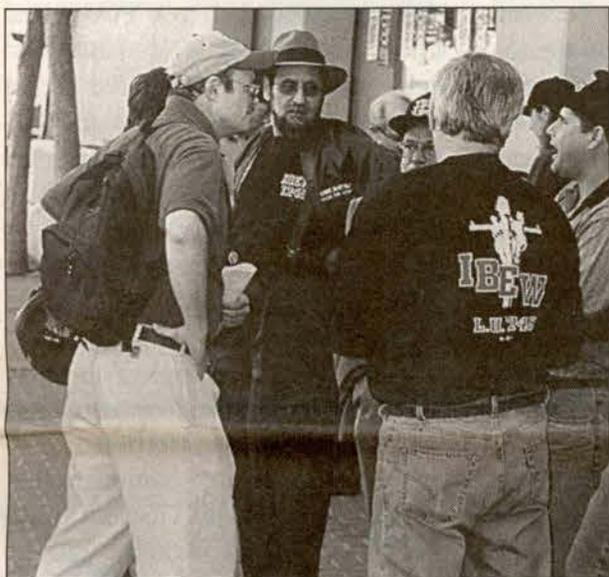


Members battle ballot measures

Union billboards, mailings, door-to-door canvass urge San Francisco to defeat Props. 'F' and 'I'



Local 1245 members confront supporters of Props. F and I at the San Francisco Labor Council.

With the Nov. 6 election only weeks away, Local 1245 stepped up its campaign against two ballot measures in San Francisco that threaten huge job displacements throughout the PG&E service territory.

The union detailed the threat to jobs and service in leaflets distributed in San Francisco neighborhoods, on billboards along busy city thoroughfares, and in a mailing to all members employed by PG&E. The message was blunt:

If San Francisco municipalizes its electric and gas service, customers can expect higher bills and deteriorating service.

Proposition F would create a city power authority in San Francisco, while Measure I seeks to form a municipal utility district encompassing San Francisco and the tiny neighboring community of



Local 1245 member Mike Emerson (right) confronts a supporter of Props. F and I outside the San Francisco Labor Council.

Brisbane. Although there are differences between the two proposals, passage of either one would trigger a takeover of PG&E distribution facilities in San Francisco and would likely prompt PG&E to relocate its corporate headquarters.

More than 900 IBEW jobs at PG&E almost certainly would be wiped out by a city takeover, triggering potentially thousands of displacements throughout the PG&E system.

Page 10 ▶

Union, PG&E meet on restructuring

Local 1245 is engaged in ongoing talks with PG&E over the restructuring plan announced Sept. 20 by the bankrupt company.

The plan would reorganize Pacific Gas and Electric Co. into a separate, stand-alone company no longer affiliated with PG&E Corporation. PG&E Co. would continue to own and operate the existing retail electric and natural gas

distribution system, while the electric generation, electric transmission, and natural gas transmission operations would become part of PG&E Corporation, along with the corporation's existing National Energy Group.

Labor agreements currently in force between Local 1245 and

Page 7 ▶

Local 1245 members assist September 11th relief efforts

Leticia Blanco was one of many Local 1245 members at PG&E's San Jose Call Center who responded to a request for volunteers from the Red Cross.



Debbie Mazzanti

Story & photos
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Feature



Dispatching Power **6**

Taking Action

No on **F**; No on **I** **8-11**

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Your Union

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Sierra Pacific Power

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OCTOBER 27

Stewards Training:
Public Sector, Trees Timmers,
Citizens Communications
Location TBA

NOVEMBER 3-4

Advisory Council
Rohnert Park, CA

NOVEMBER 17

Stewards Conference
Reno, NV

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Congress of California Seniors
Jack Hill
Watie Athney

Inter-Union Gas Conference
Jim McCauley
Jim Lynn
Ed Dwyer
Timothy Lake
Scott Hoey
Larry Darby

TCC-2/TCC-4 Fall Meeting
Jack Osburn
Dave Morrison

California State Association of
Electrical Workers Fall Meeting
Tom Brown
Vern Brown
Jeff Johnstone

CALIFORNIA-NEVADA JOINT
APPRENTICE TRAINING
COMMITTEE
Vern Brown

SACRAMENTO MUNICIPAL UTILITY DISTRICT

SMUD Negotiating Committee
Raymond Gladden
Don Kreuter
Jim Loy
Grant Ritchie
Gary Stoffer
Ike Williams

Cooperation, not partnership

By Perry Zimmerman, Business Manager



Only days after I was elected Business Manager of Local 1245, I was contacted by Gordon Smith, PG&E's CEO. He congratulated me on my victory, expressed his hope that PG&E would be able to work with my administration, and asked me if I intended to sign the Partnership Agreement that Local 1245 had first signed with PG&E in 1995.

I think that I stunned Gordon Smith when I said, "I'm not sure I want to sign it."

When I first got active as a steward for Local 1245 in the 1970s, there was no partnership. When I first came on staff with Local 1245 in the early 1980s, there was no partnership.

There was no partnership, but there was a strong commitment to labor-management cooperation, with the company's Industrial Relations Department and Local 1245's staff

treating each other as equals, but as separate equals.

In the 1990s, this changed. The relationship between PG&E and Local 1245 migrated from the traditional industrial relations framework to a series of relationships between Local 1245's top leaders and the top executives at PG&E. This culminated in 1995 with the signing of the Partnership Agreement, in which Local 1245 and PG&E declared that they were partners.

When I was campaigning for Business Manager last year and earlier this year, one thing that *everybody* who I talked to from PG&E agreed on was this—the partnership did not exist. Whatever the relationship was at the highest levels, it was not a partnership in the field, where it matters the most.

After being elected, I continued

talking with members in the field, hundreds of them. Without dissent they told me the same thing—the partnership is dead.

I had a very strong sense all along that I did not want to renew the partnership agreement between PG&E and Local 1245, but it took a month to come up with an alternative. For a solution, I looked to the past—the contractual concept of labor-management cooperation within the framework of traditional industrial relations.

In a series of meetings between PG&E and Local 1245, the details of a new relationship were hammered out. The heart and soul of the new agreement came from our members—cooperation yes, partnership no.

On Sept. 24 my administrative staff and I met with Gordon Smith and his vice presidents at the training center in San Ramon. After some clearing of the air over the past, we agreed on the terms of a new relationship—labor-management cooperation within the traditional industrial relations framework. To reflect the changing relationship, I asked my entire administrative staff to sign the agreement, and Gordon Smith asked his vice presidents to sign it.

And so there you have it. An agreement between two institutions, not just two men. An agreement that we will cooperate and that we are equals, but an acknowledgement that we are separate. An excellent leap forward to the past.

In moving from partnership to cooperation, I was guided by the overwhelming sentiment of our membership. You, our members, often have a much better sense of things than we do. I think that you came up with a very good structure for working through the many challenges that face Local 1245 and PG&E. Our relationship with PG&E will be healthier and stronger. I thank you for your guidance.



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The new agreement on labor-management cooperation between Local 1245 and PG&E.



77 Beale Street
P.O. Box 770000
San Francisco, CA 94177
415.973.7000

September 24, 2001

PACIFIC GAS & ELECTRIC COMPANY EMPLOYEES:

Pacific Gas & Electric Company and IBEW Local 1245 have a 50-year history of labor-management cooperation to address areas of mutual interest. This letter reaffirms our ongoing commitment to labor-management cooperation in a traditional industrial relations framework.

While we recognize that both parties have different needs, we are committed to an ongoing alliance to address shared interests. Our alliance includes:

- ⇒ Quarterly meetings between the Union's leadership and the Company's officers to discuss current business issues and the Company's strategic business plan.
- ⇒ Quarterly labor-management meetings in each functional department or area to address department/area specific issues.
- ⇒ Ad hoc negotiations to discuss current business needs in a timely manner.

Pacific Gas & Electric Company and IBEW Local 1245 are committed to work together in a collaborative manner to address issues critical to PG&E's ability to compete now and in the future, and to promote profitability for PG&E, and employment and income security for PG&E employees. It is in our mutual best interest - the Company's, the Union's, and the employees' - to ensure PG&E's success.

Gordon R. Smith
GORDON R. SMITH
President and CEO, Pacific Gas & Electric Company

Perry Zimmerman
PERRY ZIMMERMAN
Business Manager, IBEW Local 1245

<i>James Randolph</i>	<i>Steve Robinson</i>	<i>Tim Daly</i>
<i>Jeffrey D. Butler</i>	<i>Michelle Silva</i>	<i>Dorothy Torres</i>
<i>Thomas E. Brown</i>	<i>John C. Moffat</i>	<i>Bob Choate</i>
<i>Yongjun Song</i>	<i>Kathy Price</i>	<i>Howard Stief</i>
<i>Jinfa E. Chinn</i>	<i>Margaret A. Short</i>	<i>Frank Sakschewski</i>
<i>Shan Shamaehayn</i>	<i>Frances Snyder-Davis</i>	<i>JE McCaskey</i>
<i>Michael Katz</i>	<i>Jan F. Bo</i>	<i>Robert L. Ball</i>
<i>Russell</i>		<i>Roger Stoltz</i>
<i>Raymond</i>		<i>Salim A. Gammis</i>



Flight attendants rip airport security

Boston-based flight attendants blasted Logan Airport security Oct. 2 as their union president took airlines to task for failing to make meaningful security improvements, the Boston Herald reported.

About 100 members of the Association of Flight Attendants crowded an East Boston union hall, where several members said for years crew members with early morning departures were allowed to pass through Logan checkpoints without being screened.

United flight attendant Terry Phillips said it last happened to her on Sept. 11, the same morning two flights from Boston—one United—were hijacked and slammed into the World Trade Center.

"I had a 5 a.m. check-in and the security wasn't open," she said.

"I arrived about 4:45 and someone walked over, opened the door for me, and I walked through. None of my luggage was put through the X-ray machine," she said, adding that she has experienced the same scenario several times during her three years with the airline, each occurrence at Logan.

Jessica Neal, a spokeswoman for Huntleigh USA, which handles checkpoint security for United, said her company is only required to begin screening at 5 a.m.

"If United requires us to open at 5 a.m., that's when we get there. That's totally out of our control," she said, adding that she had never heard of the practice.

A United spokesman did not return a reporter's call seeking comment. Jim Peters, a spokesman for the Federal Aviation Administration, said the practice was forbidden.

Cops, donuts, & minimum wage airport security

The U.S. is the only major nation that leaves airline and airport security in the hands of private corporations, which by their very nature are motivated to spend as little as possible, noted Jeff Faux of the Economic Policy Institute following the September 11 attacks. "So the system was tossed in the lap of lowest-bid contractors who hired people for minimum wages. Training has been inadequate and supervision extremely lax. Turnover was 126% a year and the average employee stayed in airline security for only six months. Getting a job at Burger King or McDonald's represented upward mobility for the average security worker," said Faux.

► **Pakistani Workers:** Leaders of the Pakistan Workers' Confederation (PWC) expressed solidarity with the Pakistani government's policy on fight terrorism after attending a meeting called by Pakistan's President Pervez Musharraf in Islamabad on Sept. 24. The delegation, led by the PWC president, Gul Rehman, and general secretary, Khurshid Ahmad, included representatives from all four provinces in Pakistan.

► **Vigilantism Condemned:** The President of the Jewish Labor Committee condemned recent attacks against Muslims, Sikhs, and other individuals across the United States in the wake of the September 11 attacks. "These attacks, verbal as well as physical, are contrary to the core values of the United States," said Stuart Appelbaum. "We cannot allow the infection of bigotry, hatred and violence carried by a few individuals, to spread and grow."

► **Cops Say No Donuts:** The Philadelphia Fraternal Order of Police has joined the UFCW's nationwide boycott of Dunkin' Donuts, Labor Notes reported. UFCW Local 1360 has been on strike since a



Rick Flores

Dunkin' Donuts Distribution Center refused to obey an NLRB order to reinstate illegally fired workers.

► **More Work for Russians:** The Russian parliament in July approved legislation to increase the work week to 60 hours, allow child labor, reduce workers' ability to strike, and make it easier to fire workers. The new law prevents independent unions from calling strikes or negotiating wages and working conditions. The legislation was supported by the International Monetary Fund and investors, Labor Notes reported.

► **Minnesota strike:** Up to 28,000 Minnesota state employees in two unions went on strike Oct. 1, rejecting claims the walkout was ill-timed in light of the terrorist attacks and sagging economy. It was the unions' first such strike in 20 years.

► **"Gato" Assassinated:** Carlos "Gato" Alberto Santos de Oliveira, president of the Sergipe Citrus Fruit Workers' Union in Brazil and one of the world's foremost campaigners against child labor, was murdered Sept. 23 in a suspected political assassination, reported the International Confederation of Free Trade Unions.

Throughout his career Carlos Gato condemned the wealthy large landowners that exploit the children and landless rural workers of Brazil. According to a 1997 Sergipe state government report, over 10,000 children and adolescents between the ages of 6 and 18 were part of the labor-force in the orange growing region, with 54% of them between the ages of 7 and 14.

► **Explosion Kills Workers:** Twenty-nine people were killed in a Sept. 22 explosion at a French factory producing nitrogen fertilizers and a number of chemical intermediates, according to the International Federation of Chemical, Energy, Mine and General Workers' Unions. The number of injured was 2,442.

► **Attendance Control:** Postal employees are suffering increasing harassment from attendance control supervisors, Labor Notes reported. One woman who called in sick with diarrhea was not allowed to return to work for nearly a month until she could properly document that she was not a hazard to herself or others. Then management threatened her with attendance discipline for missing so many days of work.

Vern Brown is new Outside rep in northern area

Local 1245 has hired Vern Brown to serve as Business Rep. for Outside Construction in the northern area.



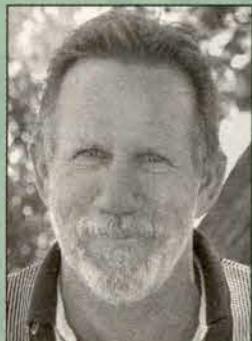
Vern Brown

Brown, initiated into the IBEW in 1984, has served twice on the union negotiating committee. He has also served as a steward on many jobs and as Vice Chair

of Outside Construction's Sacramento unit.

Members can reach Vern at (925) 933-6060 ext. 306.

Jeff Johnstone joins Outside staff in south



Jeff Johnstone



Tom Brown

Long-time IBEW member Jeff Johnstone has been hired as a Local 1245 Business Rep. for Outside Construction.

Johnstone was initiated into the IBEW in 1968 and has served Local 1245 as a steward, Advisory Council member, and as a member of the Safety Committee and the Negotiating Committee.

Johnstone joins Business Rep. Tom Brown in serving Outside Construction members in the southern area and organizing unrepresented workers in the union's jurisdiction.

Serving as dispatchers in Local 1245's Riverside office are Corrine Mascarenas and Gina Khalil.

Members can contact the Riverside office at: (909) 784-7507.



Corrine Mascarenas



Gina Khalil



Outside Construction

Riverside, Ca.
April 28, 2001

Honorees

50 Years

Brockman, William J.
Powell, Mick

45 Years

Dudley, Andrew G.
Weaver, Ed

40 Years

Ebersole, Randall W.
Schmer, Jerry
Smyth, Herbert E.

35 Years

Bender, David
Boatwright, David
Meulr, Ben

Oxford, David F.
Schwindt, Sam R.
Thormann, Dennis W.
Warren, Delmus H.

30 Years

Atkins, Robert S.
Bennett, Chester
Childers, Frederick
Clark, David L.
Guerrero, Joseph A.
Guerrero, Rolando
Harmon, James R.
Henderson, Richard D.
Hollis, Willard G.
McNair, Lawrence
McSween, Joseph A.
Padilla, Robert A.

Rice, Douglas T.
Rose, Charles R.
Smith, Dennis P.
Snyder, Donald F.
Van Noy, Robert D.
Zahari, John E.

25 Years

Armas, Stephen M.
Judge, Daniel
Miller, Ronald W.
Patterson, Charles W.
Rohl, Ted L.
Russell, Edwin P.
Smith, Bruce W.
Turner, Jeffrey R.
Underwood, William R.

20 Years

Kennedy, Stephen M.
McCulloch, Tim R.
McNew, Allen
McPherson, Melvin N.
Sparks, Samuel L.
Walker, Mark E.



DISPATCHING POWER



Distribution Operator
Steven Glenn



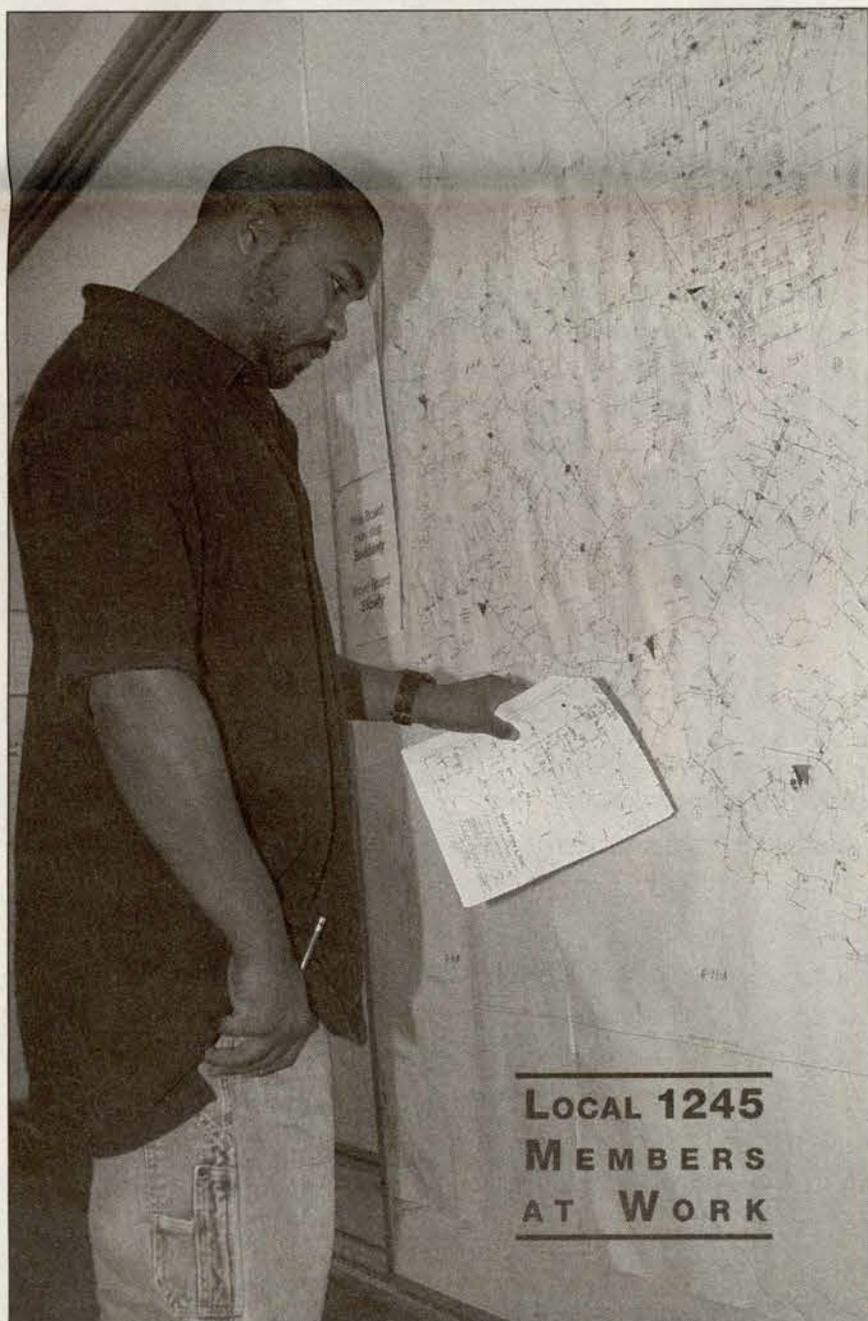
Distribution Operator Lori Melesurgo

You can generate the power. You can build the lines to carry the power. But unless you have Distribution Operators who know how to direct that power along its path to the end user, you don't have a functioning electric system.

Dispatching electricity is not like delivering the mail. It's not even like routing telephone calls, though the wires are often attached to the same poles. An electric system is extraordinarily dynamic, requiring a constant balance of supply and demand (or load). Simple errors in judgment can trigger outages that cascade across regions and bite deeply into the economy.

At Pacific Gas and Electric, Distribution Operators (known as dee-ohs) are responsible for shielding the rest of us from such catastrophes. They are sometimes compared to air traffic controllers because our safety hinges on their expertise in directing traffic. If air traffic patterns aren't handled properly, planes collide. If electric flows aren't handled properly, modern society comes to a screeching halt. In the worst case scenario, transformers and other electric infrastructure can overheat and burn down.

PG&E employs about 250 Distribution Operators at 31 locations throughout its service territory, working 24 hours a day to make sure electricity arrives where and when it is needed. Next time you turn on your air conditioner or your power saw, tip your hat to that experienced Local 1245 Distribution Operator who makes sure your needs are met.



**LOCAL 1245
MEMBERS
AT WORK**

Distribution Operator Darryl Regan checks the map at PG&E's dispatch office in Cupertino, Ca.



Troubleman Jim Jaklich (back to camera) consults with Distribution Operators Darryl Regan and Lori Melesurgo.

Local 1245, PG&E meet on restructuring plan

► **From Page 1**

PG&E Co. cover many employees who could potentially be moved from the distribution utility—PG&E Co.—into one of the new corporate entities. If the company's reorganization plan is approved by the bankruptcy judge and regulatory agencies, PG&E will be required to bargain with Local 1245 over the impacts on employees.

PG&E's reorganization plan still faces a variety of regulatory hurdles, including acceptance by the bank-

ruptcy court and the Federal Energy Regulatory Commission. The plan could also encounter resistance from the California Public Utilities Commission, whose authority over PG&E operations would be substantially reduced by the plan.

The reorganization plan has already won support from the creditors committee. PG&E hopes to have the plan confirmed in the spring of next year, and wants to complete the reorganization process by the end of next year.

For updates on the reorganiza-

tion proceedings, Local 1245 members should attend unit meetings and check the IBEW page on PG&E's company website or the Local 1245 web page on the Internet at www.ibew1245.com.

Open enrollment at PG&E

The 2002 Open Enrollment period for Local 1245 members at Pacific Gas and Electric Co. will be held from Oct. 29 - Nov. 9, 2001. Open Enrollment for retired members is Oct. 15 - 26, 2001.

During the Open Enrollment period, members will be able to make changes to their company-sponsored health plans for 2002.

This year, active employees will

have the choice of enrolling online or calling the HR Service Center's automated phone system to make changes. All changes will be effective January 1, 2002.

Open Enrollment packages containing important information about enrollment, health coverage and plan changes will be mailed out a few days before Open Enrollment begins.

Gerald Smith

Gerald Smith, Field Garage Mechanic "A", died in a single vehicle incident Aug. 29. Brother Smith was a PG&E fleet mechanic working at Camp #1. Local 1245 extends condolences to the friends, family and co-workers of Brother Gerald Smith.

Kevin Mings

Kevin Mings, Working Foreman "B" with PG&E, died of an apparent heart attack July 31 at a jobsite in Carmel Valley. Local 1245 extends condolences to the friends, family and co-workers of Brother Kevin Mings.

Jobs at SMUD

Advanced Apprentice: \$21.75-\$24.41/hour

Requires progressively responsible experience in the installation, connection, and maintenance of electrical equipment found in and about large power generating plants and training equivalent to at least the 24-month level of a 48-month Electrician apprenticeship. Typically, this type of experience would be gained through working as an Electrician in a power generating, commercial/industrial, or military environment.

Journey: \$28.08/hour

Requires completion of a formal Electrician apprentice program and progressively responsible experience at the journey level in the installation, connection, and maintenance of electrical equipment found in and about large power generating plants.

Send a SMUD application and supplemental application to Sacramento Municipal Utility District, P.O. Box 15830, MS B351, Sacramento, CA 95852-1830.

For job announcement and required application materials and additional information go to www.smud.org or call 916-732-6046. EOE

Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 4790, Walnut Creek, California 94596, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

Unit updates

Unit 1126, Turlock, will meet at Sidelines Pub & Grille, 2321 West Main Street, Suite B, in Turlock, effective immediately. Meeting dates for the rest of the year are: Oct. 4, Nov. 1 and Dec. 6.

**Sam Glero
Business Rep.**

Unit 1213, King City, has changed its November unit meeting from Nov. 21 to Nov. 15. Location and time remain the same.

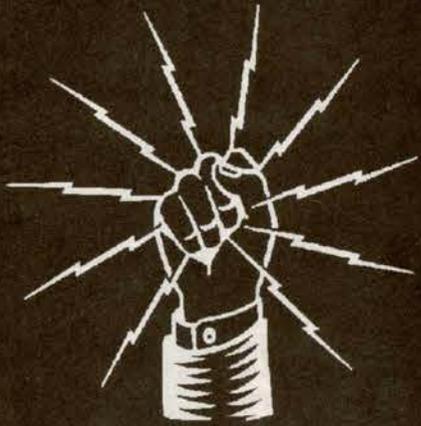
**Bill Brill
Business Rep.**

No on F

No on I

***Don't short-circuit
your power supply***





Electrical Workers Local 1245

Window signs measuring 18 x 24 inches are available from Local 1245. Call the union hall at 925-933-6060 ext. 346 to request a sign for your home or car.

Members battle ballot measures

► From Page 1

Besides conducting its own neighborhood canvass to defeat F and I, Local 1245 has worked to neutralize the canvassing operations of pro-F & I forces, including the badly-deluded San Francisco Labor Council, which has actively campaigned in favor of F and I.

"The San Francisco Labor Council turned its back on us when they endorsed F and I," said Assistant Business Manager Jim McCauley, who is coordinating the Local 1245 campaign. "So we've been on their doorstep every Saturday telling them what we think."

Local 1245 has been supported in its "No on F & I" campaign by the Engineers and Scientists of California and by members of the Communications Workers of America.

Tremendously Expensive

"We want the public to understand what's really at stake here," said Business Manager Perry Zimmerman. "Taking over PG&E will be tremendously expensive and

it's all going to be paid for by San Francisco ratepayers."

Those costs would force the city to find ways to cut service, defer maintenance, and reduce labor costs, which will hurt customers as well as workers, Zimmerman said.

In a first for the union, Local 1245 purchased space on five billboards on major city arteries (see below). The billboards remind voters that utility service is vulnerable to earthquakes, fires and other natural disasters, and that IBEW members are the people with the skills to quickly restore service to the city.

The union has also designed "No on F & I" signs for San Francisco residents to display in their windows, and is providing conveniently-sized handbills for Local 1245 members to share with neighbors and friends.

The union has also produced doorhangers for members to use in weekend canvassing operations between now and the Nov. 6 election.

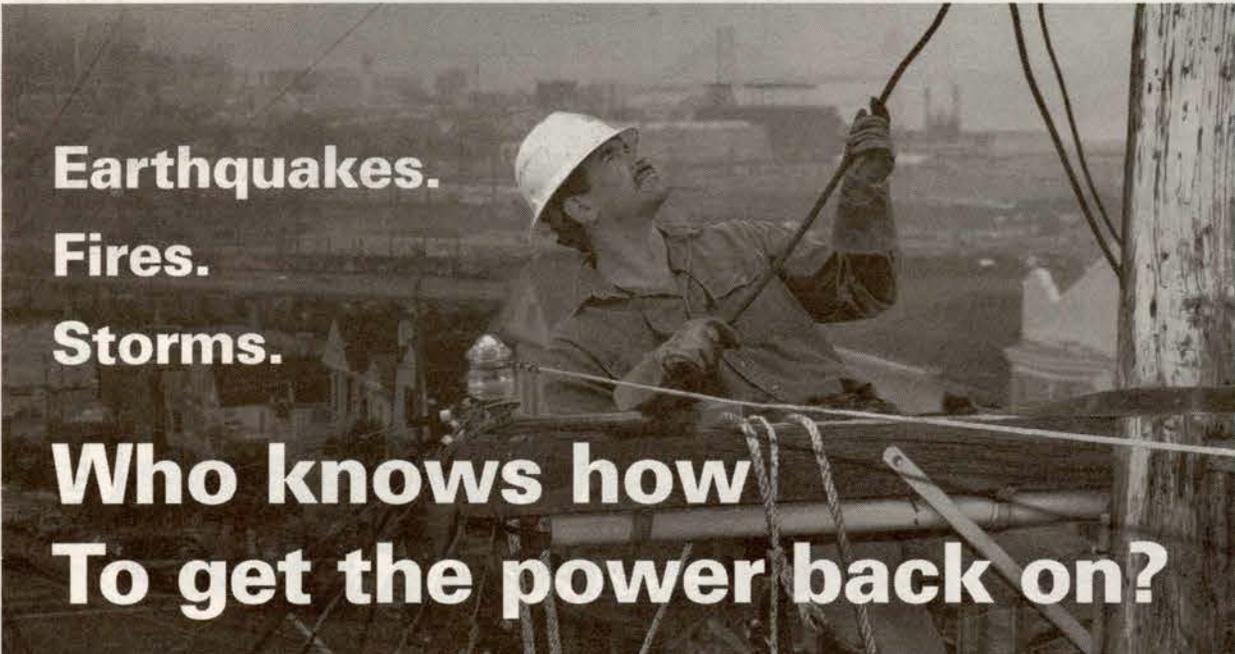
Volunteer for canvassing!
Call the union hall at:
925-933-6060 ext. 304.



Business Rep. Hunter Stern (right) tries to dissuade a Labor Council volunteer from canvassing in favor of Prop. F and Measure I.

"We want the public to understand what's really at stake here. Taking over PG&E will be tremendously expensive and it's all going to be paid for by San Francisco ratepayers."

Business Manager Perry Zimmerman



Earthquakes.

Fires.

Storms.

**Who knows how
To get the power back on?**

We do! Local 1245, Electrical Workers

No on F

No on I



A color version of this IBEW billboard will be on display at five locations in San Francisco during the month leading up to the Nov. 6 election.

F & I: the threat to jobs is real

Proposition F and Measure I would municipalize utility service in San Francisco, putting virtually every union job at PG&E at risk:

Municipalization eliminates PG&E jobs in San Francisco.

- Eliminates the jobs of PG&E Physical and Clerical employees, including the Shotwell Yard, the Martin Service Center, and General Office.
- Provides no guarantees that current PG&E employees would be hired by the new employer.
- Wipes out all wage and benefit provisions in the Local 1245 labor agreement with PG&E.
- Eliminates forever the current right to bid to PG&E jobs outside of San Francisco.
- Replaces promotion rights based on seniority and experience with Civil Service rules that let supervisors make promotion decisions.

Municipalization eliminates jobs throughout the PG&E system.

- Slashes PG&E's customer base, reducing demand for PG&E services systemwide.
- Eliminates Call Center jobs in Sacramento, San Jose, and Fresno.
- Eliminates jobs at the Stockton Credit and Collections Center.
- Eliminates jobs at the West Sacramento Billing and Payment Processing Center.
- Eliminates the right to bid to jobs in San Francisco.

Municipalization creates havoc in the PG&E workforce.

- Displaces all San Francisco employees.
- Displaces hundreds, even thousands, of PG&E employees throughout the system as San Francisco employees exercise their rights under Title 19, 206 and 306.
- Forces employees to leave their homes, schools and communities in order to keep their jobs.

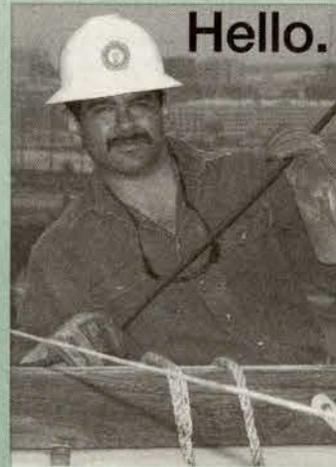
Municipalization threatens wage and benefit levels for all PG&E employees.

- Deprives PG&E of one of its most profitable service territories.
- Makes PG&E dependent on less-profitable service territories, thus increasing the overall cost of service.
- Forces PG&E to find ways to cut costs, possibly repeating the huge downsizings of the early 1990s.
- Poisons the bargaining environment when it comes time to bargain wage and benefit improvements.

Municipalization threatens wage and benefit levels for employees who stay with the new employer.

- Buying out PG&E's gas and electric system would cost an estimated \$1.8 billion, possibly much more.
- San Francisco ratepayers would be stuck with the entire tab, virtually assuring large rate increases.
- Employee benefits and wages would come under attack in the frantic search for ways to cut costs.
- Employees quite possibly would be represented by another union without Local 1245's experience in bargaining contracts in the electric and gas industry.

This leaflet is being made available to all Local 1245 members living or working in San Francisco. It is also available in a larger size for use as a doorhanger. To participate in Saturday canvassing with other Local 1245 members, call 925-933-6060 ext. 304.



Hello. Remember us?

We're the men and women who work around the clock, no matter what the weather, to keep your electricity on.

We believe Props. F and I endanger your service.



IBEW Local 1245

Props. F & I will increase rates.

- ◆ City ratepayers will pay at least **\$1.8 billion** to buy PG&E's electric & gas systems, **plus** financing costs, **plus** huge sums for vehicles, equipment, materials and additional employees.
- ◆ Ratepayers will be **defenseless against price gouging** because the City owns little electric generating capacity.
- ◆ Ratepayers will bear **all costs of maintaining, upgrading and operating** the most complex urban utility system on the West Coast – costs currently shared statewide.
- ◆ Ratepayers will **bear all costs of repairs** after fires, earthquakes and other disasters.

Props. F & I will harm service.

Rising costs will force reductions in personnel & service:

- ◆ **Longer waits** for hook-ups & pilot re-relights.
- ◆ **More outages** – due to reduced maintenance.
- ◆ **Slower response** – due to reduced workforce.
- ◆ **Greater risk to public safety** – from prolonged outages and fewer trained emergency personnel.

No on F. No on I.

Local 1245 members pitch in

Unionists give assistance in wake of Sept. 11 attacks

Members of Iron Workers Local 40 in New York City began calling the union office on the morning Sept. 11, shortly after the attack on the World Trade Center. They wanted to know how they could help.

By early that afternoon, hundreds of workers from several New York construction unions were available to assist in the rescue effort.

But the East Coast wasn't the only place where union members stepped up to volunteer their services in the wake of the Sept. 11 attacks.

In San Jose, PG&E Call Center Director Phil Balistreri received a call from the Oakland Red Cross seeking help in answering a torrent of phone calls related to the attacks. That plea for help was answered by Local 1245 Service Reps at the San Jose Call Center.

Beginning on Sept. 14 and continuing throughout the following week, Red Cross phones in Oakland were answered by Billie Rogers, Brian Alexander, Suzy Pangelina, Leticia Blanco, and Bessie Duarte.

"Our folks wanted to help," said Local 1245 Business Rep. Debbie Mazzanti. Members took phone calls from people wanting to know how they could donate money, give blood, and volunteer time, Mazzanti said.

In some cases, the calls were from people experiencing stress and seeking guidance in the aftermath of the Sept. 11 attacks.

The Local 1245 members were among thousands of union members from most every trade and every region in the country who offered assistance in some form.

First to Respond

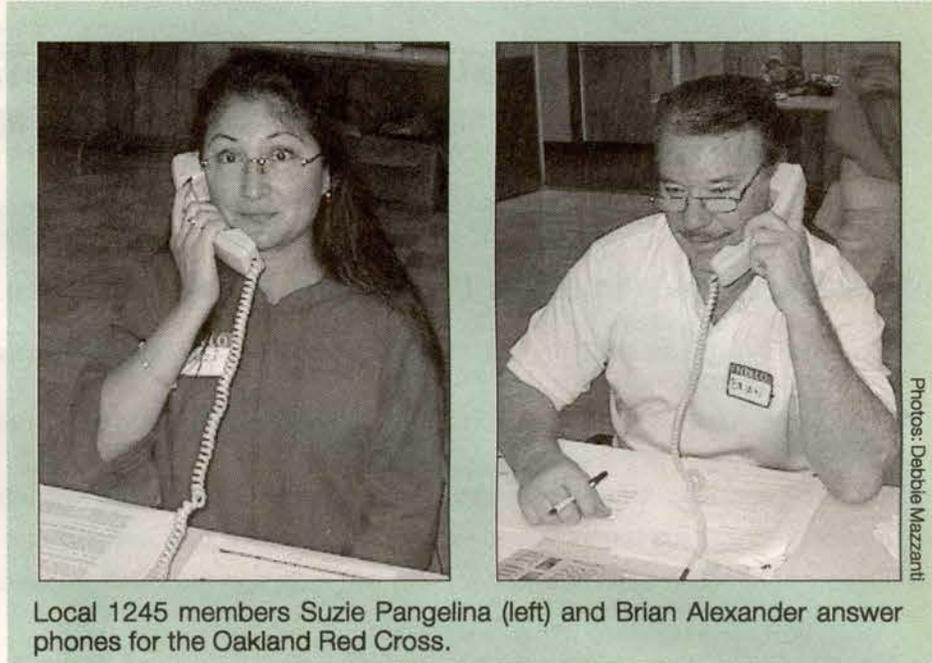
The first to respond were, of course, the police and firefighters, hundreds of whom were killed while trying to help evacuate people from the Trade Centers. The loss of these valiant public servants seared the nation's heart.

Other union members were soon at the front lines. Union construction workers began moving massive debris from the streets in lower Manhattan on the evening of Sept. 11, working with cranes, bulldozers, end loaders and even by hand. Those from New York were soon joined by union ironworkers from the mid-Atlantic, Virginia, Ohio, D.C. and West Virginia.

Volunteers from all 16 New York City Laborers local unions assisted in the recovery operation, including Local 78 which specializes in asbestos handling. The World Trade Center buildings reportedly contained a huge amount of the material.

Members of Operating Engineers Locals 14 and 15 operated heavy equipment in the rescue operations.

Around-the-clock emergency medical service was provided in the early days of the emergency by thou-



Local 1245 members Suzie Pangelina (left) and Brian Alexander answer phones for the Oakland Red Cross.

Photos: Debbie Mazzanti

sands of health care workers affiliated with Service Employees and the New York State Nurses Association. The New York State Psychological Association dispatched disaster response teams to help victims, workers and their families deal with the emotional reaction to events.

Members of maritime unions worked on the New York waterways ferries to evacuate people from south Manhattan. Some Seafarers members assisted the grim task of carrying bodies from the scene to a temporary morgue in New Jersey.

The Red Cross called the Teamsters for a truck and drivers to pick up communications equipment at a warehouse in Memphis, Tenn. and drive it to New York. The equipment was promptly delivered by IBT members, employees of UPS.

In Detroit, more than a dozen tractor-trailers loaded with relief supplies were dispatched to New York City. IBT members and Postal Workers loaded the respirators and other medical supplies, rescue tools and work clothes.

In Washington, D.C., and Northern Virginia, hundreds of union members went door-to-door to canvass for volunteers and contributions to support relief efforts.

Bakery, Confectionery, Tobacco Workers and Grain Millers Locals 3 and 50 obtained 20,000 paper masks

for those assisting the World Trade Center rescue effort.

Hundreds of Victims

Tragically, hundreds of union members in addition to police and firefighters were among the victims of the Sept. 11 attacks—some at the World Trade Center, some at the Pentagon, and some on hijacked planes.

IBEW Locals 3 reported 16 missing members and IBEW Local 1212 reported four missing members in New York. Two hundred members of IBEW 26 working at the Pentagon escaped injury.

Other unions reporting killed or missing members are American Federation of Government Employees, American Federation of State, County and Municipal Employees, Air Line Pilots, Communications Workers of America, Flight Attendants, Hotel Employees and Restaurant Employees, Machinists, Office and Professional Employees, Operating Engineers, Plumbers and Pipe Fitters, Service Employees, Carpenters and Public Employees Federation.

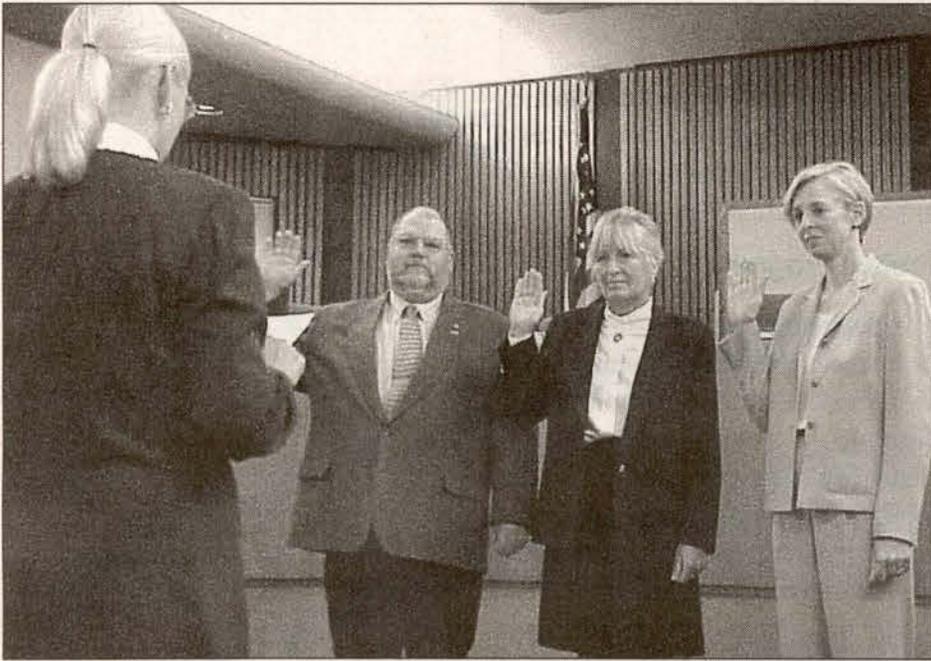
Local 1245 members Billie Rogers (left) and Bessie Duarte (below) answer phones for the Oakland Red Cross.



Donations to help IBEW families can be sent to the address below. All proceeds will go directly to the families.

IBEW - Sept. 11th Relief Fund
1125 15th Street, N.W.
Washington, DC 20005

Local 1245 gains seat on Cal-OSHA Standards Board



Assistant Business Manager Art Murray (second from left) is sworn in as a member of the Cal-OSHA Standards Board, giving Local 1245 new influence over jobsite safety issues.

Local 1245 Assistant Business Manager Art Murray was among three new appointees to the state's Occupational Safety and Health Standards Board announced recently by California Gov. Gray Davis.

Murray, who has represented Local 1245's interests on Cal-OSHA Advisory Committees for several years, will serve as the Standards Board's Occupational safety representative. His appointment is for two years, expiring on June 1, 2003.

The Standards Board makes decisions on petitions seeking amendments or repeals of safety and health standards.

Also newly-appointed to the Board are Kim Mueller, a private attorney who will serve as the Board's so-called Public Member, and Liz Arioto, a corporate safety director

The new appointments are likely to inspire organized labor to submit a new petition to strengthen the state's ergonomics standard.

who will serve as the Standards Board's management representative.

Previously-appointed members of the Board are:

Chairman Jere Ingram, a former research associate for Clorox Co., serving as an occupational health representative; Victoria Bradshaw, formerly the state Labor Commissioner, serving as a management representative; and Elizabeth Lee, a grade school teacher and member of the California Teacher's Association, serving as a labor representative. All three were appointed by former Gov. Pete Wilson during the final month of his administration.

One seat, designated as a labor seat, remains vacant.

The new appointments are likely to inspire organized labor to submit a new petition to strengthen the state's ergonomics standard, according to Inside Cal-OSHA. In July the Standards Board rejected a petition from the California Labor Federation asking the state to adopt the federal ergonomics regulation repealed by the Bush Administration.

Currently California is the only state with an enforceable ergonomics regulation, but unions believe it is a weak regulation that should be significantly strengthened.

By the Local 1245 Safety Committee



Get in shape, not injured

At some time or another all of us who are not in an exercise program think about starting one.

First off you may want to consult with your doctors to see what type of program is best for you.

The best way to start an exercise program is gradually. Take it slow and easy at first so that you don't hurt yourself. You can't get into shape by starting off with an injury.

Here is a list of the top 10 exercise mistakes:

1. Not warming up prior to aero-

bic activity.

2. Not stretching enough.

3. Not cooling down after any type of workout.

4. Lifting too much weight.

5. Exercising too intensely for your fitness level.

6. Not exercising intensely enough.

7. Not drinking enough water.

8. Jerking while lifting weights.

9. Leaning heavily on a stair stepper or treadmill.

10. Wearing faulty footwear.

Buckle up, and do it right!

Over 90% of us who get behind a steering wheel every day put on our safety belts incorrectly.

Nearly everytime there is too much slack left in the belt. The belt should be flat and not curled, and positioned low across your pelvis and not high across your stomach.

Many of us just fasten the lap por-

tion of the belt without adjusting the slack in the shoulder portion of the belt. Too much slack can cause the lap portion to rise across your stomach during an impact and can cause internal injuries.

When buckling up, take that extra second to buckle up right. No one wants to hear you've been injured!

"Do you, uh, have a dental plan?"



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



WOMEN WORKERS' HISTORY

Mill Town Rebellion (Pt. 2)

The governor called out the National Guard to combat the Lawrence textile strikers. Lawrence was now filled with soldiers, many of them Harvard students given time off to "have a fling at those people." Rich kids armed with guns joined police in combating immigrant women, men and children.

The bosses' gunmen found a victim on Jan. 29. Anna LoPezza, a 34-year-old Italian immigrant, was shot through the heart by a soldier as she passed through a demonstration to meet with friends. The authorities arrested the two IWW organizers, Joe Ettor and Arturo Giovannitti, and charged them with causing the young striker's death by inciting the mob to riot.

Women continued to risk their lives to win the strike. A pregnant Italian woman and a friend, also pregnant, volunteered to lead a march. She told a rally that because of their condition, "policemen no beat us." It was a tragic error. The troops attacked the strikers, beating women indiscriminately. Both women lost their babies, and nearly their lives.



IWW leaders in Lawrence counseled non-violence, reasoning that reliance on the 20,000 strikers' collective strength was their greatest protection. The IWW helped the Lawrence strikers develop tactics never before seen in the US labor movement, like mass picketing.

The IWW made special efforts to ensure that women could take an active role in the strike, often struggling against the Old World attitudes of husbands and priests. Said Elizabeth Gurley Flynn, "The IWW has been accused of putting the women in the front. The truth is, the IWW doesn't keep them in the back, and they go to the front."

Bargaining strategies for child care benefits

Child care is one of the biggest challenges for working families. Underpaid child care workers are leaving the field in record numbers to take better-paying jobs elsewhere.

Quality child care has become both scarce and expensive. Recent research by the National Academy of Sciences shows that high-quality early education enhances children's emotional, cognitive and social development and helps them enter school ready to learn.

Before bargaining for child care provisions, it is important to identify the actual needs of the members. This information can be gathered through a needs assessment survey or in a bargaining survey.

Below are examples of recently won child care provisions in union contracts.

Resource & Referral Services

Finding high-quality, reliable, affordable care can be difficult for working parents.

Resource and referral services can help match employees with appropriate and available child care providers, taking into consideration the special needs of each family.

Unions have negotiated for these services, which may be contracted through an outside referral agency or

handled in-house. Resource and referral services also can help develop child care resources in an area if no appropriate child care exists.

Pretax Programs

A dependent care assistance plan or flexible spending account allows workers to set aside a portion of their earnings in a tax-free account for dependent care expenses. This is an IRS plan in which workers set aside up to \$5,000 of their salary tax-free to pay for child care or elder care.

The only cost to the employer is the administration of the plan.

Child Care Fund

A child care fund directly offsets the high cost of dependent care. Funds may provide direct cash payments or a reimbursement for child care expenses, as well as fund specific child care programs to address members' needs. Some unions have been successful in redirecting monies from existing funds that are underutilized.

On-Site/Near-Site Centers

Unions have negotiated for on-site and near-site child care centers, but it can be a costly and time-consuming process. It is important to research this option thoroughly before choosing it as a way to address members' child care needs.



"I'm putting you on flex time so you can have your baby and still do a full 40 hours."

Emergency/Sick Child Care

Backup care can be provided for mildly sick children on days when normal care arrangements fall through or in other such unusual situations as snow days.

Backup care can be provided through a special program, such as employer subsidies for in-home care or a backup center, or by allowing parents to use their sick time to care for sick children.

Subsidized Child Care

Finding and being able to afford quality child care is often a challenge for families. Unions have been able to help working parents afford child care by negotiating for subsidized slots at local day care centers.

Sick Time for Family Members

Caring for mildly sick children is one of the biggest challenges that working parents face. Sick children cannot attend a child care center but parents still need to work.

Finding a last-minute backup can be costly and often impossible. Backup care can be provided through a special program, such as employer subsidies or by allowing parents to use their sick time to care for sick children.

Facts about child care in America

- ◆ Nearly 1 in 5 full-time workers works non-standard hours (hours beyond "9 to 5"). More than 1 in 3 are women.
- ◆ Nearly half of all women who are married or living with someone (46%) work a different schedule than their spouse or domestic partner.
- ◆ In 1999, 54% of children from birth through 3rd grade received some form of child care on a regular basis from someone other than their parents.
- ◆ Some 24 million school-age children are in need of care during out-of-school time.
- ◆ In 1999, 60.7% of mothers with children under age 3 were in the labor force, compared with 53.6% in 1990.



A look at long-term care insurance

What is long-term care? Most Americans know about the kind of health insurance that pays doctor and hospital bills. But the kind that pays for long-term care in a nursing home or at home is not as familiar.

Long-term care goes beyond medical care and nursing care to include all the assistance you could need if you ever have a chronic illness or disability that leaves you unable to care for yourself for an extended period of time. You can receive long-term care in a nursing home or in your own home in the form of help with such activities as bathing or dressing.

Long-term care can be of help to a young or middle-aged person who has been in an accident or suffered a debilitating illness. But most long-term care services are used by older people.

Need Is Widespread

The need for long-term care affects nearly all American families. More than 40 million people have some limitations in activities of daily living due to chronic conditions.

Approximately 9 million Americans of all ages are significantly restricted due to illness or disability and require personal assistance or long-term care services. Six of every 10 Americans have experienced a long-term care problem, either within their families or through a close friend.

Family Member Caregivers

Most older people who need long-term care assistance get this help at home, primarily from family members. More than 23% of American households have at least one caregiver who is taking care of a relative or friend older than 50.

A survey of family caregivers, working and nonworking, shows the average caregiver provides 18 hours of care a week. One in five caregivers provides constant care for an average of 57 hours a week. One-third of the family caregivers providing constant care are 65 or older.

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Insurance Is Needed

Pre-existing conditions and high prices preclude most older Americans from obtaining long-term care insurance.

Nationally, less than 20% of adults can afford long-term care insurance policies, and fewer than 5% of older people actually have such policies. One in four people 65 or older have pre-existing health problems that pre-

vent them from obtaining coverage.

Medicaid pays for nearly 40% of nursing home care and 16% of home- and community-based care. Medicare makes up 9% of nursing home reimbursements—but only for stays of less than 100 days—and 54% of home care. Private insurance pays only 1% of long-term care. Nearly half of nursing home care and one-fifth of home care is paid for out-of-pocket.

Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

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 IBEW Local 332, 2125 Canoas Garden, San Jose.

Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in – or start! – a Retirees Club chapter in your area.

Jesse Romo, 30 years
Middletown, CA

James Rovetti, 21 years
Santa Rosa, CA

Kerry Schrock, 34 years
Redwood Valle, CA

Thomas Slight, 21 years
Cobb, CA

Elmer Stanley, 33 years
Kelseyville, CA

Lloyd Stottsberry, 23 years
Cobb, CA

Jerome Swayne, 21 years
Cobb, CA

Gerald Tillman, 22 years
Cobb, CA

Darryl Townsend, 22 years
Kelseyville, CA

Thomas Veon, 21 years
Kelseyville, CA

Robert Whitener, 25 years
Lower Lake, CA

Freddie Whitworth, 43 years
Wasco, CA

Paul Williams, 23 years
Lakeport, CA

George Williams, 30 years
Pittsburg, CA

John Winford, 30 years
Oakland, CA

Gary Asbe, 28 years
Livermore, CA

James Bilderback, 36 years
Lakeport, CA

Blake Chapman, 30 years
Woodacre, CA

Arlene Cook, 32 years
Orangevale, CA

Thomas Dawson, 31 years
Orland, CA

James Edwards, 27 years
Yuba City, CA

Pedro Garcia, 30 years
Weimar, CA

Dale Hiebert, 36 years
Alta, CA

Paul Keele, 15
Roseville, CA

John Kitchen, 30 years
Taft, CA

Ernest Ladendorff, 31 years
Coalinga, CA

Peter Mandon, 36 years
San Jose, CA

Warren Mercer, 33 years
San Jose, CA

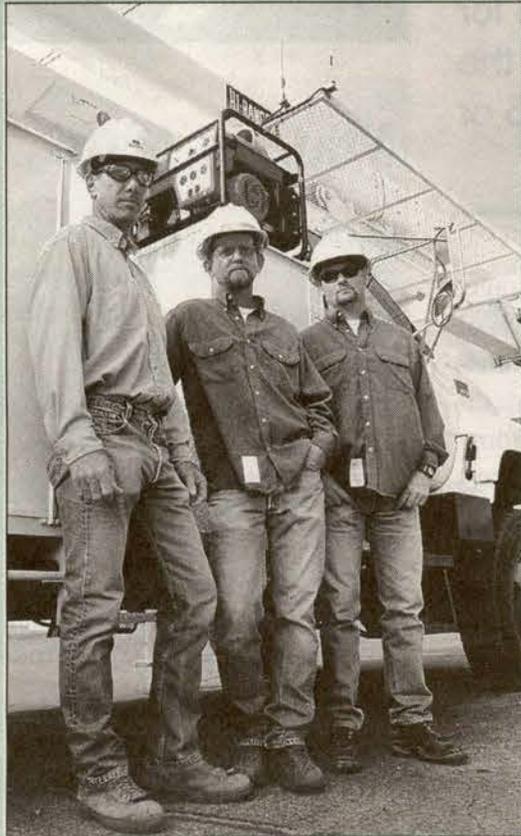
Gary Minkler, 33 years
Oakhurst, CA

Carl Nelson, 38 years
Paradise, CA

Marlene Ostendorf, 21 years
Sacramento, CA

Lorry Patt, 35 years
Bakersfield, CA

Sierra service endures despite industry turmoil

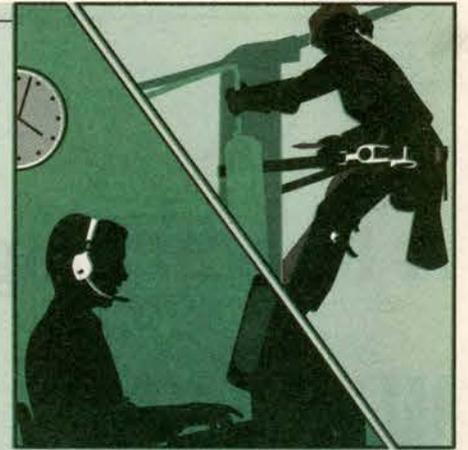


At work on South Virginia Street in Reno is a Sierra Pacific line crew consisting of (above, from left): Foreman Jeffrey Kelly, Stan Coulson and Mike Hillyer. At right: Coulson (left) and Hillyer remove protective cover from a line following a job.

Mergers or no mergers, deregulation or no deregulation, Local 1245 members at Sierra Pacific Power have a job to do: delivering reliable power to customers in northern Nevada.

Employees at Reno-based Sierra Pacific Power have gone through two merger attempts (including the one completed with Nevada Power), they've weathered attempts by state regulators to strip away customer service jobs, they've watched their power plants go to the brink of divestiture and come back home again. Fortunately for the customers of Sierra Pacific Power, one thing has remained constant in the ever-changing business and regulatory climate: high-quality service from a skilled, unionized workforce.

Maybe the next big idea for Nevada policymakers should be to hang on to the good thing they've got.



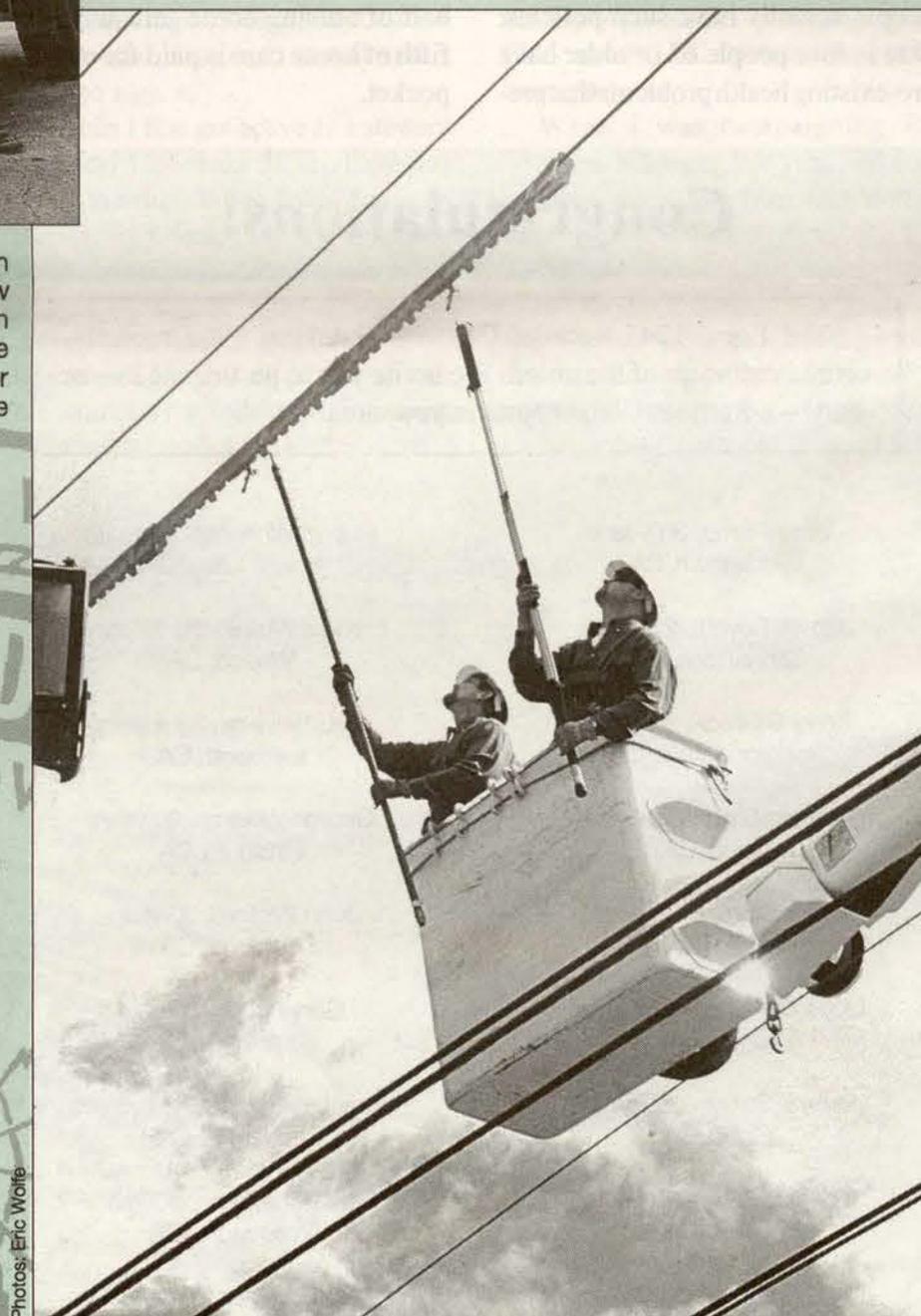
Kris Beck, Customer Service Rep.



Starla Espinoza, Customer Service Rep.



Sherri Jorgensen, Customer Service Rep.



Cari Leider, Customer Service Rep.

LOCAL 1245 MEMBERS AT WORK