Los Angeles. Delegate to Central Labor Council Fresno-Madera, October 1991 - May 1995. Numerous Shop Steward Training Conferences.

### JOHN KENT

Initiated into IBEW Local Union 1245 in July 1978.

### BILL LA FORTE

Initiated into IBEW Local Union 1245 in April 1986.

### CHRIS LAY

Initiated into IBEW Local Union 1245 in February 1977. Member of Unit #3811 - Sacramento. Classification: Senior Meter Reader. Shop Steward, 1985 - present; Former Advisory Council Member, Sacramento; Unit Recorder. Balloting Committees in earlier years; Women in the Workforce.

### T.L. LINEBARGER

Initiated into IBEW Local Union 1245 in July 1975. Member of Unit #1218 - MPTV Cable. Classification: Grade 5 Technician, CATV. Shop Steward, 1979 to 1996; Advisory Council Member, 1980 - 1995. MPTV Negotiating Committee, 1979 - present. Attended Telecommunications Conference, Vancouver, B.C., 1988.

### DAN LOCKWOOD

Initiated into IBEW Local Union 1245 in April 1981.

### STEVE LOPEZ

Initiated into IBEW Local Union 1245 in February 1977.

### JIM LYNN

Initiated into IBEW Local Union 1245 in November, 1971. Classification: Gas Control Technician. Member of Unit #2511 - Stockton. Advisory Council Member - Gas Supply. Shop Steward, 1988 - present. Tech Ad Hoc Committee, 1992 - 1993; Employee Success Factors Team, 1993-1994; Labor/Management Committee, 1988 - 1994; Gas Supply Title 8 Committee, 1995 - Present; Transition Monitoring Team, 1993 - 1994. Member of IBEW/PG&E Review Committee; Delegate to Inter-Union Gas Conference, 1992, 1995; Various Shop Steward Training Seminars.

### KATHY MAAS

Initiated into IBEW Local Union 1245 in January 1990.

Member of Unit #1411 - Santa Clara. Classification: IBEW Local Union 1245 Business Representative. Committees: 94-53 Call Centers; Negotiations for City of Santa Clara, 1994-95. Delegate, San Francisco Labor Council, 1990-present; Coalition of Labor Union Women; 1991 Delegate, Utility Conference. Formerly worked for California Department of Industrial Relations, Division of Apprenticeship Standards and California State Mediation/Conciliation Service, 1985-90. Business Representative for Local 1245, 1990-present. General Office, 1990-91; Skyline/Peninsula, 1992-94; Western Cable TV, 1992-94; DeAnza, San Jose Divisions, 1994-present; City of Santa Clara, 1994-present; San Jose Call Center, 1995-present; City of Oakland, 1994-95; City of Alameda, Bureau of Electricity, 1994-95.

### JEFF MADIGAN

Initiated into IBEW Local Union 1245 in April 1981.

### ED MALLORY

Initiated into IBEW Local Union 1245 in May 1966. Member of Unit #1112 - Bakersfield. Classification: Electrical Technician. Local Union Treasurer, 1989-93; Recording Secretary, 1993-present. Shop Steward, 1977-present. San Joaquin - ESB - Labor/Management Committee, quarterly 1988 - 1992; Political Education Committee, 1996. Delegate to Kern Inyo Mono C.L.C., 1992-present; Executive Board Member, 1994-present; 9th District Progress Meetings, 1989-93, 1996; Utilities Conferences, 1990-92, 1994, 1996; California Labor Federation Legislative Conference, 1995.

### GEORGE MARGOSIN

Initiated into IBEW Local Union 1245 in March 1986.

### DEBBIE MAZZANTI

Initiated into IBEW Local Union 1245 in July, 1974. Classification: Customer Service Representative. Member of Unit #2311 - East Bay Clerical. Recording Secretary. Delegate to International Convention, 1991. Shop Steward, 1975-present. Ballot Committee, 1976. Election Committee, 1977. Wage Re-Opener, 1989. General Negotiation Committee, 1990 and 1993. East Bay Labor-Management since 1985. East Bay Central Safety Committee and Safety Walk-

Arounds, 1987-1990. Delegate to Women's Conference, 1976. Shop Steward Conferences every year since 1976. Several Shop Steward Training sessions. Western Summer Institute for Union Women, 1994. Utility Conference, 1994. Temporary Business Rep. Title 19 Clarification Committee. Gave testimony at CPUC hearings regarding clerical wages. Joint Grievance Committee. In 1995, elected to Executive Board for Central Area. 1996 Delegate to Utility Conference in Los Angeles. 9th District Progress Meeting.

### JIM 'MAC' McCAULEY

Initiated into IBEW Local Union 1245 in March, 1960. Currently Vice President of the Executive Board. Served as Executive Board member representing Central Area, 1986-1989. Served as temporary Chairman of the Advisory Council. Member of Unit #2318 - Richmond, East Bay Division. Employed by PG&E, Richmond, as an Underground Construction Foreman. Served as Shop Steward in East Bay Division; Advisory Council member, East Bay Division, 1974 - 1977; Chairperson, Vice Chairperson, and Executive Committee member of East Bay Unit #2311; member of East Bay Division Joint Grievance Committee; and member of the Local Union Political Action Committee, 1986 - 1996. Chairperson of Local Union Political Education Committee, 1989 - present. Served on Local Union Ballot Committee, 1972; Local Union PG&E Wage and Contract Committee, 1973; Local Union PG&E Wage Committees, 1974 - 1975. Attended Unit Officer Training Conferences, 1971, 1974, 1977, and in 1989, 1992, and 1995, served as an instructor of the Chairman's workshop; Long Island Fact Finding Meeting, New York, 1973; Clerical Conferences, 1974; Woman in the Workplace Conference, 1992; Inter-Union Gas Conferences, 1975, 1977 - 1979, 1987 - 1995 served as secretary of both the Gas Distribution workshop and the IBEW Caucus; California AFL-CIO Legislative Conferences 1978 - 1979, 1986 - 1995; Pre-Primary COPE Convention, 1979, 1986 - 1995, California State Federation of Labor AFL-CIO Convention, 1980, 1986 - 1994; IBEW Utility Conferences, 1978 - 1979, 1988 - 1996; IBEW 9th District Progress Meetings, 1978 - 1979, 1987 - 1991, 1996; seminars and conferences dealing with Health and Safety in the

Workplace (OSHA, Cal/OSHA, EEOC and FEPC). Delegate to the Administrative Law Judge Conference, 1979; delegate to 1982 IBEW International Convention, Los Angeles; 1986 International Convention, Toronto, Canada; and the 1991 100th IBEW International Convention, St. Louis. As a Business Representative was assigned to East Bay Division, Fremont Gas Meter Shop, Material Control, Emeryville, CATV, and X-Ray Engineering. Served as member and spokesperson of the following: Local Union Tele-Vue Systems Negotiating Committee, 1978; Local Union Bay Cablevision Negotiating Committee, 1978; Local Union Concord TV Cable Negotiating Committee, 1978; X-Ray Engineering, 1978; PG&E Gas Meter Shop Re-rate Committee, 1979; PG&E Gas Department Negotiating Committee, 1980; East Bay Division Joint Grievance Committee; Materials Distribution Joint Grievance Committee; Gas Meter Shop Labor/Management meetings; member and co-spokesperson of Local Union Teleprompter Properties Negotiating Committee, 1980. Served as delegate to the Alameda County Central Labor Council; delegate and Executive Board Member of the Contra Costa County Central Labor Council. Organized and presented the East Bay Shop Stewards program. Completed three day workshop on AFL-CIO one on one program; completed Labor Communications, COLA, Health and Safety, Labor Law, Labor Negotiation and Psychology of Union Labor Leaders, courses from Institute of Industrial Relations, University of California, Berkeley; Organizing and Communications for Labor Leaders course from Merritt College; and Collective Bargaining, Labor Economics and Labor History courses from Los Medanos College. Guest speaker on behalf of Local Union 1245 at Chabot College, Diablo Valley College, Merritt College, and High Schools in the Bay Area, also a certified Union Counselor from Alameda County Central Labor Council. Participated on behalf of Local Union 1245 at career night at Bay Area High Schools. Organized the first three IBEW Local 1245 softball tournaments and picnics; Represented Local 1245 on Central Division Substance Abuse program, 1989 - 1992.

### CARY McDERMOTT

Initiated into IBEW Local Union 1245 in May 1978.



## CANDIDATE LIST: IBEW CONVENTION

### DARREL MITCHELL

Initiated into IBEW Local Union 1245 in December 1966. Member of Unit #2316-Concord. Was employed as a Serviceman for PG&E in the East Bay area. While an employee of PG&E served as a Shop Steward for IBEW Local 1245. Appointed as a Business Representative for IBEW Local 1245 in September 1973. As a Business Representative was assigned to service members at PG&E's East Bay Division, North Bay Division, Humboldt Division and General Construction. Also assigned to service members at Concord Cable TV, Pacific Tree, Utility Tree, Citizen's Utilities, Teleprompter TV of Ukiah, Jones Cable TV, Teleprompter TV of Reno, Lynch Communications, Wells Rural Electric Association, Mt. Wheeler Rural Electric Association, Sierra Pacific Power Company, California Pacific National Telephone Company of Elko, California Pacific National Gas Company of South Tahoe, Truckee-Donner Public Utility District, Teleprompter TV of Tahoe, California Pacific National Power Company of Elko, California Pacific National Power Company of Winnemucca, Plumas Sierra Rural Electric Company, California Pacific National Company at Susanville, and Pacific Gas Transmission Company. Served as a delegate to the Contra Costa Central Labor Council and the Northern Nevada Central Labor Council. Served as Secretary of the Humboldt-Del Norte Central Labor Council. Served as a member and spokesperson on numerous negotiating committees including PG&E Relief Service Operator Interim Committee in 1972, Jones Cable TV General Negotiating Committee in 1976, Concord Cable TV General Negotiating Committee in 1974, Utility Tree General Negotiating Committee in 1976, Teleprompter TV of Ukiah in 1977, Lynch Communications General Negotiating Committee in 1979, California Pacific National Gas of Tahoe General Negotiating Committee in 1979, Wells Rural Electric Association General Negotiating Committee in 1979, California Pacific National Electric of Elko General Negotiating Committee in 1979, California Pacific National Benefit Negotiating Committee in 1980, California Pacific National Telephone of Elko General Negotiating Committee in 1980, Teleprompter TV of Reno, in 1980, Teleprompter TV of Ukiah in 1980, Teleprompter TV of Santa Maria in 1980,

Teleprompter TV of Lompoc in 1980, Teleprompter TV of Tahoe in 1980, Teleprompter TV of Milpitas in 1980, California Pacific National Power of Winnemucca General Negotiating Committee in 1980, Truckee-Donner Public Utility District General Negotiating Committee in 1980, California Pacific National of Lassen General Negotiating Committee in 1980, Mt. Wheeler Rural Electric Company General Negotiating Committee in 1981, California Pacific National Telephone Company of Elko General Negotiating Committee in 1981, Truckee-Donner Public Utility District General Negotiating Committee in 1981, California Pacific National of Elko and Winnemucca Sale to Sierra Pacific Power Company Committee in 1981, Wells Rural Electric Association General Negotiating Committee in 1981, California Pacific National Telephone of Elko General Negotiating Committee in 1982, Lynch Communications General Negotiating Committee in 1982, Truckee-Donner Public General Negotiating Committee in 1982, California Pacific National Telephone of Elko General Negotiating Committee in 1983, Mt. Wheeler Rural Electric Company General Negotiating Committee in 1983, PG&E Interim Negotiating Committee for 12-Hour Shifts in 1984, PG&E Interim Negotiating Committee for PREMIS in 1984, PG&E Interim Negotiating Committee for Gas Repairman in 1984, PG&E Interim Negotiating Committee on Inclement Weather in 1984, PG&E Interim Negotiating Committee for Roving Operators in 1984, PG&E Interim Negotiating Committee for Clerical Lines of Progression in 1984, PG&E Interim Negotiating Committee for Fairfield Computer Operations 12-Hr Shift, PG&E Interim Committee for General Construction Mechanic Services Job Duties and Line of Progression, PG&E Interim Negotiating Committee for General Construction Tool Requirements, Henkels-McCoy General Negotiating Committee in 1985, PG&E Interim Negotiating Committee for Operators-In-Training in 1985, NECA Line Contractors General Negotiating Committee in 1985, PG&E Interim Negotiating Committee of Inclement Weather in 1985, NECA Underground Contractors General Negotiating Committee in 1985, PG&E Interim Negotiations for Pipeline Operations in 1985, PG&E Interim Negotiating Committee for Materials Department in 1985,

Sacramento Regional Transit General Negotiating Committee in 1986, PG&E Interim Negotiations for Helms Power Plant in 1986, PG&E Interim Negotiations for Avon, Martinez, and Oleum Power Plant Closings in 1987, Sacramento Municipal Utility District General Negotiating Committee in 1987, PG&E Interim Negotiating Committee on Positive Discipline in 1987, Pacific Gas Transmission General Negotiating Committee in 1987, South San Joaquin Irrigation District General Negotiating Committee in 1987, City of Berkeley General Negotiating Committee in 1987, PG&E Interim Negotiating Committee on Contracting Out in 1988, PG&E Interim Negotiating Committee on Rerate in 1989, PG&E Interim Negotiating Committee for Computer Operations Department in 1989, PG&E Interim Negotiations for Diablo Canyon Power Plant in 1989, PG&E Interim Negotiations for Communication Technicians in 1989, PG&E Wage Negotiating Committee in 1989, PG&E Interim Negotiating Committee in 1990, PG&E Interim Joint Medical Study in 1990, PG&E Interim Negotiating Committee for Reprographics in 1990, PG&E Interim Negotiating Committee for Rubber Gloving and Barehandling in 1990, PG&E Interim Negotiating Committee for Troublemakers in 1990, PG&E General Negotiating Committee in 1990, PG&E Interim Negotiating Committee For Steam Heat Committee in 1990, Pacific Gas Transmission Clerical General Negotiating Committee in 1990, Pacific Gas Transmission Physical General Negotiating Committee in 1990, PG&E Interim Negotiating Committee on Pipeline Operations in 1990, PG&E Interim Negotiating Committee for Hydro Department in 1990, PG&E Interim Negotiating Committee for Combination Gas and Electric Crews in 1990, PG&E Interim Negotiating Committee for Diablo Canyon Power Plant Outage in 1991, PG&E Interim Negotiating Committee for Commercial Driver's Licenses in 1991, CAPCO General Negotiating Committee in 1991, PG&E Interim Negotiating Committee for Diablo Canyon Power Plant Temporary Outage Employment in 1991, PG&E Interim Negotiating Committee on Multilingual Duties in 1991, PG&E Interim Negotiating Committee for Roving Operators in 1991, Canus General Negotiating Committee in 1991, PG&E Interim Negotiating Committee on EMF in 1991,

PG&E Interim Negotiating Committee on Technical Testing in 1991, PG&E Interim Negotiating Committee for Gas Supply Business Unit in 1992, PG&E Interim Committee for Diablo Canyon Assistant Control Operators in 1992, PG&E Interim Negotiating Committee on Technical Issues in 1992, PG&E Interim Negotiating Committee for Electric Meter Department in 1993, PG&E Interim Committee for Chemical and Radiation Department in 1993, Pacific Gas Transmission Benefit Negotiating Committee in 1993, Pacific Gas Transmission General Negotiating Committee in 1993, PG&E Interim Negotiating Committee for Communication Technicians in 1993, PG&E Interim Negotiating Committee for Title 19 in 1994, Pacific Gas Transmission Pension and Savings Fund Plan Negotiating Committee in 1994, PG&E Interim Negotiating Committee for Diablo Canyon Power Plant Outage in 1994, PG&E Interim Negotiating Committee for Title 206 in 1995, PG&E Interim Negotiating Committee for Electrical Maintenance Department in 1995, PG&E Interim Negotiating Committee for Title 200 and Title 300 work in CES in 1995, PG&E 94-53 Field Service Committee in 1995 and 1996, PG&E Interim Negotiating Committee for Service Operators in 1995, PG&E Interim Negotiating Committee for Field Service Representative in 1995, Pacific Gas Transmission Wage Negotiating Committee in 1995, PG&E 94-53 CNO Committee in 1995, PG&E 94-53 Diablo Canyon Power Plant Committee in 1995 and 1996, PG&E 94-53 CES Overview Committee in 1995, PG&E 94-53 CES Coordinating Committee in 1996, PG&E 94-53 Field Automation Committee in 1996, PG&E 94-53 Field Service Flexibility Committee in 1995 and 1996, PG&E 94-53 T&D Committee in 1995 and 1996, PG&E 94-53 Hiring Hall Committee in 1996. Served as a delegate to 1974 California Labor Federation Convention, 1974 IBEW Utility Conference, 1975 IBEW Utility Conference, 1978 IBEW Telephone Conference, 1979 Nevada AFL-CIO Legislative Conference, 1979 Nevada AFL-CIO Convention, 1980 IBEW Telephone Conference, 1980 Nevada AFL-CIO Convention, 1980 IBEW Progress Meeting, 1981 Nevada AFL-CIO Legislative Conference, 1981 Nevada AFL-CIO Convention, 1982 IBEW Telephone Conference, 1982 Ne-

vada AFL-CIO Convention, 1983 Nevada AFL-CIO Legislative Conference, 1983 Nevada AFL-CIO Convention, 1983 IBEW 9th District Progress Meeting, 1984 IBEW 9th District Progress Meeting, 1984 IBEW State Association Meeting, 1987 IBEW Construction Conference, 1987 Nevada AFL-CIO Convention, 1988 National Safety Council Convention, 1989 IBEW Utility Conference, 1989 Inter-Union Gas Conference, 1990 IBEW Nuclear Conference, 1990 IBEW Utility Conference, 1990 IBEW State Association Meeting, 1991 IBEW Utility Conference, 1991 IBEW Negotiations Seminar, 1991 IBEW 9th District Progress Meeting, 1991 IBEW Nuclear Conference, 1991 National Safety Council Convention, 1992 IBEW Utility Conference, 1992 IBEW 9th District Progress Meeting, 1992 Inter-Union Gas Conference, 1994 IBEW Negotiating Seminar, 1994 Utility Conference, 1994 IBEW 9th District Progress Meeting, 1994 IBEW Inter-Union Gas Conference, 1996 IBEW Utility Conference, 1996 IBEW 9th District Progress Meeting.

### JACK OSBURN

Initiated into IBEW Local Union 1245 in June 1970.

### MILLIE PHILLIPS

Initiated into IBEW Local Union 1245 in February 1984. Member of Unit #2412 - San Francisco. Classification: Control Operator. Unit Chair, #2412, 1992-95. Unit Recorder, #2412, 1986-92, 1995-present. San Francisco Bay Power Plants Labor/Management Committee, 1988-present. Shop Steward, 1985-present. Delegate, AFL-CIO Women's Summer School, 1988; Delegate, 9th District Women's Conference, 1989; Member of Delegation Meeting with PG&E CEO Stan Skinner, December 1994. President S.F. Chapter Coalition of Labor Union Women, 1990-93, current Chapter Secretary, Chapter Delegate to CLUW National Executive Board since 1988; Delegate, San Francisco Labor Council from S.F. CLUW since 1993; Vice Chair, Golden Gate Chapter of Labor Party Advocates and Delegate to its Convention.

### LARRY PIERCE

Initiated into IBEW Local Union 1245 in February 1969.

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## CANDIDATE LIST: IBEW CONVENTION

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### TED RIOS

Initiated into IBEW Local Union 1245 in July 1984. Member of Unit #2317 - Antioch. Classification: Control Operator. Shop Steward, 1986-present.

### FRANK

#### SAXSENMEIER

Initiated into IBEW Local Union 1245 in November 1959. Member of Unit #2316 - Concord. Classification: IBEW Local Union 1245 Business Representative. Local Union Office Held: Ad Council Member. Shop Steward, 1973-1978; Committees: PG&E General Bargaining Committee, 1977-1978; Joint APRR Committee, 1980 - present; PG&E Safety Committee, 1974 - 1978; Joint Grievance Committee, 1977 - 1978; Unit 2412 Vice Chairman, 1973-1978; Hired PG&E, 1959; Gas Serviceman, 1960 - 1978; Business Rep, 1978 to present - North Bay Division, San Francisco Division, Peninsula, Skyline Division, East Bay Division, Oakland Division, Fremont and Emeryville, Materials, Gas Meter Shop, Diablo Division, Delta Division, Delta Power Plants, and San Francisco Bay Power Plants. Public Section Bureau of Electricity, Alameda, City of Berkeley, City of Oakland, A.C. Transit. Delegate currently to the following Labor Councils: San Francisco Central Labor Council, Alameda Central Labor Council, Contra Costa Central Labor Council.

### BERNARD R. SMALLWOOD

Initiated into IBEW Local Union 1245 in October, 1985. PG&E Gas Construction employee. Current San Francisco Division Advisory Council Member. Current Shop Steward. Current member of San Francisco Division Labor/Management Committee. Previous positions held: Chairperson, San Francisco Unit #2412, Vice Chairperson, Unit #2412, Alternate Advisory Council Member. IBEW Local 1245/PG&E General Negotiations Committee. D.O.T. Drug Testing Negotiations Committee. IBEW Local 1245 Ballot Committee. Alameda County Chapter A. Philip Randolph Institute Committee Member. I have also attended numerous Shop Steward Seminars and the AFL-CIO sponsored Summer School. Classes included Labor History, Grievance and Arbitration Handling.

### BARBARA SYMONS

Initiated into IBEW Local Union 1245 in June 1968. Member of Unit #3712 - Santa Rosa. Classification: Retired. Advisory Council, 1977 - 1979; Recording Secretary, 1988-1992; Southern Area Executive Board Member, 1978 - 1983; Shop Steward, 1974 - 1992. Political Education Committees; Division Grievance Committee; Safety Inspection Committees; Ad Hoc Negotiating Committees; Labor/Management - Redwood Region; Unit Chairperson; Unit Recorder. I.O. Convention Delegate; Delegate to Central Labor Council; AFL/CIO Pre Convention Meeting; Women in the Work Force Training

### SALIM 'SAM' TAMIMI

Initiated into IBEW Local Union 1245 in March 1971. Classification: Assistant Business Manager. Shop Steward, 1972 - 1976 (North Bay) and 1977 - 1981 (East Bay). Apprenticeship Committee, 1981 - 1986; MMRW (Steam) Committee, 1981 - 1987; STAMPAC-Pipeline Merger Committee, 1984-1985; Pipeline and Steam 12-hour Committee, 1985; PGT Wage Opener Committees, 1989; PGT Bargaining Committees; Geyser Commute Negotiating Committees. Marin Central Labor Council; Napa-Solano Central Labor Council; 1991 International Convention.

### MARK TAYLOR

Initiated into IBEW Local Union 1245 in July 1978. Member of Unit #1220 - Diablo Canyon. Classification: Apprentice Control Tech. Shop Steward, 1994-present. PG&E Generation Ad Hoc, 1996.

### RAY THOMAS

Initiated into IBEW Local Union 1245 in January 1986. Member of Unit #3217 - Redding. Classification: Line Clearance Tree Trimmer. Current Advisory Councilman (Shasta Division); Unit Recorder; Shop Steward, 1986-present (Asplundh Tree and City of Redding Electric). Committees: City of Redding Negotiating Committee, 1991-1992, and 1993 - 1994; Alternate on City of Redding Safety Committee, 1991; City of Redding Political Action Committee, 1993-1994; Alternate Advisory Councilman, 1994; Substance Abuse Testing Committee, 1995 - 1996; City of Redding Health Insurance Task Force, 1995 - 1996; Member of several Labor-Management committees, 1991-present. Other Activities

on Behalf of Union: Delegate to the 5 Counties Central Labor Council, 1994-present; participation in arbitration in 1995 on behalf of 1245. 1245 Leadership Conference, 1996; Public Sector Steward Training, 1995; Several general Shop Steward training seminars, 1986 - present.

### LARRY THOMSON

Initiated into IBEW Local Union 1245 in January 1963.

### KATHY F. TINDALL

Initiated into the IBEW Local 1245 in August, 1973. Is a member of Unit #3311, Reno. Is employed by Sierra Pacific Power Company as a Utility Materials Specialist (Warehouseman) in Reno, Nevada. Currently serves as Northern Area Executive Board member for Local Union 1245. Served as Local Union Recording Secretary: 1977-83. Executive Board Member: 1976-77. Served as alternate Advisory Council Member, Sierra Pacific Power Company: 1976. Was Chairman of Unit #3311-Reno. Christmas Party Committee: 1979. Was a Shop Steward at Sierra Pacific Power Company. Past member of the Local Union Communications Committee; past Secretary of the Local Union Administrative Committee; past member of the Local Union Political Education Committee of the Executive Board. Current member of Local Union Ways and Means Executive Board Committee; Served on the 1974 Sierra Pacific Power Company Ballot Committee and was a member of the Sierra Pacific Negotiating Committee: 1975-76. Served on Interim Negotiating Committee for Materials Services Department: 1989. Served as Secretary and a member of the Local Union Advisory Council. Delegate to the IBEW Regional Utility Conference: 1980-1982, 1984, 1988-1992, 1994, 1995 and 1996. Delegate to California Federation Women in Work Force Conference: 1981. Delegate California State AFL-CIO COPE Endorsement Convention: 1988. Delegate California State Legislative Conference: 1977, 1988 and 1991. Delegate to the Ninth District Progress Meetings: 1977, 1980, 1983-1986, 1988-1993, 1995 and 1996. Delegate to Women in the Work Force Conference: 1977, 1978, 1980, 1983 and 1984. Attended the Local Union Leadership Conference: 1977 and 1980. Served on the 1978 Planning Committee for Women in the Economy Conference. Delegate to California Labor Fed-

eration Pre-Primary Election Convention: 1988. Delegate to California State AFL-CIO Convention: 1986-1988. Elected delegate to the IBEW International Convention: 1978, 1982, 1986 and 1991. Delegate to Nevada State AFL-CIO Convention: 1977-1982, 1984-1994. Served as Chairman of the Union Label Committee of Nevada AFL-CIO Convention in 1978 and 1979. Served as Chairman of COPE Committee of Nevada State AFL-CIO Convention: 1980-1982, 1984-1995. Delegate to California Electrical Association: 1981. Delegate to COPE Convention 1979 California AFL-CIO; 1982 COPE Committee Chairman of Nevada AFL-CIO 1981 COPE Candidate Endorsement Convention. IBEW Regional COPE Conference Delegate: 1980. Delegate to the Western Regional Labor Summer Institute for Union Women: 1984. Delegate Coalition of Labor Union Women National Executive Board Meetings: 1985-1995. Attended and received a Certificate of Merit from the Rocky Mountain Labor School: 1985 and 1986. Northern Nevada Central Labor Council Coordinator for the 1985 Fourth Annual Nevada State AFL-CIO Occupational Safety and Health Conference. 1983 appointed to National Executive Board of the Coalition of Labor Union Women Representing Nevada as State Vice-President through 1988. Represented the IBEW on the National Executive Board of the Coalition of Labor Union Women: 1988. Elected delegate to the National CLUW Convention: 1986, 1988, 1990, 1992 and 1995. Appointed member to represent Labor on the Reno Commission for the Status of Women: 1980-1988. Instructor for October, 1985 Labor Workshop at the Truckee Meadows Community College Conference on Women, Work and Wages-The Issues of the 80's promoting economic equality for women. Is a delegate to the Northern Nevada Central Labor Council and is a member of that body's committee of Political Education and Trustee for the Northern Nevada Central Labor Council: 1983 and 1985. Elected Secretary-Treasurer of the Northern Nevada Central Labor Council: 1987, 1989, 1991, 1993, re-elected 1995. Delegate Nevada State AFL-CIO Legislative Conference: 1989-1994 and 1996. Recipient of Special COPE Volunteer in Politics VIP Award: 1988. Has Served on the Nevada State Electrical Workers Association Board since 1980. Voter reg-

istrar for Northern Nevada, Washoe County, on behalf of Northern Nevada Central Labor Council.

### DAVID WALTERS

Initiated into IBEW Local Union 1245 in July 1984. Member of Unit #2412 - San Francisco. Classification: Control Operator. Shop Steward, 1984-present. San Francisco Physical Unit Chairperson, 1996; Vice Chairperson, 1993-1996. Delegate to San Francisco Labor Council.

### LULA WASHINGTON

Initiated into IBEW Local Union 1245 in October 1991. Member of Unit #2401 - San Francisco. Classification: IBEW Local Union 1245 Business Representative. 94-53 Committees during 1995 - 1996: Measure, Bill and Collect; BSRP; Building Department; Design Drafting/Reprographics. 1992 - 1996: Delegate to APRI Convention; Delegate Electrical Workers; Minority Caucus Convention. Education: AA Degree-Labor and Urban Studies, 1977; Merritt College/U.C. Berkeley Consortium; Certificates in Occupational Health and Safety Labor Occupational Health Program, U.C. Berkeley.

### SUSIE WEBB

Initiated into IBEW Local Union 1245 in March 1980. Member of Unit #2511 - Stockton. Classification: Claims Rep - Service Rep. Recorder, 1995-1996.

### MIKE WOODS

Initiated into IBEW Local Union 1245 in January 1974.

### PERRY ZIMMERMAN

Initiated into IBEW Local Union 1245 in December 1964. Classification: Assistant Business Manager, Local 1245. Shop Steward, 1977 - 1981; Advisory Council Member, 1980 - 1981; Unit Chairman, Sacramento Division. Gas Serviceman Committee, 1978 - 1979; Joint Grievance Committee, 1981 - 1983. International Convention, 1986 and 1991; Member of Sacramento, Sonoma, Mendocino Lake, and Marin Labor Council.

### Remember:

Your ballot must be received at the Local 1245 post office box by 10 a.m. on June 22, 1996, in order to be counted.