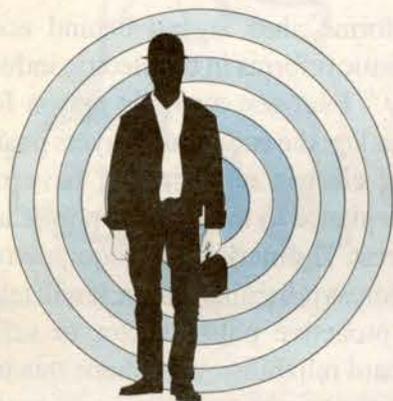




Millionaires take aim at working folks



Prop. 25 lets millionaires spend more on political campaigns, but curbs spending by labor unions

See Pages 8-9

Vote March 7!

IBEW warns DOE that downsizing has compromised service reliability

Local 1245 Business Manager Jack McNally told federal energy regulators last month that utility workforce reductions contributed to a spate of power outages last year and warned that it will take a proactive public sector to assure electric reliability in the dawning era of competitive markets.

McNally's testimony came in the first of three public meetings sponsored by the Department of Energy last month to examine recent electric reliability problems and look for solutions.

"As utilities struggle to stay in some aspect of the electric service business, they will continue to see downsizing as a quick fix for their cost control problems. Unfortunately, some regulators are abetting this process by chiseling away at the utilities' budgets, in effect encouraging utilities to adopt bare bones operations," McNally told the DOE

Power Outage Study Team in Burlingame.

The budget crunch retards needed maintenance activity and pressures utilities to reduce training, McNally said.

"This puts us on a collision course where reduced maintenance inevitably leads to bigger reliability problems, but with fewer skilled employees to respond to these emergencies."

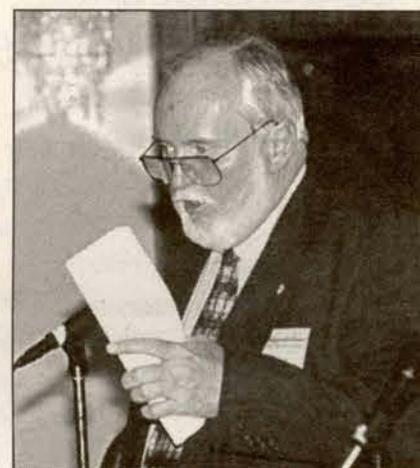
McNally's concerns were echoed by IBEW officials at subsequent hearings in New Orleans and Newark, NJ.

James Hunter, president of IBEW Local 1900, testified in Newark that utility staffing levels had declined 34% in New York and 30% in New Jersey, two states hard hit by outages in 1999.

Hunter said the IBEW supports

Text of McNally's testimony appears on Page 2

Page 17 ▶



McNally testifies at DOE hearing.

GRC delayed...again

The California Public Utilities Commission delayed its decision on the PG&E General Rate Case until Feb. 17. Meanwhile, Commissioner Carl Wood has issued an alternate proposed decision that would provide additional revenues to PG&E.

See Page 18

NCPA votes 53-1 for union

Employees of the Northern California Power Agency (NCPA) voted overwhelmingly on Jan. 19 for representation by IBEW Local 1245.

NCPA, which employs electricians, mechanics, instrument and control technicians and other classifications, is a consortium of municipalities with interests in hydro facilities, steam units at the Geysers, and gas-fired turbines.

The employees voted 53 to 1 in favor of IBEW representation.

"The employees felt powerless," said Local 1245 organizer Junior Ornelas. "Issues like downsizing, favoritism, a lack of respect, and the threat of being 'sold out' in the deregulation frenzy made them realize that they needed the collective strength and expertise offered by Local 1245."

Conducting the organizing drive, along with Ornelas, were Local 1245 Organizer Bill Brill, Business Rep. Roy Runnings, and staff attorney Tom Dalzell.

Conference on PG&E clerical issues

On Saturday, February 26, Clerical union stewards from PG&E will gather in Sacramento to examine issues affecting Clerical members in the wake of utility restructuring.

Among the issues considered will be Title 19 rights, including wage protection, rehire rights, "a" rights, the sequence of consideration for filling vacancies or bumping another employee, how to determine job qualifications, and how meter reader jobs fit into the equation.

The conference will also focus on relevant regulatory developments, including the CPUC decision in the PG&E General Rate Case, PG&E Employee Assistance Program, PG&E benefits, and personal money management tips.

Feature



Dunkin Retires 3

Sierra Pacific The Investigator 5

Inside

Point of View Needed: Proactive Public Sector 2

Call to Action Prop. 25 Poses Threat 8

California Primary Election Voters' Guide 7-13

Outside Construction Apprentices Picnic 15

PG&E General Rate Case Wood's Alternative 18

February 26

PG&E Clerical Conference
Sacramento, CA

March 4

Stewards Conference &
Pin Dinner
Eureka, CA

March 11

Stewards Conference &
Pin Dinner
Salinas, CA

March 18

Service Awards
Pacifica, CA

March 18

Stewards Conference
Sacramento, CA

March 24

Service Awards
Santa Rosa, CA

March 25

Stewards Conference
Reno, NV

March 31

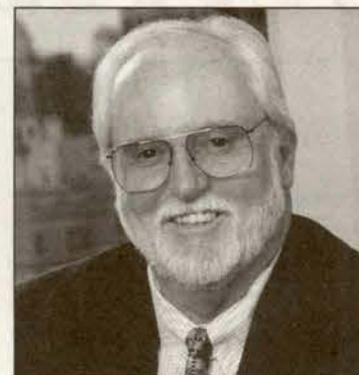
Service Awards
Napa, CA

April 7

Service Awards
Marysville, CA

Reliable service requires proactive public sector

By Jack McNally, Business Manager



The following is excerpted from Jack McNally's testimony to the Department of Energy Power Outage Study Team, Jan. 20, 2000, in Burlingame.

Let's start with the basics. The fundamental purpose of an electric system is to provide safe and reliable power. Electric systems also create profits, employ utility workers, and provide jobs for regulators. But none of these other factors matter very much if the system is unable to deliver power.

This point may seem obvious, but a lot of people have managed to overlook it. In 1994, the California Public Utilities Commission issued its "blue book" proposal for electric restructuring. There wasn't one word of concern about service reliability.

In 1996, the California Legislature enacted AB 1890, the Electric Restructuring law. Once again, reliability was virtually ignored. It was labor who insisted that language be inserted into the law assuring adequate supplies of electric generation. We took active steps to protect the consumers' interest in reliable power at a time when no one else seemed to even be aware that reliability was a critical issue.

Even with this law now on the books, the ISO is under pressure from various quarters to modify its priorities, which raises the possibility that reliability concerns may be subordinated to the economic interests of various other market players.

Your report notes that "the development of reliability management

reforms...has lagged behind economic reforms in the electric industry." I suggest a simple reason for this lag: the economic players pushing electric restructuring have no allegiance to the broader public interest. The market is not equipped to address reliability issues. It will take a proactive public sector to safeguard reliability, and I hope this investigation by the DOE turns out to be a step in that direction.

So how do we safeguard reliability? In the past, utilities brought a flexible approach to maintenance. In general, maintenance was performed as needed, although other spending priorities would influence the amount of resources made available for maintenance in any given year. For the most part utilities had enough employees to maintain the system and to respond to outages and emergencies in a timely fashion.

But this approach is fading into history, and it will be up to public regulators to insure that it is replaced with something that works at least as well. Reliability is not a theoretical problem: it is a real problem with real consequences. Your own report documents the scope of the problem, citing outages last year in New York, the South-Central states and Chicago. We've had our own experiences with outages here in California.

Clearly a reliability problem exists. And I think workforce reductions account for a big part of that problem. In the United States, Investor Owned Utilities have downsized the workforce substantially in anticipation of restructuring and competition. Between 1990 and 1998, the utility workforce shrank by 127,507 electric department employees, almost 27%. In California,

APPOINTMENTS

CONFERENCES & CONVENTIONS

Open World Conference

Hunter Stern
Millie Phillips
Dave Walters
Robin David
Jeff Schlocker

IBEW Utility Conference

Jack McNally
Howard Stiefer
Jim McCauley
Darrel Mitchell
John Mendoza
Anna Bayless
Mike Grill
Chris Habecker
Larry Pierce
Ray Thomas

Coalition of Labor Union Women

Dorothy Fortier
Kathy Tindall



UtilityReporter

February 2000
Vol. 49 No. 2
Circulation: 25,300



**Business Manager &
Executive Editor**
Jack McNally

**Communications Director &
Managing Editor**
Eric Wolfe

President
Howard Stiefer

Executive Board
Jim McCauley
E. L. "Ed" Mallory
Anna Bayless
Chris Habecker
Kathy F. Tindall
John Mendoza

Treasurer
Michael J. Davis

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

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

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

Single copies \$1. Subscription by arrangement. Have you moved recently? Please send complete new address and your Social Security Number (by U.S. Mail) to: "Address Change", IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596. Our Web Site can be viewed at www.IBEW1245.com. Our phone number is (925) 933-6060.

Dunkin protected linemen's work

When Richard Dunkin retired from the Local 1245 staff on Jan. 7, he left a legacy that linemen can appreciate: he protected their work.

Dunkin, who worked out of the union's Southern Dispatch office in Riverside, Ca., has represented Local 1245 members in Outside Construction since the late 1980s. A major part of his responsibility was defending linemen's work, whether against encroachment by non-union forces or jurisdictional disputes within the IBEW.

"Over the years he's worked very hard to protect the jurisdiction for the linemen," said Business Manager Jack McNally. "That's an on-going and very tough job, protecting the linemen's work."

Jeff Johnstone, Advisory Council member for Outside Construction,

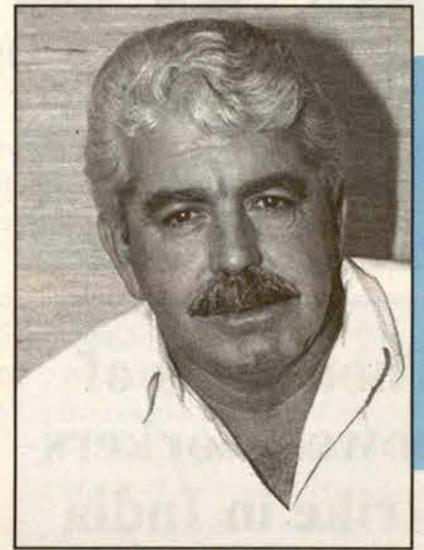
said Dunkin did his job by the book.

"He ran his area the way the contract called for. He made sure all the jobs were run by the contract."

Although best known for his work in Outside Construction, Dunkin held other union assignments early in his career. He was first hired by Business Manager L.L. Mitchell in September of 1976 and assigned to the Diablo District of the East Bay Division of Pacific Gas & Electric, where he represented Physical and Clerical employees as well as the steam generation power plants in the East Bay Division.

After a year he returned to PG&E, but was brought back to the union staff by Business Manager Jack McNally in 1986. Dunkin was assigned to the Kern and King Districts of PG&E's San Joaquin Division, as well as Pipeline Operations in Kettleman, Hinkley and Topock, Davey Tree in San Joaquin and Kern Districts, Lindmore Irrigation District, and CP National in Needles.

Dunkin hired on at PG&E in 1967, shortly after serving a four-year stint as an inflight refueling specialist for the Air Force's Strategic Air Command.



Dunkin retired Jan. 7, 2000

At PG&E he served as a steward and on the Division Joint Grievance Committee.

With a ready smile and husky laugh, Dunkin stood out in a crowd. He was a master of one-liners, but it took more than wit to master an assignment as large as Outside Construction.

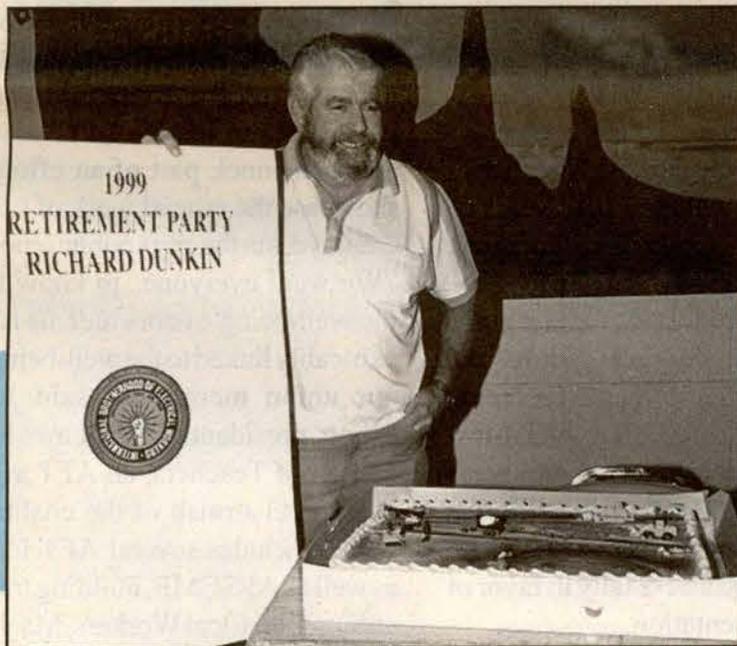
"You only have one guy taking care of more than 500 people in a large geographical area," said Johnstone. "It's a big job."

But it was a job that Dunkin put his heart into, according to Johnstone.

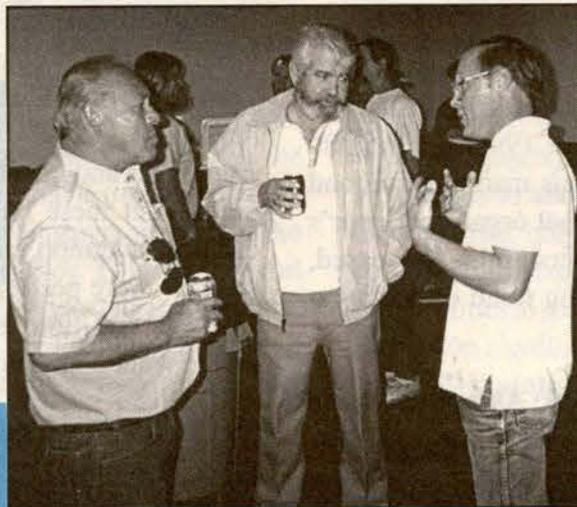
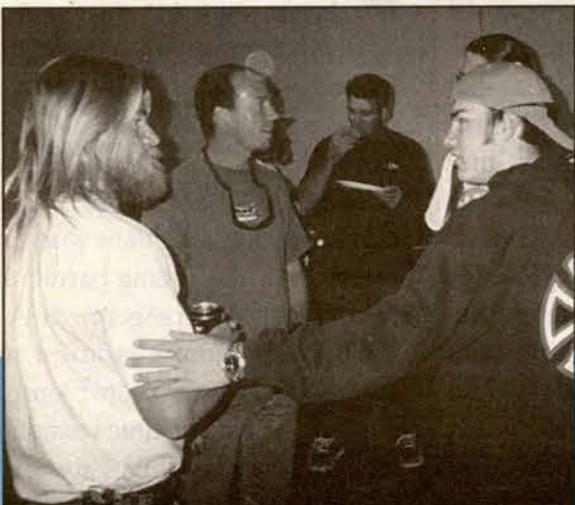
"He cared about the members and made the extra effort to take care of the members. He always did an excellent job for the hands."

Similar sentiments were expressed by McNally.

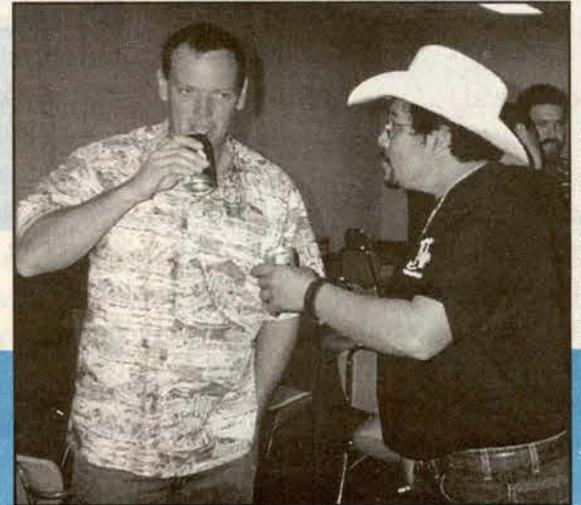
"I think he's done one hell of a job over the years for Outside Construction. Dunkin was a long-time friend. I'm going to miss him," McNally said.



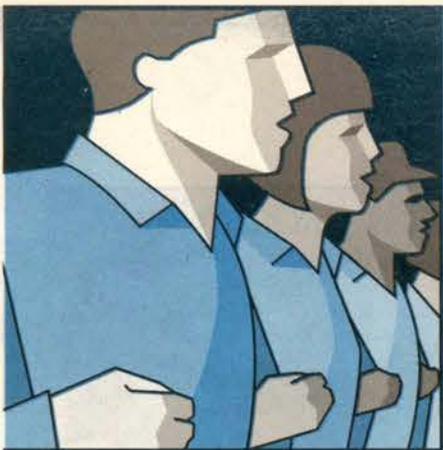
Dunkin was honored at a farewell party at the dispatch office in Riverside, Ca., where he worked as Outside Construction Business Rep. for over a decade. The cake featured—what would you expect?—construction equipment.



Members honor Dunkin at retirement party in Riverside.



Photos: Landis Martilla



Thousands of power workers strike in India

Thousands of electrical workers in the Indian state of Uttar Pradesh were arrested last month after mounting a massive strike to protest government plans to privatize the power industry.

The union called off the 10-day strike after the government agreed to postpone a final decision on privatization until after the two parties examined how privatization of the industry had worked in other Indian states. The government agreed to reinstate the two-thousand strikers who were fired and to free nearly 7,000 others who were arrested.

The parties agreed that the strikers would be paid in full for the period they were out.

At its height, the strike plunged hundreds of towns and villages in India's most populous state into darkness. At one point the state government called in army engineers to run the power stations as frequent electricity failures hit water supply systems, hospitals, banks and government offices.

Workers feared that privatization of the power sector would lead to loss of jobs.

Strikers and their families were angered by oppressive measures adopted against the families of the striking employees, according to Indian press reports. Vandana Chugh, wife of a junior engineer, said police raided her residence. Other strikers' wives claimed that some constables had entered their houses four times a day.

César, Seattle and Irish fightin' sweatshops

Continuing the fair-trade battle that began in Seattle, the 13-million-member AFL-CIO has urged Congress to reject a trade agreement with China, telling lawmakers that China must improve labor standards before Congress grants it permanent Normal Trade Relations status. A trade pact could increase the flow of low-priced Chinese-made goods into the U.S. market, costing American jobs, as well as leading to greater exploitation of China's workers and environment. US business groups plan to spend \$14 million or more on the campaign to pass the trade agreement, their biggest lobbying effort since the passage of the 1993 North American Free Trade Agreement (NAFTA). "In Seattle, many voices joined to express broad concerns about how globalization affects everyday lives," AFL-CIO chief John Sweeney said in the letter to Congress. "These urgently felt concerns cannot be ignored."

► **Chavez Holiday:** A statewide drive to create a paid holiday honoring the late Farm Workers President César Chávez passed the California Senate Appropriations Committee Jan. 26 on an 8-3 vote. More than 30,000 Californians signed petitions in support of the measure, and more than 20,000 postcards and letters have been sent to committee members.

► **Membership Increases:** Union membership increased to 16.48 million workers in 1999, up 265,000 from 1998. This marks the second straight year that organized labor's overall membership has increased, reversing a long trend of declining numbers.

► **Cheer This:** As workers at the Montgomery County (Md.) Housing Opportunity Commission were organizing with Food and Commercial Workers Local 1994 during the recent holiday season, management



IBEW members were among the 50,000 trade unionists in Seattle to protest the policies of the World Trade Organization.

violated their neutrality agreement by claiming that the upcoming union vote precluded employees and supervisors from wishing each other good cheer, the AFL-CIO reported. That action, coupled with years of being told there was no room in the county budget for pay increases—even while higher-ups were given huge annual bonuses—spurred the 177 workers to vote themselves some good cheer. The Office of Professional and Technical Employees racked up a 91-11 win, while the Service Labor and Trade Employees registered a 51-2 tally in favor of union representation.

► **Full-Time Rights:** When some 500 part-time workers in Hempstead, N.Y., sought a voice at work 10 years ago, the town claimed the municipal workers were seasonal employees and not eligible to join a union. Yet these bus drivers, mechanics, sanitation, clerical and other workers were performing the same work as full-time employees—for lower wages and no benefits, the AFL-CIO reported. Working with AFSCME Local 880, workers in December finally won their voice at work when the town voluntarily granted union recognition after most workers signed authorization cards.

► **Making the Link:** Detroit's Coalition of Public School Unions is airing a five-part cable TV series that profiles principals, teachers and support personnel, part of an effort to showcase the crucial work of union employees in the city's public schools. "We want everyone...to know that the well-being of our students is inextricably linked to the well-being of our union members," said John Elliott, president of the Detroit Federation of Teachers, an AFT affiliate, and chairman of the coalition, which includes several AFT locals as well as AFSCME, building trades unions, Electrical Workers, Machinists, Operating Engineers, School Administrators and Teamsters locals.

► **Irish Fightin' Sweatshops:** The University of Notre Dame joined the anti-sweatshop movement, announcing Jan. 19 that all apparel manufacturers that produce items bearing the school's logo must recognize the rights of their workers to organize or face being barred from future licensing arrangements. A student/faculty/administration anti-sweatshop task force developed the new policy. Notre Dame's announcement follows the University of California's Jan. 5 announcement of a similar change in its policies.

Dorothy Fortier

Outside Construction hands busy in southern California

At present there are 978 Outside Construction hands performing contract work in Southern California for Southern California Edison, San Diego Gas and Electric, the City of Anaheim and various other utilities.

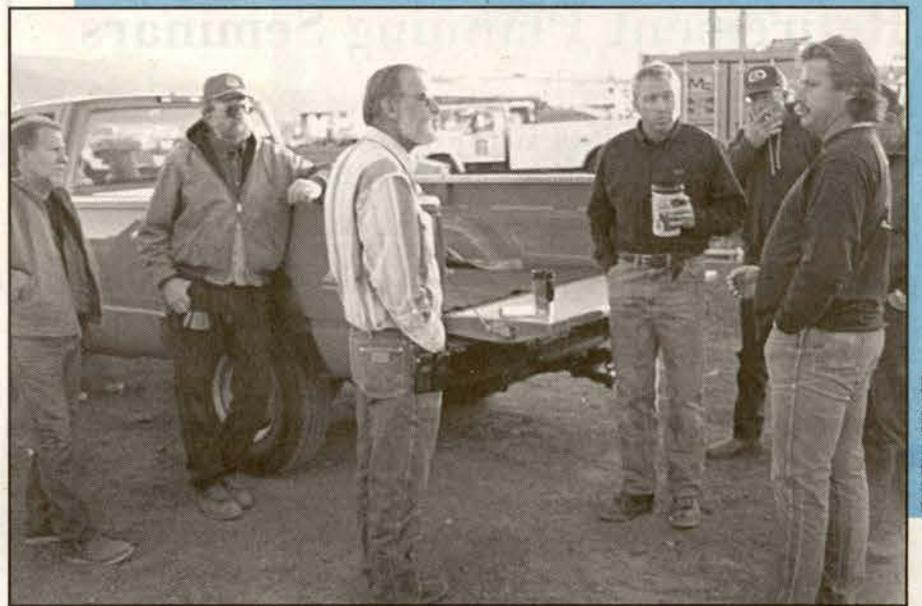
Among the contractors at work are Henkels McCoy, Par, Sturgeon, Diversified, and Hot Line.

The work load for Outside Construction in Southern California is expected to increase markedly when Edison embarks on a large pole replacement project in the very near future.

In the northern portion of the state Outside Construction work has been slowed primarily by the uncertainty over whether the California Public Utilities Commission will award Pacific Gas & Electric an appropriate revenue level in the current General Rate Case. A decision in that case is expected on Feb. 17.

There are currently 89 Outside Construction hands working in the northern jurisdiction, which includes contracting at Sierra Pacific Power.

Communications work under the Teledate agreements presently employs over 150 people at various entities, including TCI and RCN.



Lanctis Martilla

FOREMAN'S MEETING

Outside Construction hands gather for a quick foreman's meeting at 6:30 a.m. in San Bernardino at Par Electric Contracting.

Sierra Pacific

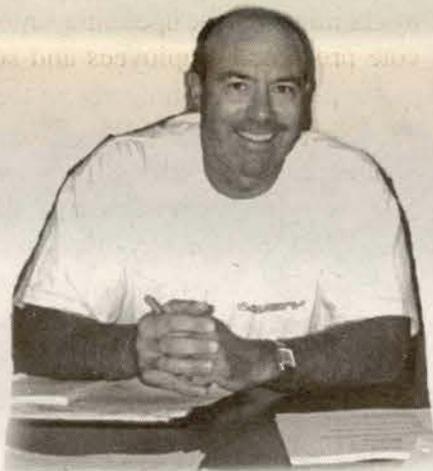
Troubleman Pursel makes mark as investigator

When it comes to seeing justice done in a grievance, Troubleman Jim Pursel knows the difference a union investigation can make.

Since 1992, Pursel has served as a Local 1245 investigator for grievances involving employees at Nevada-based Sierra Pacific Power.

"I believe there should be justice in the implementation of the contract, whether it be a seniority bypass in a bid situation or a termination," says Pursel. "Justice should prevail."

When the need for a grievance investigation arises, Pursel meets with a member of company management. Together they interview anyone who is part of the grievance, as well as reviewing any written documentation from the supervisor or from Human Resources.



Jim Pursel

Pursel's job is to make sure that any member with a grievance is accorded full and equal protection under the union contract. That means uncovering all relevant facts so that members can get a fair hearing.

In addition to being investigator, Pursel also serves on the full Joint Grievance Committee

Recently Pursel has taken on another responsibility: training someone else in the art of investigating. His trainee, John East, a control room operator at the Tracy power plant, has already investigated a termination and is now working on a seniority bypass on a bid.

"Jim has done an outstanding job representing the members in the grievance process," said Local 1245 Business Rep. Ray Thomas. "A lot of the work is behind the scenes, but it is a real contribution to protecting the rights of our members at Sierra Pacific Power."

Pursel is based in the Carson District. He hired on at Sierra Pacific in 1977.

Oroville-Wyandotte Irrigation Dist. pact approved

Employees in the Power Division at Oroville/Wyandotte Irrigation District will receive wage increases of 3% a year for the next three years in an agreement that keeps them at parity with comparable PG&E positions.

The negotiations, which began Oct. 25, also produced "cost-of-living" adjustments for Water Division employees of 3% a year for all three years of the agreement.

In addition, the agreement lowers the retirement age for union-represented employees from 57-1/2 to 55 years.

Under the terms of the agreement, vision and dental insurance will be added to the health insurance package provided for retirees.

Representing Local 1245 on the bargaining committee were Marty Costa, John Graham and Gay Venson, along with Business Rep. Jack Osburn.

The California Primary

March 7

VOTE!

Morro Bay unit schedule update

Unit 1222, Morro Bay, unit meeting information is as follows: Unit chairman is Harmon Rider. Meetings are held the second Wednesday after the staff meeting. Unit meeting begins at 4:45 p.m. Meetings are at Dorn's Restaurant. All members are encouraged to attend.

Business Rep. Dan Lockwood

IBEW Local 1245 & Merrill Lynch present: Retirement Planning Seminars

Local 1245 in conjunction with Merrill Lynch is pleased to offer free retirement planning seminars for Local 1245 members and their families.

The one-hour seminars will feature an overview of retirement planning issues by a representative from Merrill Lynch. Topics will include: changes to early retirement options and pension; how to structure your 401(k) plan, which funds to choose at what age; PG&E common stock outlook; what to expect with interest rates and the economy; how to reduce risk before retirement; how to handle stock market volatility.

There is no obligation to purchase any services from Merrill Lynch, although Merrill Lynch representatives will be available to schedule individual consultations for anyone wishing to do so.

Invitations and return registration cards will be mailed to members aged 45 and over, although all members are welcome to attend. If you didn't receive an invitation but plan to attend, **please register in advance by calling the union hall at 925-933-6060**. For directions, call the phone number for the hosting hotel.

Castroville/Monterey

March 10, Friday, 7:30 p.m.
IBEW Local 234 hall
10300 Merritt
Castroville, CA

San Luis Obispo

March 11, Saturday, 9:00 a.m.
Best Western
214 Madonna Rd.
805-544-4410

Stockton

March 15, Wednesday, 7:30 p.m.
Radisson
2323 Grand Canal
209-957-9090

Bakersfield

March 17, Friday, 7:30 p.m.
Doubletree
3100 Camino Del Rio Ct.
661-323-7111

Fresno

March 18, Saturday, 9:00 a.m.
Ramada Inn
324 East Shaw Ave.
559-224-4040

Redding

March 18, Saturday, 9:00 a.m.
Holiday Inn
1900 Hilltop Dr.
530-221-7500

Chico

March 18, Saturday, 2:00 p.m.
Masonic Lodge
1110 W. East Ave.
530-893-1276

San Jose

March 23, Thursday, 7:30 p.m.
Holiday Inn
282 Almaden Blvd.
408-998-0400

Walnut Creek

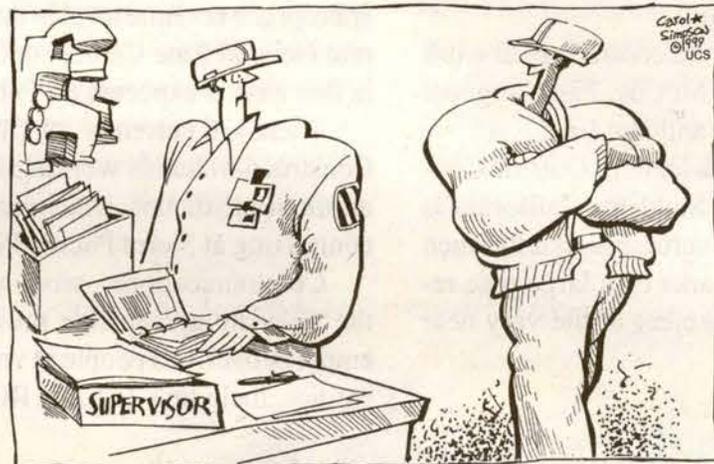
March 23, Thursday, 7:30 p.m.
IBEW Union Hall
3063 Citrus Circle
925-933-6060

Ukiah

March 24, Friday, 7:30 p.m.
Discovery Inn
1340 N. State St.
707-462-8873

Santa Rosa/Rohnert Park

March 25, Saturday, 9 a.m.
Hilton
3555 Roundbarn Blvd.
Santa Rosa, CA
707-523-7555



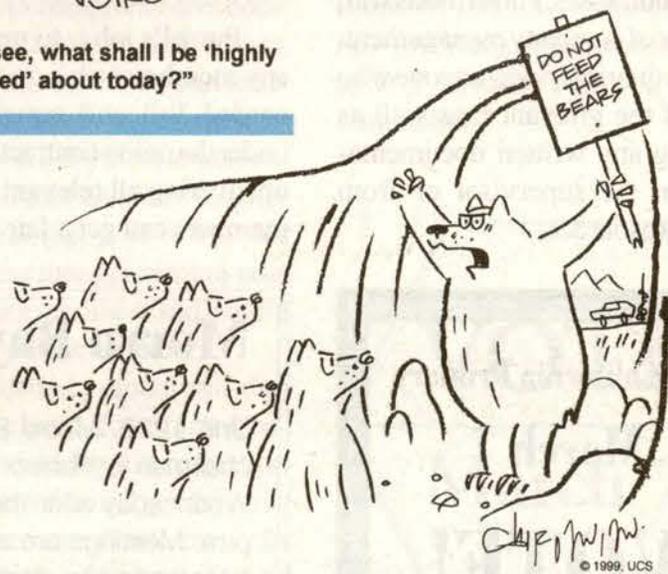
"Flexible hours sounds good. Put me down for any shift you're NOT here."



"Let's see, what shall I be 'highly motivated' about today?"



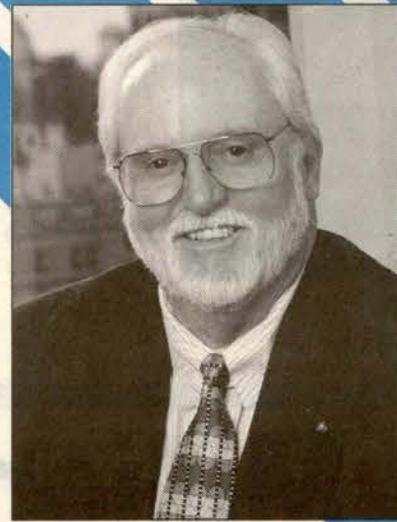
"They think because they do all the work, they're entitled to some of my profits."



"Do they put up signs that say 'Do not feed the moose'? No! Do they put up signs that say 'Do not feed the foxes'? No!..."

IBEW LOCAL 1245

UNION VOTER GUIDE



Dear Local 1245 Member,

The California Primary Election has rolled around early this year: March 7. Union members cannot afford to be caught off-guard!

This year's Primary ballot contains a proposition that would seriously erode the ability of working people to participate effectively in the democratic process. Proposition 25 seeks to drastically curtail what unions can spend on elections, while expanding the influence of the extremely wealthy.

Anti-worker extremists tried to silence workers with Proposition 226 in 1998. They didn't succeed. Together, we fought back and won that election, setting the stage for the election of a pro-labor governor. These successful efforts have greatly expanded our influence in the halls of government.

Look at the results: Restoration of overtime pay. New workplace safety protections. Sick days to care for family members who are ill. Prevailing wage protections. And, perhaps most significantly, our political influence helped install two members of the California Public Utilities Commission who understand and support the needs of utility workers.

We can't rest on our laurels. Check out the ballot propositions, check out the union endorsements. Then make an informed choice on March 7.

In Unity,

A handwritten signature in black ink that reads "Jack McNally". The signature is written in a cursive style and is positioned above the printed name and title.

Jack McNally
Business Manager

CONTENTS

PROPOSITION 25	Pg. 8-9
CANDIDATE ENDORSEMENTS	Pg. 10
PROPOSITION ENDORSEMENTS	Pg. 11
US PRESIDENT	Pg. 12
PROPOSITION 21	Pg. 13



Millionaires take aim at working families ...again

**Prop. 25 lets
millionaires spend more
on political campaigns,
but curbs spending
by labor unions**

PROP. 25

The anti-labor extremists who tried to silence working families two years ago with Proposition 226 are back on the warpath.

Proposition 25, which appears on the ballot in the March 7th California Primary, would severely limit the amount of money donated by labor unions to political candidates. At the same time it increases the amount of money that can be donated by corporate executives and their family members.

Corporations currently outspend union on political campaigns by about an 11-1 margin, and Proposition 25 is designed to help the wealthy keep that massive advantage in political elections.

Proposition 25 is being called "campaign finance reform," but what it really seeks to do is *deform* the political process by expanding the advantage enjoyed by those with big bucks. You only have to look at who is backing Proposition 25 to see that campaign finance reform is not the real agenda.

Proposition 25 is backed by millionaire businessman Ron Unz. The proposition would enshrine the right of millionaires to

spend whatever amount they wish on their own campaigns. Millionaires like Ron Unz, for example.

Unz has spent his own money running for office and creating divisive "wedge" issues before. So far, voters have not judged him suitable for office.

How convenient that he now has a ballot proposition that would preserve his money advantage while curtailing one of the major economic forces that stands in his way: the power of working families united through their unions.

Proposition 25 isn't reform at all: it's a weapon aimed at unions.

Why are wealthy business people so interested in curbing labor's power? No big surprise here: it's all about money.

Political spending by unions was a big factor in the election of Gov. Gray Davis and solid pro-worker majorities in the California Assembly and Senate. Labor's political efforts in 1998 produced the historic legislative gains of 1999, including:

- ◆ Restoration of the daily overtime premium, which had been killed by former Gov. Pete Wilson.
- ◆ The Basic Utility Service Protection Act, which protects customer service and jobs in the natural gas sector.
- ◆ Sick Days for Family Care, which allows a worker with paid sick leave to use half of it to care for an ill family member.
- ◆ Protection Against Age Discrimination, a new law giving older workers more protection against discrimination than they previously had.
- ◆ Health and Safety, an extremely important law that strengthens workplace safety protections.
- ◆ Prevailing Wages, a new law protects wage standards in construction.
- ◆ Apprenticeship, a law that strengthens apprenticeship standards.

None of these achievements would have been possible without a Democratic governor. And labor unions were the major factor in electing the current Democratic governor.

If the campaign contribution limits

contained in Proposition 25 had been the law in 1998, AFL-CIO union donations to the Gray Davis campaign would have been reduced from \$7,375,000 to \$3,034,000. Additional millions donated to other statewide and state legislative candidates also would have been significantly reduced.

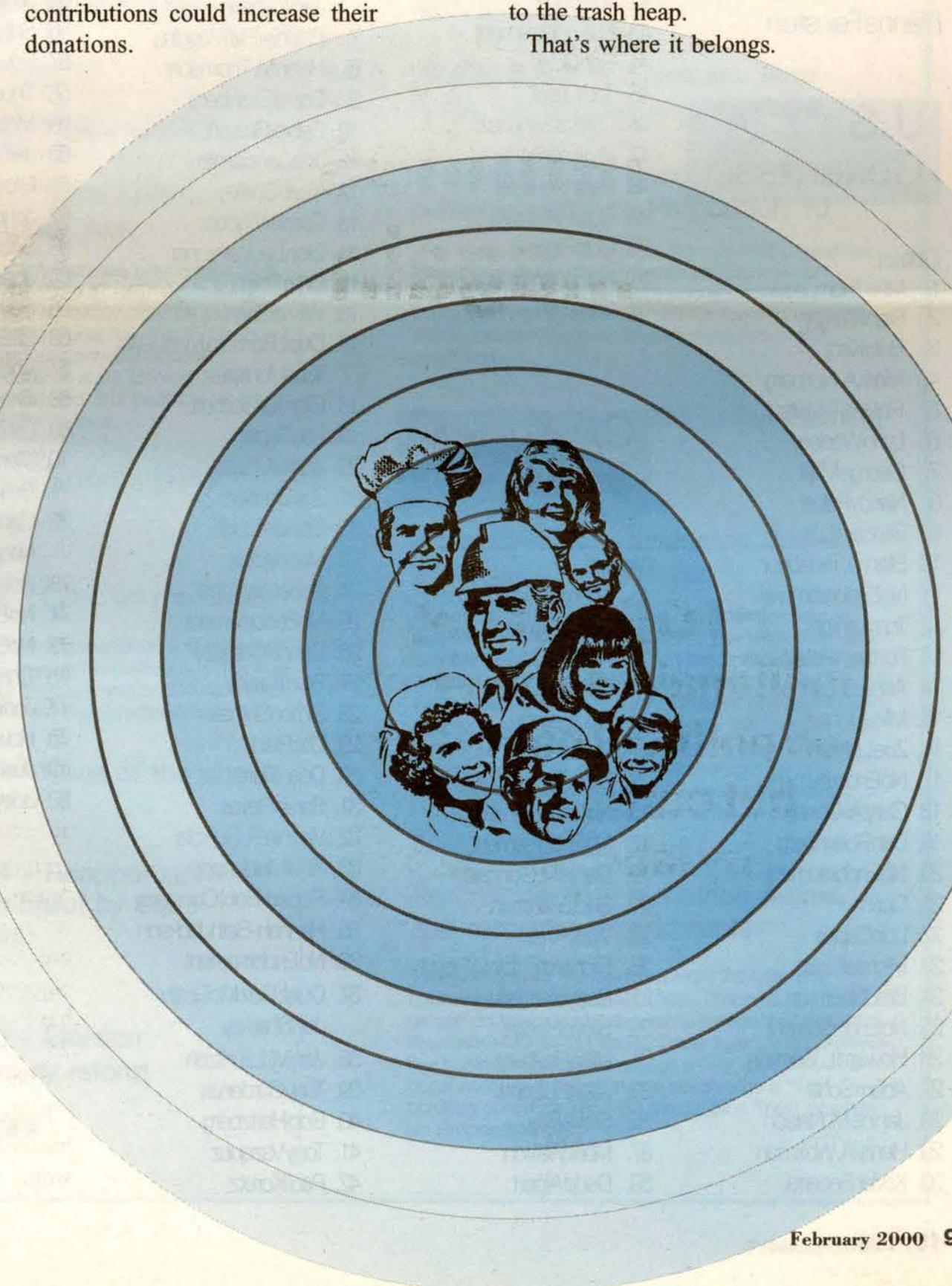
Proposition 25 says local and international unions count as one organization for the purposes of campaign contributions. Members of two local unions in neighboring communities could not both support their pro-worker elected representative. But corporate executives who can afford large individual contributions could increase their donations.

In short, Proposition 25 would increase the advantage that corporations already enjoy over working people when it comes to political spending. And the brute fact is this: in today's media-dominated campaigns, candidates with money are generally able to squash candidates without money.

The extremists tried to silence working families with Proposition 226 in 1998—and we buried them. Now they have launched a new attack on us: Proposition 25.

Don't let this phony piece of "campaign finance reform" see the light of day. Join other union members and working people across the state in sending Proposition 25 to the trash heap.

That's where it belongs.



Candidates for Office and Ballot Propo

U.S. PRESIDENT

Al Gore

U.S. SENATOR

Dianne Feinstein

U.S. CONGRESS

District

1. Mike Thompson
2. Stan Morgan
3. Bob Kent
4. Mark A. Norberg
5. Robert T. Matsui
6. Lynn Woocksey
7. George Miller
8. Nancy Pelosi
9. Barbara Lee
10. Ellen O. Tauscher
11. No Endorsement
12. Tom Lantos
13. Fortney (Pete) Stark
14. Anna G. Eschoo
15. Mike Honda
16. Zoe Lofgren
17. No Endorsement
18. Gary A. Condit
19. Dan Rosenberg
20. No Endorsement
21. Open
22. Lois Capps
23. Michael Case
24. Brad Sherman
25. No Endorsement
26. Howard L. Berman
27. Adam Schiff
28. Janice M. Nelson
29. Henry A. Waxman
30. Xavier Becerra

31. Hilda Solis
32. Julian C. Dixon
33. Lucille Roybal-Allard
34. Grace Flores Napolitano
35. Maxine Waters
36. Jane Harman
37. Juanita Millender-McDonald
38. Gerie Schipske
39. No Endorsement
40. No Endorsement
41. Open
42. Joe Baca
43. No Endorsement
44. Ron Oden
45. Ted Crisell
46. Loretta Sanchez
47. Jim Keyser
48. Peter Kouvelis
49. Susan A. Davis
50. Bob Filner
51. No Endorsement
52. Craig Barkacs

CALIFORNIA SENATE

District

1. Thomas (Tom) Romero
3. John L. Burton
5. Michael J. Machado
7. Tom Torlakson
9. Don Perata
11. Byron Sher
13. John Vasconcellos
15. No Endorsement
17. No Endorsement
19. Daniel R. Gonzales
21. Scott Wildman
23. Wally Knox
25. Richard E. (Dick) Floyd
27. Betty Karnette
29. Steve Herfert
31. Mike Rayburn
33. Jack Roberts
35. Steve Ray
37. Mark Watton
39. Dede Alpert

CALIFORNIA ASSEMBLY

District

1. Virginia Strom-Martin
2. Virgil Parks
3. Benjamin Wirschafter
4. No Endorsement
5. John Molina (Write In)
6. **Dual:** Frank Egger
Jack Gibson
7. Patricia (Pat) Wiggins
8. Helen M. Thomson
9. Darrell Steinberg
10. Debra Gravert
11. Joe Canciamilla
12. Kevin Shelley
13. Carole Migden
14. Dion Louise Aroner
15. Greg Rolon
16. Wilma Chan
17. **Dual:** Barbara Matthews
Tom Montes
18. Ellen M. Corbett
19. Lou Papan
20. John A. Dutra
21. Joe Simitian
22. Elaine Alquist
23. Manny Diaz
24. Rebecca Cohn
25. No Endorsement
26. Dennis Cardoza
27. Fred Keeley
28. Simon Salinas
29. Lita Reid
30. Dean Florez
31. Sarah Reyes
32. Virginia R. Gurrola
33. Abel Maldonado
34. Robert (Bob) Conaway
35. Hannah-Beth Jackson
36. No Endorsement
37. **Dual:** Roz McGrath
Jon Sharkey
38. Jon M. Lauritzen
39. Tony Cardenas
40. Bob Hertzberg
41. Tony Vazquez
42. Paul Koretz

43. Dario J. Frommer
44. Barry Gordon
45. Jackie Goldberg
46. Gil Cedillo
47. Herb Wesson
48. Roderick (Rod) Wright
49. Gloria Romero
50. Marco Antonio Firebaugh
51. Jerome E. Horton
52. Carl Washington
53. George Nakano
54. Alan Lowenthal
55. Jenny Oropeza
56. Sally Havice
57. Edward (Ed) Chavez
58. Thomas M. Calderon
59. Meline Dolores Hall
60. Jeff A. Duhamel
61. Gloria Negrete McLeod
62. John Longville
63. Scott T. Stotz
64. Jose Medina
65. Ray R. Quinto
66. Bill Estenger
67. Andy Hilbert
68. Tina Louise Laine
69. Lou Correa
70. Merritt Lori McKeon
71. Bea Foster
72. Gangadharappa
Nanjundappa
73. Robert D. Wilberg
74. No Endorsement
75. No Endorsement
76. Christine Kehoe
77. Todd Keegan
78. Howard Wayne
79. Juan Vargas
80. Joey Acuna, Jr.

V
O
T
E

Yes Proposition 1A -

This amendment to the the product of negotiati including Native Americ Senator John Burton, G expands Indian gaming operate 2,000 slot mac tribes to share a portio non-gaming tribes. Trib health and safety stand employment standards as federal standards.

Yes Proposition 12 - & coastal prote

Authorizes \$2.1 billion Bonds for the purposes enhancement, improv protection of parks, rec and wildlife, lake, river a

Yes Proposition 13 - water

Authorizes \$1.97 billion for various water progra water standards compli conservation, and flood Supporters, in addition districts.

Yes Proposition 14 - construction

Authorizes a \$350 millio fund construction and r facilities. Supported by agencies.

Yes Proposition 15 - laboratories

Authorizes \$220 million for the construction, re costs of forensic labora agencies. Supported b enforcement agencies.

Yes Proposition 16 - homes

Authorizes \$50 million for designing and const completing a renovatio Yountville. A recent stu homes for veterans wh forms of dementia dise Veterans of Foreign Wa

Office and Ballot Propositions Endorsed by

CALIFORNIA ASSEMBLY

Strom-Martin
 Parks
 Wirschafter
 endorsement
 Molina (Write In)
 Frank Egger
 Gibson
 Wiggins
 M. Thomson
 Steinberg
 Gravert
 Anciamilla
 Shelley
 Migden
 Louise Aroner
 Rolon
 Chan
 Barbara Matthews
 Montes
 M. Corbett
 apan
 A. Dutra
 mitian
 Alquist
 yDiaz
 caCohn
 endorsement
 sCardoza
 Keeley
 Salinas
 eid
 Florez
 Reyes
 aR. Gurrola
 Maldonado
 t(Bob) Conaway
 h-Beth Jackson
 endorsement
 Roz McGrath
 harkey
 .Lauritzen
 Cardenas
 ertzberg
 lazquez
 oretz

43. Dario J. Frommer
44. Barry Gordon
45. Jackie Goldberg
46. Gil Cedillo
47. Herb Wesson
48. Roderick (Rod) Wright
49. Gloria Romero
50. Marco Antonio Firebaugh
51. Jerome E. Horton
52. Carl Washington
53. George Nakano
54. Alan Lowenthal
55. Jenny Oropeza
56. Sally Havice
57. Edward (Ed) Chavez
58. Thomas M. Calderon
59. Meline Dolores Hall
60. Jeff A. Duhamel
61. Gloria Negrete McLeod
62. John Longville
63. Scott T. Stotz
64. Jose Medina
65. Ray R. Quinto
66. Bill Estenger
67. Andy Hilbert
68. Tina Louise Laine
69. Lou Correa
70. Merritt Lori McKeon
71. Bea Foster
72. Gangadharappa Nanjundappa
73. Robert D. Willberg
74. No Endorsement
75. No Endorsement
76. Christine Kehoe
77. Todd Keegan
78. Howard Wayne
79. Juan Vargas
80. Joey Acuna, Jr.



Yes Proposition 1A – Gambling

This amendment to the California Constitution was the product of negotiations among various parties, including Native American tribes, labor unions, Senator John Burton, Gov. Davis and others. It expands Indian gaming to permit each tribe to operate 2,000 slot machines. It requires gaming tribes to share a portion of gaming proceeds with non-gaming tribes. Tribes must adopt workplace health and safety standards and non-discrimination in employment standards that are at least as stringent as federal standards.

Yes Proposition 12 – Bond: Parks, water & coastal protection

Authorizes \$2.1 billion in State General Obligation Bonds for the purposes of financing acquisition, enhancement, improvement, and restoration and protection of parks, recreational, cultural, historic, fish and wildlife, lake, river and coastal resources.

Yes Proposition 13 - Bond: Safe drinking water

Authorizes \$1.97 billion in General Obligation Bonds for various water programs, including safe drinking water standards compliance programs, water conservation, and flood protection projects. Supporters, in addition to labor, include various water districts.

Yes Proposition 14 - Bond: Public library construction

Authorizes a \$350 million General Obligation Bond to fund construction and renovation of public library facilities. Supported by various local government agencies.

Yes Proposition 15 - Bond: Forensic laboratories

Authorizes \$220 million in General Obligation Bonds for the construction, renovation and infrastructure costs of forensic laboratories of law enforcement agencies. Supported by state and local law enforcement agencies.

Yes Proposition 16 - Bond: Veterans' homes

Authorizes \$50 million in General Obligation Bonds for designing and constructing veterans' homes and completing a renovation of the Veterans' Home at Yountville. A recent study identified the need for homes for veterans who are suffering from various forms of dementia disease. Supported by the Veterans of Foreign Wars.

Ballot Propositions

Yes Proposition 17 - Lotteries: Charitable raffles

Amends the Constitution to permit the Legislature to authorize private non-profit organizations to conduct charitable raffles to fund their work, provided at least 90% of the receipts of the raffle go to the charitable or beneficial purposes in California. Supported by State Sheriffs Association, Department of Commerce and non-profit organizations.

Proposition 18 - Murder: Special circumstances (No recommendation)

Yes Proposition 19 - Peace officer

No Proposition 20 - State Lottery Cardenas Textbook Act

Provides that 50% of any increase beyond 1997-98 of Lottery revenues allocated in 1997-98 and community college education shall be used for the purchase of instructional material. Labor unions and administrators generally oppose the placement of restrictions on state funding. Lottery funding is unrestricted. It is available for any purpose at the local district level.

No Proposition 21 - Juvenile crime

See story on Page 13.

No Proposition 22 - Limit on marriage

Provides that only a marriage between a man and a woman is valid or recognized in California. A divisive, wedge-issue measure and an intrusion into how people choose to live their private lives.

No Proposition 23 - None of the above ballot option

Proposition 24 - Reapportionment Removed from ballot by State Supreme Court

NO! Proposition 25 - Election campaigns, phony reform

See story on Pages 8-9.

Propositions Endorsed by IBEW Local 1245

Ballot Propositions

Gambling

California Constitution was amended among various parties, including Indian tribes, labor unions, and others. It requires gaming of gaming proceeds with certain conditions and non-discrimination in gaming that are at least as stringent as those for other gaming.

Yes Proposition 17 - Lotteries: Charitable raffles

Amends the Constitution to permit the Legislature to authorize private non-profit organizations to hold charitable raffles to fund their work, provided that at least 90% of the receipts of the raffle go directly to beneficial or charitable purposes in California. Supported by State Sheriffs Association, Chamber of Commerce and non-profit organizations.

Proposition 18 - Murder: Special circumstances (No recommendation)

Yes Proposition 19 - Peace officers

No Proposition 20 - State Lottery: Cardenas Textbook Act

Provides that 50% of any increase beyond the 34% of Lottery revenues allocated in 1997-98 to K-12 and community college education shall be allocated for the purchase of instructional material. Education unions and administrators generally oppose placement of restrictions on state funding. State lottery funding is unrestricted. It is available for any purpose at the local district level.

No Proposition 21 - Juvenile crime

See story on Page 13.

No Proposition 22 - Limit on marriage

Provides that only a marriage between a man and a woman is valid or recognized in California. This is a divisive, wedge-issue measure and an intrusion into how people choose to live their private lives.

No Proposition 23 - None of the above ballot option

Proposition 24 - Reapportionment. *Removed from ballot by State Supreme Court*

NO! Proposition 25 - Election campaigns, phony reform

See story on Pages 8-9.

Yes Proposition 26 - School facilities, bonds & local majority vote

Amends the California Constitution to reduce from 2/3 to a simple majority the voter approval required for school districts, community college districts, and county offices of education to incur bonded indebtedness for constructing, reconstructing, rehabilitating or replacing school facilities. Supported by teachers, education advocates and numerous businesses who are concerned that decades of underfunding have left California with inadequate school facilities.

No Proposition 27 - Elections, term limits, Congressional candidates

No Proposition 28 - Repeal of tobacco surtax enacted by Proposition 10

This measure, sponsored by the owner of Cigarettes Cheaper, repeals the fifty cents per pack tax on cigarettes enacted by voters who approved Proposition 10 in 1998. Eliminates funding for early childhood development and smoking prevention programs.

Proposition 29 - 1998 Indian Gaming Compact
No Recommendation

Yes Proposition 30 - Insurance claims, practices, civil remedies

This is a referendum measure requesting voters to approve or disapprove SB 1237. The legislation was one of two bills which restored third party bad faith lawsuits against insurance companies. Proposition 30 was placed on the ballot by insurance companies and business organizations who favor a "No" vote in order to overturn SB 1237. Consumer and labor groups favor a "Yes" vote, arguing that the legislation is necessary to assure prompt payment of claims to individuals who are injured due to the negligence of another.

Yes Proposition 31 - Insurance claims, civil remedies amendments

This referendum measure requests the voters to approve or disapprove AB 1309. This measure was placed on the ballot by the same parties that placed Proposition 30 on the ballot. Once again, it is conservative business groups who urge a "No" position. The consumer groups and unions which urge a "Yes" position on Proposition 30 also urge a "Yes" position on Proposition 31.

Bond: Parks, water

ion

State General Obligation of financing acquisition, development, and restoration and recreational, cultural, historic, fish and coastal resources.

Bond: Safe drinking

in General Obligation Bonds for water treatment plants, including safe drinking water programs, water conservation projects.

to labor, include various water

Bond: Public library

in General Obligation Bond to renovation of public library in various local government

Bond: Forensic

in General Obligation Bonds for renovation and infrastructure projects of law enforcement agencies at state and local law

Bond: Veterans'

General Obligation Bonds for constructing veterans' homes and other facilities. Identified the need for such facilities as they are suffering from various conditions. Supported by the IBEW.

Al Gore: the record



Al Gore has been endorsed by

- The AFL-CIO
- The California Labor Federation
- IBEW Local 1245

It's a fact:

No other candidate has scored better on the issues that matter to working families than Vice President Al Gore.

Better Schools.

Gore supports hiring 100,000 new teachers nationwide and helping school districts fund school repairs and new construction. He opposes moving funding out of public schools to pay for private school tuition. (1992 AFL-CIO Voting Record)

Higher Wages.

Gore has worked to raise the minimum wage in 1977, 1988, 1989, and 1996. He supports another increase to \$6.15. (AFL-CIO Voting Record; AP 3/27/99)

A Secure Retirement.

Gore supports setting aside more than 2/3 of the budget surplus to ensure that Social Security and Medicare are strong years into the future. He supports adding prescription drug benefits. Throughout his career, he has worked for better pensions protections. (Washington Post 1/20/99)

A Stronger Voice for Workers.

Gore opposes "right to work" laws that would weaken your union's ability to negotiate a stronger contract. He is against efforts to limit your union's ability to support better laws for workers. (KIRO-TV 9/8/98; Newsday 3/20/98)

Vote March 7.

Proposition 21:

Pete Wilson comes back to haunt our future

The March 7 ballot will carry yet another piece of former governor Pete Wilson's mischief: Prop. 21, the "Gang Violence and Juvenile Crime Prevention Initiative." This costly, unnecessary overhaul of the juvenile justice system levels a body-blow at the next generation we need to organize.

The California Labor Federation, the San Francisco Labor Council, the California Federation of Teachers, the California Faculty Assn., the California Teachers Assn., IBEW Local 1245 and other labor organizations have taken a stand against Proposition 21.

"Prop. 21 represents a conscious decision not to make a commitment to our own future," said ILWU International President Brian McWilliams.

When Pete Wilson couldn't get the legislature to pass his juvenile justice program in 1998, he repackaged it as an initiative and raised close to \$1 million to pay signature-gatherers. Wealthy corporations ponied up big bucks to help: Unocal put in \$50,000, Chevron put in \$25,000, Arco put in \$20,000.

Prop. 21 includes provisions which would:

- ◆ Make it easier to try 14- and 15-year-olds as adults and throw them in adult jails;
- ◆ Weaken rules that seal juvenile court records so young people can get a "fresh start" if they make mistakes;

Proposition 21 would make vandalism with damage as low as \$400 a felony. Youth could face a minimum of a year in jail and thousands of dollars in fines for writing graffiti or etching their names in wet cement.

- ◆ Make vandalism with damage as low as \$400 a felony. Youth could face a minimum of a year in jail and thousands of dollars in fines for writing graffiti or etching their names in wet cement;

- ◆ Institute the death penalty for certain "gang-related" offenses, bump misdemeanors committed by suspected gang members up to felonies, and give police broad powers to wiretap possible gang members; and

- ◆ Slam youth of color hardest. "Gang profiling is nothing but racist stereotyping of Chicano/Latino and black kids," said Carlos Montes of AFSCME 1108 in Los Angeles. Already 86% of the wards of the California Youth Authority are youth of color.

Though the initiative plays to racist fears, actual rates of youth crime are falling nationwide. California's juvenile felony arrest rate dropped by almost 30%, and juvenile homicide arrests dropped by more than half between 1991 and 1998, according to the state Department of Justice. And state law already allows people as young as 14 to be tried as adults for certain violent crimes.

"Where laws similar to Prop. 21 have been enacted—in Texas, for example—they've done nothing to deter juvenile crime," said California Federation of Teachers President Mary Bergan. "Sending kids to prison is sending them to the wrong kind of school, one where they're more likely to learn criminal strategies than workplace strategies," she said.

But since 1984, California has built 21 prisons and just one university campus. With its hefty price tag and no provision for raising money, Prop. 21 will only continue to siphon funds from services to prisons.

"This measure will result in major net costs to the state of at least hundreds of millions of dollars annually and one-time costs of at least several hundreds of millions of dollars," reported the non-partisan Legislative Analyst's Office. Local governments face annual costs in the tens of millions, according to the LAO.

Information in this article was supplied by the Ad-Hoc Labor Committee Against 21.

"Where laws similar to Prop. 21 have been enacted—in Texas, for example—they've done nothing to deter juvenile crime. Sending kids to prison is sending them to the wrong kind of school, one where they're more likely to learn criminal strategies than workplace strategies."

*Mary Bergan, President
California Federation of Teachers*

Vote NO



San Jose chapter re-elects officers

By Orv Owen

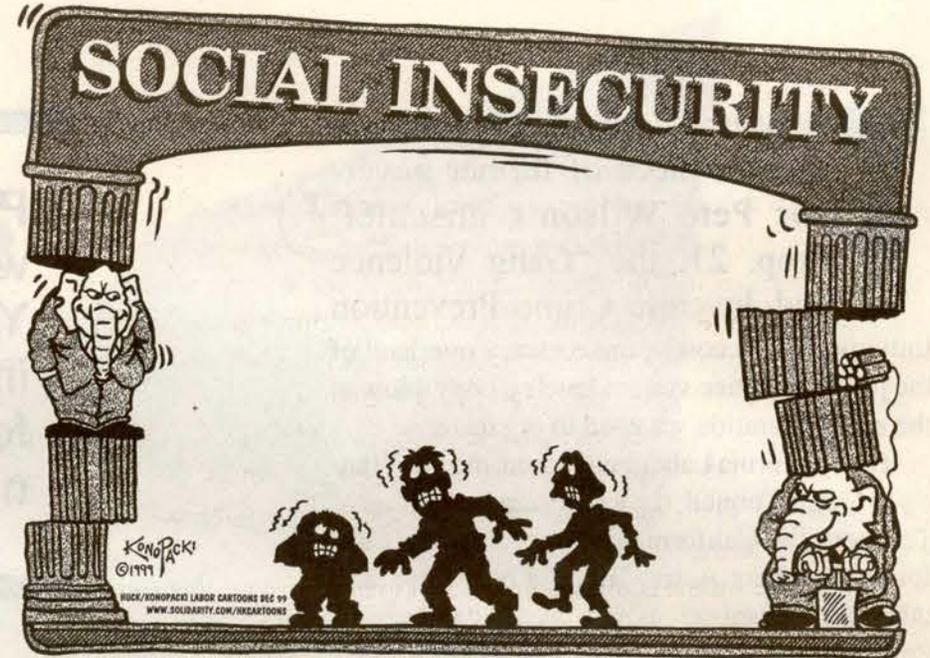
At their January meeting, Local 1245 retirees elected officers to lead the San Jose Chapter this year.

Richard Murphy was re-elected as President, Watie Anthney was re-elected as Vice President, and Percy Rome re-elected as Recording Secretary.

Local 1245 retirees Jack Hill and Watie Anthney have also been elected officers with the Congress of California Seniors. Jack Hill was elected as Vice President of Region IV and Watie Anthney was elected as Member of the State Board of Directors from Region IV.

All of our San Jose officers are active members of the Santa Clara County Federation of Retired Union Members (FORUM). Watie Anthney was again elected as Vice President of FORUM and was extremely active in the annual Senior Concerns Rally and Barbecue. Watie advised our San Jose retirees that this year's rally will be held on April 8. Among the invited guests are politicians and political candidates from all parties, who will be given an opportunity to speak and answer questions from the seniors.

Brother Jack Hill advised the retirees at our last meeting that he has as many monthly meetings representing seniors and Local 1245 retirees as he had while serving the member-



ship of Local 1245 as Business Representative.

Local 1245 members and retirees can be assured that your retirees have not forgotten from where we came, that the struggles of workers and our seniors are paramount in our thoughts and actions.

We will walk the picket lines with you, we will vote with and for you at the ballot box, we will attend and participate at governmental meetings to protect and defend the vital interests of working people and all our citizens.

Please remember, the same wealthy extremists who supported anti-worker Proposition 226 have not given up their goal to silence work-

ers' unions. These wealthy interests still want to make it virtually impossible for workers and their unions to participate in our political process. They advocate elimination of Social Security and replacing Medicare with Medical Savings Accounts, which their companies sell.

Working people and seniors cannot sit idly by. We must continue organizing both workers and seniors to participate in the political process. If you have any doubt, please review the recent Sanitary workers conflict with the City of New York and its mayor.

Keep the faith!

Orville Owen is retired Assistant Business Manager, Local 1245.

Make a Date...

East Bay Chapter: meets 2nd Thursday each month, 10 a.m., at Local 1245 headquarters, 3063 Citrus Circle, Walnut Creek, CA.

San Jose Chapter: meets 1st Thursday each month, 10 a.m., at Local 332, 1870 Stone Ave., San Jose.

Telemarket scam targeted seniors

The American Association of Retired Persons (AARP) and Public Citizen have intervened in the bankruptcy proceedings of a Canadian-based telemarketing scam artist who targeted seniors in the United States, Public Citizen News reported.

Operating mainly from Canada, James Blair Down trained phone solicitors to persuade American seniors to spend their savings on tickets in foreign sweepstakes and lotteries, in violation of US law. Phone operators were instructed to obtain personal information on their potential victims, then use the information to win their trust. Down made sure his employees got the victims' credit card numbers, making it easier to get their money.

On occasion Down would send out small "winnings" to his unsuspecting victims, encouraging them to spend more. Net profits from Down's scheme have been estimated at \$200 million.

Downs' operation used many names, including "Golden Opportunity," "International Winner's Registry Centers," and "Galaxie Marketing, Inc."

If you believe you have had dealings with one of Downs' scam operations, call Alison Van Horn of Public Citizen at (202) 588-1000.



Members of the East Bay Chapter met with staff liaison Karen Kiley during the Chapter's regular monthly meeting in January at union headquarters in Walnut Creek.

Apprentice gathering helps build camaraderie

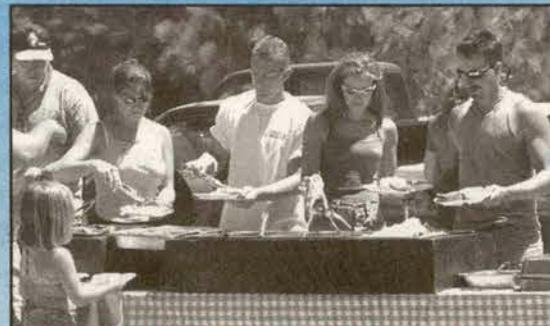
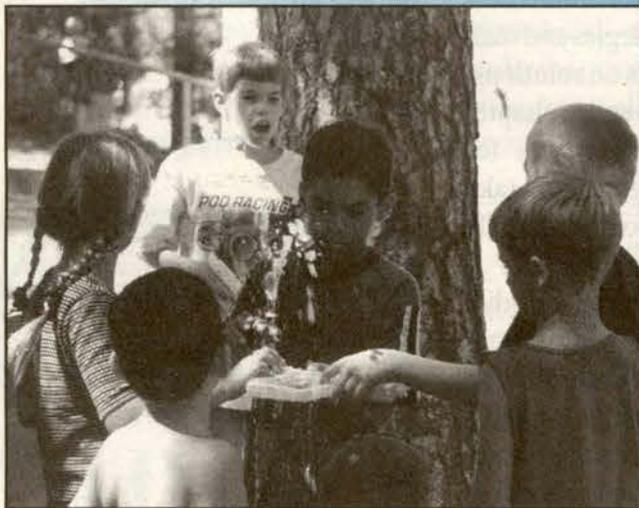
The California-Nevada Joint Apprentice Training Committee held its Second Annual All Hands Day Apprentice Picnic at Lake Gregory Park in Crestline, Ca. last summer.

"All apprentices from our jurisdiction and their families were invited to attend this gathering to meet one another, along with members of our committee and office staff," said Chris Larson, director of the program.

The park's lakeside location featured swimming, waterslides, boating, and fishing. Festivities included food and refreshments, followed by raffle prizes for the apprentices and their children.

Toys and games were purchased by the JATC for the children, and prizes raffled to the apprentices were donated by the contractors, according to Larson. These included insignia jackets, tools, and miscellaneous equipment.

"The annual gathering has proven to be a great success, encouraging our apprentices to get to know one another and help build camaraderie amongst those in our industry," said Larson. "We plan to continue this event and hope to improve upon it each year."



We Can Do It!



Clinton unveils pay equity initiative

President Clinton announced a \$27 million Equal Pay Initiative in his budget for Fiscal Year 2001 and urged prompt passage of the Paycheck Fairness Act to combat unfair pay practices against women.

The initiative earmarks \$10 million for training over 1,000 staff members of the Equal Employment Opportunity Commission (EEOC) how to identify and respond to wage discrimination. This would be the first such training since EEOC assumed responsibility for the Equal Pay Act in 1978, according to a White House statement.

The Initiative also provides \$17 million for the Department of Labor to:

- Train women in non-traditional jobs, such as the high technology industry;
- Expand access to high-quality employment-related information and career guidance through the One-Stop Career Center delivery system;
- Fund projects to increase women's participation in non-traditional apprenticeships;

■ Provide employers with the necessary assistance to assess and improve their pay policies;

■ Continue to educate the public on the importance of equal pay; and

■ Strengthen industry partnerships to help women retain jobs and progress in the workforce.

Clinton also called on Congress to pass the "The Paycheck Fairness

Act" introduced by Sen. Tom Daschle (D-S.D.) and Rep. Rosa DeLauro (D-Conn.), to strengthen laws prohibiting wage discrimination. This legislation includes a new data collection provision; increased penalties under the Equal Pay Act (EPA); a non-retaliation provision; and a provision for increased training, research, and a pay equity award.

WOMEN WORKERS' HISTORY

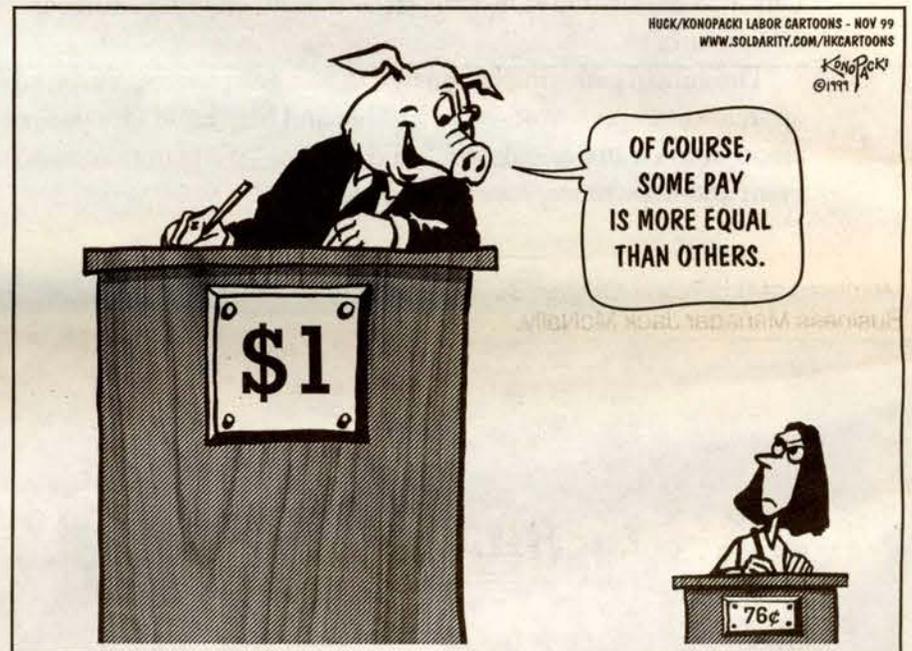
General Investigator

In 1885 the women delegates to the Knights of Labor convention asked for and got a committee on women's work. Committee members compiled figures on women's wages. At the 1886 convention, all 16 female delegates were named to a permanent department on women's work, to inquire into "the abuses to which our sex is subjected by unscrupulous employers," and to agitate for equal pay for equal work and for abolition of child labor. Leonora Barry, a hosiery worker, was elected General Investigator.

An Irish immigrant and the sole support of her two sons, Barry carried on a four-year investigation into the conditions faced by female and child wage-earners, the first ever conducted by a union. Her efforts led to passage of a state factory inspection law in Pennsylvania.



As a leading full-time officer of the Knights of Labor, Barry served as a kind of business agent as well as investigator. She assisted existing Knights locals, and helped establish two cooperative shirt factories. In an 11-month period in 1888, she received 537 requests for her to help women organize, and visited nearly 100 cities and towns. On her speaking tours she advocated industrial training for women, state factory inspection laws and laws prohibiting child labor.



Good advice on combating sexual harassment

Sexual harassment remains a persistent workplace problem that harms union members and challenges union activists.

A new tool for fighting back is now available: the expanded, updated edition of "The 9to5 Guide to Combating Sexual Harassment."

The guide, by Ellen Bravo and Ellen Cassidy, is a product of 9to5, National Association of Working Women, the labor organization that has pioneered women's rights in the workplace.

AFL-CIO President John Sweeney has recommended the guide to "everyone who wants to help create a fair workplace."

The guide is a comprehensive book on sexual harassment that speaks directly to union members and leaders, offering facts, strategies and real-life stories with a focus on solutions. The book includes an entire chapter devoted specifically to ways for unions to press management to take action, educate members and handle conflicts between members.

Also included is a model anti-discrimination clause for union contracts, up-to-date legal information and examples of training exercises that stress the central role men can play in creating a harassment-free workplace.

To order, call (414) 274-0925. Pro-

ceeds benefit the work of 9to5, a non-profit organization dedicated to ending all forms of workplace discrimination.



IBEW warns downsizing has compromised reliability

► From Page 1

federal reliability standards based on performance. He also recommended minimum staffing levels for the critical, skilled jobs in generating, transmission and distribution, and qualification standards for linemen, power plant operators and other major jobs.

The Power Outage Study Team

consists of 19 federal, state and academic experts organized by the Department of Energy to investigate power outages last year in New England, New York City, Long Island, NY, New Jersey, and Chicago.

The Study Team acknowledged that utility restructuring itself has contributed to the reliability problem, noting that "reliability management" has been

spread out among multiple institutions, including utilities, independent system operators, independent power producers, and others.

The Study Team also came close to acknowledging what Local 1245 and other utility unions have been saying for years: that utility downsizing has jeopardized reliability.

"In anticipation of competitive markets," the Study Team noted in its report to the DOE, "some utilities have adopted a strategy of cost cutting that involves reduced spending on reliability." The report further noted that "aging infrastructure and increased demand for power have strained many transmission and distribution systems to the point of interrupting service" and that regulatory policies do not provide adequate incentives for utilities "to maintain and upgrade facilities to provide an acceptable level of reliability."

Despite these conclusions, the re-

port failed to explicitly connect the problem of "aging infrastructure" to utility workforce reductions.

The Study Team's report seemed reluctant to face the implications of its own findings, namely that electric restructuring has so far failed to deliver on the promise of less regulatory bureaucracy and increased efficiency of service. Instead, electric markets are giving birth to a new generation of regulatory bureaucracies at the state and federal level, while reliability has eroded to the point that it is now the subject of a federal investigation.

The IBEW proposed two areas where the Study Team could make a positive contribution to reliability. McNally urged the DOE to confront the issue of who will be responsible for training power plant operators now that utilities are getting out of the generation business. And Hunter of Local 1900 recommended federal reliability standards based on performance.



Eric Wolfe

Members of the Power Outage Study Team listen to testimony by Local 1245 Business Manager Jack McNally.

POINT OF VIEW

McNally testifies: reliable service requires proactive public sector

► From Page 2

the workforce was shrunk from 38,907 electric department employees to 32,154 employees, a reduction of 17%. At PG&E specifically, there are 135 fewer line workers today than there were in 1974.

Your own report points to workforce reductions as the likely source of recent problems. For example, you say with respect to one utility system: "Transmission and distribution maintenance expenditures declined over time and became inadequate." Sounds like a workforce reduction problem.

There is another component to reliability that must be dealt with as the era of deregulation proceeds—and that is the issue of training.

Independent developers are building new power plants or pur-

chasing existing power plants from utilities who have been directed to divest these plants. Several of these independent plants across the nation have been in operation for a few years now.

How have these independent producers acquired the skilled personnel needed to operate and maintain their plants? They certainly haven't developed any kind of systematic training program to prepare for the future. They have managed to get along by pirating personnel from the regulated utilities. This has reduced costs for those particular operators. But we all know there's no free lunch. Who is going to train the power plant operators of the future? Not the utilities—they're being prodded to leave the generation business. How much are the independent producers prepared to spend for training

while they're fighting for survival in a highly competitive market place?

These concerns about training are not limited to power plant operations. As utilities struggle to stay in some aspect of the electric service business, they will continue to see downsizing as a quick fix for their cost control problems. Unfortunately, some regulators are abetting this process by chiseling away at the utilities' budgets, in effect encouraging utilities to adopt bare bones operations. Not only does this retard needed maintenance activity, it pressures utilities to reduce training. This puts us on a collision course where reduced maintenance inevitably leads to bigger reliability problems, but with fewer skilled employees to respond to these emergencies.

Training, like system maintenance, is a key reliability issue. And

sooner or later it's going to become an important regulatory issue. Hopefully some public authority will accept responsibility for dealing with these issues before the erosion of infrastructure and shortages of skilled personnel provoke a major crisis.

Let's all remember that if and when a crisis comes, it will be consumers who are hurt. Our members interact with these consumers every day. There's a good reason why utility unions have taken the lead in defending the customer's interest: when the lights go out, we're the ones who bear the brunt of the customers' anger. It's not a pleasant experience. Our members want to provide service, and they're trained to provide service, but it will take forward-looking public policy to make sure we have the resources to get the job done.

Wood's alternate focuses on reliability

Wood: Proposed Decision would cut 'muscle & bone'

In January, CPUC Commissioner Carl Wood offered an Alternate to the Proposed Decision by the Administrative Law Judge in Pacific Gas & Electric's General Rate Case. Reprinted here are excerpts from the statement Commissioner Wood made when releasing his Alternate decision.

I am offering an Alternate Decision that differs in a number of respects from the Proposed Decision. The differences are rooted in my own experience and my philosophy with regard to the provision of essential services by public utilities. We are not dealing with words and numbers on paper. We are dealing with real programs and real people.

The role of the CPUC is to oversee the provision of services that we all recognize as necessary to modern life. In performing that role, we strike a creative balance among the interests of a multitude of people who together make up the public interest. They include ratepayers, both large and small, investors, managers and employees of utility companies. Our decisions have a profound impact on the environment and on the economy of our state, which depend utterly on a reliable and safe supply of electricity and natural gas. We need to find an appropriate balance between customers' need for safe and reliable service and PG&E's need for authorized revenues sufficient to support the levels

of activity that provide safe and reliable service. PG&E must be a partner with us in getting to good decisions.

Finding balance in this case is very difficult. It is difficult because PG&E asked for too much in the first place, over a billion dollars a year in extra revenue. It is difficult because problems that developed over a number of years have affected the record, and it requires a lot of work to sort out the conflicting claims about the reasonable costs to support reliable service by the utility. It is difficult because for years there has been a disparity between authorized revenues to support utility activities on the one hand, and actual expenditures by PG&E on the other. It is difficult because the process of electric restructuring has changed the accounting and reporting systems for utilities in ways that are almost impossible to describe.

I have examined each of the issues in detail, and agree with much of the Proposed Decision. At the same time, I am convinced that in several areas its knife has cut too deeply into muscle and bone. I would authorize PG&E to recover approximately \$150 million dollars more in annual electric revenues and \$27 million more in gas revenues than does the PD.

Specific issues on which I differ include:

- I would set spending on vegetation management based on up-to-

date data.

- I would not disallow capital expenditures that PG&E has already made and the revenue necessary to support these investments, which are intended to increase capacity and reliability, and respond to new business in the robust California economy.

- I would continue accruals for funding decommissioning the Diablo Canyon Nuclear Power Plant at a slightly reduced level, rather than eliminating such funding altogether.

- I would expand funding for testing appliances for carbon monoxide on customer premises rather than cutting this program. The recent tragedy in Oakland points to the risks of doing otherwise.

- I would not eliminate over \$30 million in salaries and expenses for employees directly involved with customer service and meter reading.

I am proposing to reduce PG&E's requested revenue increase by over \$610 million annually. Nevertheless, I would provide sufficient revenues to pay for real programs and activities that assure safe, reliable service for Northern California. The effect of the larger reductions proposed by the PD is to risk literally being penny-wise and pound-foolish. The difference between my proposal and the proposed decision is about 8 cents a day for the average residential consumer. The likelihood and consequences of system failure are much greater if we force PG&E to cut corners. I have tried to be tough but fair with PG&E on revenues.

I want to put procedures in place that will provide us with assurance that we are getting what we pay for in our electric and gas rates. In the contentious areas of vegetation management and capital additions, I am proposing mechanisms to assure that moneys earmarked for those programs are in fact spent on those programs. In addition, I am proposing that a Quality Assurance Program be adopted to assure that PG&E offers excellent customer service, along with a system of automatic compensatory rebates for



Commissioner Carl Wood

Commissioner Carl Wood, a former utility worker, was appointed to the CPUC last summer by Gov. Gray Davis, with strong backing from Local 1245.

customers who are affected by PG&E's failure to meet the standards. This will give Northern California consumers a sense that they can expect adequate service from PG&E and that they will be recompensed if they do not receive it.

... We need to get the balance right, not merely vindicate the postures of the litigants in a contest. It will be necessary to re-evaluate in another general rate case many of the issues which are before us in this case. I am confident that we will know more in the Year 2001 about the real needs of PG&E and its customers than we did in 1996-97, when this case was being put together. I have given it my best effort in this Alternate, but I know that in the future we can do better at getting the information we need to make good decisions.

I am convinced that in several areas its knife has cut too deeply into muscle and bone. I would authorize PG&E to recover approximately \$150 million dollars more in annual electric revenues and \$27 million more in gas revenues than does the PD ... I would set spending on vegetation management based on up-to-date data ... I would not eliminate over \$30 million in salaries and expenses for employees directly involved with customer service and meter reading.



Cal-OSHA gains more punch

The California Department of Industrial Relations' Division of Occupational Safety and Health (Cal-OSHA) has been gearing up to carry out Assembly Bill 1127, which was signed into law last autumn by Gov. Davis.

"AB 1127 will greatly increase the effectiveness of Cal-OSHA's enforcement efforts, and in doing so, increase the safety and health protections afforded to California's workers," said Cal-OSHA Chief John Howard.

Major changes include an increase in the maximum statutory civil penalty for a serious violation from \$7,000 to \$25,000. A serious violation exists if there is substantial probability that death or serious physical harm could result from a violation, including exposures exceeding the permissible exposure limit or conditions that exist from practices, means,

methods, operations, or processes in use at the workplace.

The new law also increases the maximum penalty for a failure-to-abate violation from \$7,000 to \$15,000 a day. Failure to abate exists when evidence obtained by Cal-OSHA demonstrates that the employer failed to correct a previously cited violation by a specified date.

Another feature of the new law is the deletion of a longstanding statutory exemption for government entities from imposition of Cal-OSHA civil penalties, including failure-to-abate penalties, meaning that government employers must now generally conform to the same safety standards as other employers.

The new law increases the criminal penalties for certain Cal-OSHA violations. This increases the fines and prison terms that a court may impose.

Correction: It wasn't Poe after all

Some sharp-eyed reader noticed in the January issue of Utility Reporter, page 8, that we wrongly attributed authorship of "A Tale of Two Cities" to Edgar Allen Poe. The author of that classic work was Charles Dickens.

OK, so this proves we'll never get that job as Literary Critic at the New York Times. At least we know that George Bush is governor of Kentucky.

By the Local 1245
Safety Committee



Disaster preparedness

Any time is a good time to check and update our emergency supplies...especially in earthquake country.

We need to make sure they are in good condition should they be needed. Check the expiration dates on foods. Check the power level of your flashlight batteries (or whatever light source you intend to use).

And what is the condition of your medical supply kit? If you don't have a good first aid kit, now would be a good time to get one...before the next Big One hits.

All supplies should be stored in a dry area that is easily accessible when needed.

All family members should know where these supplies are stored. A list of phone numbers and people to contact can also prove extremely useful, especially to younger members of the household.

Today's families are often spread all over during the day—with working parents and kids in various schools. A special place should be designated for all family members to go to if a disaster occurs.

Make a check list

Most all accidents could be avoided if we made a simple check list before starting a job.

It doesn't really matter what job it is. Large or small, simple or complicated, if we apply a common sense check list we can reduce the chance of injury, damage or death.

Research what you will be doing and come up with a check list and a

work plan. Go over this with all personnel involved.

You should also have an emergency plan in place.

Remember, if you're in doubt or have bad feelings about the job, stop what you're doing. Check your list again. You might have to add more to your list until you feel good about the job.



"I'm worried about our safety program... That's the new assistant foreman."

Current members of the Local 1245 Safety Committee are: Stoney Burke, Alameda Power & Telecommunications; Keith Hopp, Pacific Gas & Electric; Ralph Muraca, City of Santa Clara; Mark Rose, Davey Tree; Al White, Pacific Gas & Electric; Rod Wright, Modesto Irrigation District; and Assistant Business Manager Art Murray.

Frederick Douglass



“If there is no struggle, there is no progress. Those who profess to favor freedom, yet deprecate agitation, are men who want crops without plowing up the ground. They want rain without the thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one; or it may be a physical one; or it may be both mental and physical; but it must be a struggle. Power concedes nothing without demand.”

Frederick Douglass—editor, orator, abolitionist, resister—was one of America’s greatest moral leaders. His relentless campaign against slavery won the respect of Presidents, provoked physical attacks by pro-slavery mobs, and earned him a place in the pantheon of genuine American heroes.

Douglass was born into slavery on the eastern shore of Maryland about 1818. His first intimation that there was life beyond slavery came when his Aunt Jenny and Uncle Noah escaped to freedom.

As a field hand he suffered many lashings under Edward Covey, the “slave breaker.” The lashings stopped after the 17-year-old slave engaged in a fight with Covey.

Two years later Douglass was jailed in a failed escape attempt, but in September of 1838 he escaped north by train and boat. When he heard abolitionists William Lloyd Garrison and Wendell Phillips speak in 1839, Douglass found his mission in life. Soon Douglass began his career as one of the most effective and popular orators of the anti-slavery movement.

In August of 1841 Douglass, still a fugitive slave, was invited to address an anti-slavery convention in Nantucket, Mass. In attendance was William Lloyd Garrison, probably the most famous and gifted abolitionist of that time. Garrison, euphoric on hearing Douglass speak, later wrote:

“I shall never forget his first speech at the convention—the extraordinary emotion it excited in my own mind—the powerful impression it created upon [the crowd] completely taken by surprise—the applause which followed from the beginning to the end of his felicitous remarks. I think I never hated slavery so intensely as at that moment; certainly, my perception of the enormous outrage which is inflicted by it...was rendered far more clear than ever.”

Douglass was an activist as well as an orator. In 1841 he was forcibly ejected from an Eastern Railroad train for refusing to ride in a “Jim Crow” car. His act of defiance would echo down through the decades and serve as a precedent for the bus boycotts and sit-ins of the 20th century civil rights movement.

It was Douglass’s gift to inspire and motivate. However, his oratory provoked and enraged supporters of slavery. In 1843, on one of his many lecture tours, he was attacked by a pro-slavery mob at Pendleton, Ind. Despite

suffering a broken right hand he continued the lecture tour.

After publishing his first autobiography, which revealed his true identity, he was forced to flee to Great Britain to avoid being captured and returned to his master in the American South. While on board the *Cambria*, pro-slavery passengers threatened to throw him overboard when he attempted to deliver an abolitionist speech.

British admirers raised the money to buy Douglass his freedom and in 1847 he returned to America a free man. Within months he began publishing *The North Star*.

Douglass attended the first Women’s Rights Convention at Seneca Falls, NY in 1848 and

[Frederick Douglass](#)
Black History Month

became a lifelong advocate for women’s voting rights.

During the 1850s Douglass served as “station master” of the Rochester, NY terminus of the Underground Railroad, helping escaped slaves flee to freedom.

In February of 1858, John Brown stayed at Douglass’s home in Rochester while perfecting his plans to provoke a slave revolt. A year later, when Brown’s famous raid at Harper Ferry ended in disaster, Douglass was forced to flee to Canada under suspicion of being a Brown accomplice. Again he found sanctuary in England, but soon returned to America where, with the outbreak of the Civil War, he became an agent for the US Government, recruiting black soldiers into the Union Army.

In 1865 he was personally greeted by President Abraham Lincoln at the Inauguration Ball. Following the President’s assassination, Mrs. Lincoln presented Douglass with the martyred president’s walking stick.

In later years Douglass was nominated for Vice-President of the US by the Equal Rights Party, served in a variety of government posts, including US Marshall for the District of Columbia and Minister to Haiti.

But Douglass, who died in 1895, is remembered best not for the posts he held but for the passion, courage and intelligence he brought to the causes he championed.