



Member mobilization defeats 'D'

Door-to-door canvass reaches 100,000 households

Story on Page 5



Business Manager Perry Zimmerman, left, offers words of encouragement on a Saturday morning to canvassers preparing to distribute leaflets opposing Proposition D. In the closing weeks of the campaign, Local 1245 brought the union's message to approximately 100,000 San Francisco households.

Voting begins on PG&E pact

Mail balloting begins this month on the agreement negotiated with Pacific Gas & Electric.

Ballots will be sent to eligible voters in mid-November, and are due back Dec. 10.

Members at PG&E will find a special supplement in this issue of the Utility Reporter containing a list of agreement highlights as well as the complete text of the agreement. The agreement can also be found online at PG&E at www.hr/ibew or on the Internet at www.ibew1245.com.

In recent weeks Business Manager Perry Zimmerman has responded to dozens of e-mail inquiries about the agreement. Read excerpts from this exchange on Pages 6-7.

And be sure **TO VOTE!**

Sierra Pacific talks underway

The Local 1245 bargaining committee exchanged proposals with Sierra Pacific Power on Oct. 18, meeting a total of seven times during October.

The company is seeking significant concessions in medical benefits as well as post-retirement medical benefits, according to Business Rep. Randy Osborn.

The general bargaining began after the company rejected a proposal by Business Manager Perry Zimmerman to limit the scope of bargaining.

New coalition fights FERC dereg plan

By Eric Wolfe

Electric deregulation turned out California's lights. Blew a huge hole in the state's budget. Threatened the jobs of the workers who assure electric reliability. Created an economic playground for scam artists.

In fact, the whole thing worked so well that the Federal Energy Regulatory Commission (FERC) now wants to repeat California's experience on a national level.

But not everyone is thrilled at the prospect of a national electricity market. Like consumers, who distrust the promises of rate relief. Like util-

ity workers concerned about further job losses. Like state utility regulators worried about market manipulation and corporate abuses.

On Sept. 28, such folks came together in Washington DC to document the misery deregulation has created in the states that have tried it, and to mobilize against any further experiments with so-called markets in electricity. The conference theme: "Electricity—too important to be left to the market."

"Holding back essential services from consumers, be they residents or businesses, is a form of extortion, and Californians were victimized by

it in the name of deregulation and markets," said California Public Utilities Commissioner Carl Wood in the conference's keynote address.

Wood, a former official with the Utility Workers Union, said the promoters of electric deregulation are "using the Congress, the FERC and the Supreme Court to restrict state regulatory authority and promote profiteering, abuse and fraud."

Undaunted by California's financial catastrophe, deregulation zealots are promoting legislation in Congress to empower FERC to establish national markets for electricity.

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DECEMBER 10
10 A.M.

Deadline for returning ballots for
PG&E contract ratification

FEBRUARY 1-2

Advisory Council
Concord, CA

APPOINTMENTS**CONFERENCES, COUNCILS & CONVENTIONS**

IBEW-NECA Employee Benefits Conference
Richard Dunkin
Jeff Johnstone

IBEW International Construction Organizing Conference
Veodis Stamps
Jeff Johnstone
Vern Brown

California Labor Federation Labor 2002 Campaign School
Mike Davis
John Mendoza
Dave Scott

IBEW TCC-2/TCC-4 Fall Meeting
Ray Thomas
Dixie Fleischman

Congress of California Seniors
Jack Jill
Watie Athney

SIERRA PACIFIC POWER

Negotiating Committee
Gino Aramini
Gary Bailey
Vickie Borst
Glen Buschine
Tom Cornell
Scott Downs
Mike Grimm
Dale Huntsman
William Kottle
Wayne Peterson
Rita Weisshaar

ASPLUNDH TREE

Negotiating Committee
Anthony Cuevas

NO. CALIF. POWER AGENCY

Negotiating Committee
Frank Carter
Terry MacLeod
Paul House
Ken Ling

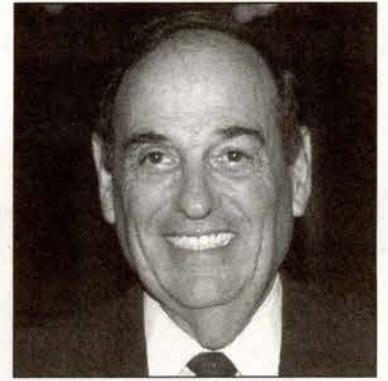
TRUCKEE-DONNER PUD

Negotiating Committee
Pat Waite
Rosana Matock
George Caballero
Mike Conell

YOUR UNION

Be an informed electorate

By Perry Zimmerman, Business Manager



There are many ways to say it and it has been said many times:

An informed electorate is the foundation of a democratic society. In fact, it is a democratic society's most precious asset.

Nowhere is this more true than in a ratification vote when a union member is asked to pass judgment on the results of bargaining between the union and the member's employer.

I am writing this column a day after election day, and I am struck by the immense difference between the voting that took place across the United States yesterday and the voting that will be taking place this month and early in December on the results of bargaining between Local 1245 and Pacific Gas and Electric.

In some ways, the voting that took place Nov. 5 was more important than the ratification vote on the table agreement between Local 1245 and PG&E. But on another level, there is no political candidate who has the impact on the day-to-day life of our members that the collective bargaining agreement does.

Our members' wages, hours, benefits and working conditions are set by the contract, not by a politician. Our members' ability to support a family is driven by the contract, not by an officeholder. The contract is there twenty-four hours a day, seven days a week, to protect and empower the members.

I believe those who vote on the table agreement will be far more

informed than those who voted on Nov. 5. And that is no accident.

Political campaigns are often run based on polls, focus groups, sound bites, and slick marketing. Image counts for more than substance.

Just the opposite is true with our ratification vote. Image matters not at all. Information and education do.

The bargaining committee's job is to prepare for negotiations, obtain all that can be obtained, trade away as little as possible, and then divide the pie as wisely as possible.

The union's job is to explain as fully as possible what the negotiating committee accomplished and why, as well as what it did not accomplish and why not. It is then the job of the membership to accept or reject the results of bargaining.

The key to it all is an informed membership that becomes an informed electorate.

I believe the package being taken to our members at PG&E is the best possible and that it should be accepted. That said, I am deeply committed to the process. If everyone who votes has taken the time to understand what is in the offer, I believe an informed electorate will produce the correct results. I happen to think that an informed electorate will agree with the merits of the package, but that is only my opinion.

So, whatever your first instincts were when you heard about the package, debate it with your co-workers. Come to unit meetings. Hear what the union committee has to say about the offer. Become informed.

Whatever the electorate decides will govern. If emotions are put away and calculators are taken out, we will be guided well. Once again—become informed.



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www.IBEW1245.com

Jim Lynn still on our minds, in our hearts



'Thank you' from the family of Jim Lynn

To the Editor:

The family of Business Rep. Jim Lynn would like to express their heartfelt appreciation to all the brothers and sisters at IBEW Local 1245.

Words cannot express how thankful we are to be a part of the IBEW Local 1245 family. You made our family part of your family, making one of the most tragic times of our lives easier to get through, in every aspect.

The support, love, and care provided so much comfort to our family at this extremely difficult time. In lieu of questions, anger, and sadness for our loss, you provided us with graciousness and warmth during our time of grief. It made coping with our loss so much easier.

The celebration of his life was truly made possible because of all his brothers and sisters at Local 1245. The love and care started from the moment the news was delivered and has not stopped since.

The generous contributions to the college fund have been overwhelming. The flowers, cards, plants and the wonderfully warm feeling that we felt from everyone was such a blessing.

Again, at this time we would like to thank everyone for being a part of Jim's life and also making us a part of yours. We sincerely thank you from the bottom of our hearts and we will be forever grateful.

With love and appreciation,

**The Lynns:
Sue, Michael, Teri,
Melissa, & Jennifer**

Memories of Jim

Mr. Zimmerman:

I just wanted to say "Thank You" for those kind words you wrote of Jim Lynn on the Local 1245 website.

I have had the pleasure of knowing Jim in all three facets of his life: Family, Work and Softball. I have played ball for Jim for over 10 years now.

Jim was very instrumental in me

joining the PG&E family 5 years ago, as he steered me in the right direction toward the Walnut Creek office to "get my name on the books," as he put it.

As a player for Jim, I've been fortunate to have grown up with his family, especially in those summer months when Jim and Sue would invite all of the players to stay at their home (Holiday Lynn, as we called it) when we played locally.

I've seen his daughters grow up from running all over the softball complexes as kids to being courteous, respectful, and successful young women, a direct reflection of their devoted parents.

I also want to thank you and everyone involved for the amazing celebration of Jim's life that took place in Stockton on Friday, Sept. 27. That was truly an incredible day for all of us as softball players, union brothers, and friends.

Thank You.

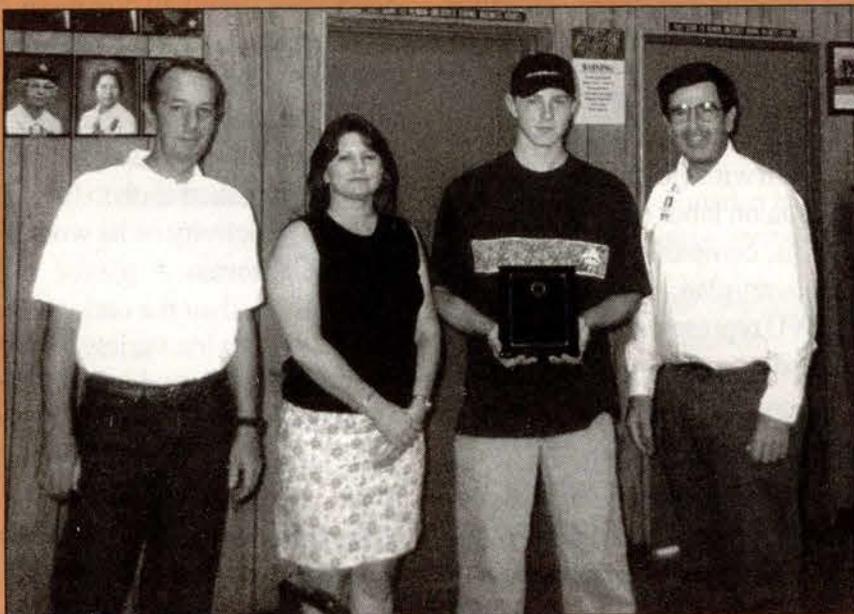
**Tim Skamel
PG&E Remote Leadman
Santa Maria & Buellton**

Speak Out!

Got something to share with your fellow union members? Send letters (with name, Social Security Number and phone number) to:

**Utility Reporter Letters
IBEW 1245
PO Box 4790
Walnut Creek, CA
94596**

Local 1245 Trade and Vocational School Grant



The winner of the 2002 Local 1245 Trade and Vocational School Grant, Mathew Black accepts a plaque from Business Rep. Darryl Norris (right). At Mathew's left are his parents, Ron and Lisa Black. Ron is a GC Field Clerk. Check the January 2003 issue of the Utility Reporter for an application form for the 2003 Local 1245 Trade and Vocational School Grant as well as the Al Sandoval Competitive Scholarship.

Note: We can't print personal attacks or letters dealing with union politics. Opinions expressed on this page are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.



Longshore talks make progress

The International Longshore and Warehouse Union reached a tentative agreement with the Pacific Maritime Association (PMA) on the key issue of how new technologies will impact jobs, the AFL-CIO reported.

Meanwhile, the union has asked Attorney General John Ashcroft to investigate apparent collusion between the Bush administration and shipping companies and associations during contract negotiations and the lockout of 10,500 ILWU workers at 29 major West Coast ports since their contract expired late July.

The dockworkers returned to their jobs Oct. 9 after President George W. Bush, in an unprecedented move, invoked the federal Taft-Hartley Act and secured a court order forcing the PMA to temporarily end its lockout of dockworkers and ordering work to resume without a contract during federally mediated negotiations. The federal judge later extended the court order into an 80-day cooling-off period.

On Nov. 1, with hard bargaining continuing on major issues, including pensions, an arbitration system, wages and the duration of a new contract, both sides agreed that new port jobs created by technological advances will be represented by the ILWU.

"We had bottom line concerns about jurisdiction and the employers met those concerns," union spokesman Steve Stallone said. "This is a major victory for the union and the first real progress we have made in these negotiations."

Better coverage, union Pinkertons & E-mail pay

A three day strike in August by the Coalition of University Employees in Berkeley was followed in mid-October by a two-day strike by workers at five University of California campuses. Lecturers in California Federation of Teachers locals joined CUE clerical workers on UC campuses at Davis, Riverside, Santa Cruz, and Santa Barbara, in a walk-out protesting bad faith bargaining.

► **If You Can't Lick 'Em:** Eighteen hundred employees of the Pinkerton security firm at more than 70 General Motors plants throughout the US will soon vote on whether to join the newly formed National Union of Security Professionals. The Pinkertons are notorious throughout US labor history for their use by employers to break unions through intimidation, spying and violence.

► **Better Coverage:** Hard times have been prompting Filipino workers to seek better coverage in collective bargaining agreements: salary increases, clothing allowance, rice subsidy — and a weekly supply of condoms, the Philippine Star reported. Several labor unions have successfully negotiated a specific stipulation on free condoms for workers, the Trade Union Congress of the Philippines said.

► **E-Mail Pay:** Swamped by e-mails from students and parents, teachers and university lecturers in Australia want pay hikes for the increasing workload. The Independent Education Union will pursue an increase of at least 20% next year for teachers and support staff dealing with the new technology. The IEU's state secretary, Dick Shearman, said that as schools go online and teachers begin using laptops, parents and students are using email as a replacement for face-to-face or telephone contacts. With e-mail, said Shearman, the "expectation arises that the teacher is on call 24/7."



NEW TRUSTEE

Antioch Lineman Steve Pastor, left, is sworn in as union trustee by Local 1245 President Ed Mallory. Pastor, who replaces Ron Blakemore, joins Norma Ricker and Leroy Foster as the union's trustees.

► **Korean Civil Servants:** Nearly 30,000 civil servants of regional governments in Korea took the day off *en masse* Nov. 4, paralyzing administrative operations throughout the country as they pressed their demand to form a labor union, the Herald Tribune reported. In September, the government drafted a bill to grant government workers organizing rights and limited collective-bargaining rights through "public servants associations." But it expressly forbade the civil servants to call their representative organizations labor unions or to hold strikes.

► **Weather Report:** United Airlines said it has reached a tentative agreement with the Transport Workers Union on labor cost savings as a part of the company's overall financial recovery plan, Ananova reported. The TWU represents meteorologists at United.

► **Not So Neutral:** The biggest strike in Switzerland in 55 years blocked roads and tunnels across the country this month as several thousand construction workers took to the streets, the BBC News reported. The walkout formally aimed to rein-

force the workers' demand for a lower, voluntary retirement age. But it is also seen as an expression of employees' disgruntlement with business following recent mass layoffs and corporate crises, including the recent collapse of the flagship carrier Swissair.

► **Productive California:** California has been maligned as one of the most high-cost, heavily regulated, business-unfriendly places in the U.S. So how does it keep on generating wealth that's the envy of much of the rest of the nation? One answer is productivity, according to the Federal Reserve Bank of San Francisco, which has determined that California ranked sixth in the nation in the productivity of its workers in 2000. California displayed higher productivity than the national average across a wide variety of industries, and it has been doing so since at least the mid-1980s.

► **No Insurance:** The number of Americans without health insurance increased last year to 41.2 million—more than one in eight Americans, Labor Notes reported.

Member mobilization defeats 'D' in San Francisco

Local 1245 members provided the margin of victory in a bruising battle over a proposal that would have paved the way for a city takeover of PG&E assets in San Francisco. Proposition D was rejected by 52.7% of San Francisco voters on Nov. 5.

Local 1245 mobilized a grassroots campaign that featured endorsements from key community groups, strategically placed billboards, call-in radio shows, and newspaper endorsements.

The key to victory, however, was the army of volunteers who distributed 98,500 leaflets in 349 San Francisco precincts in the weeks leading up to the election. The union also ran a get-out-the-vote operation during the last three days of the campaign that targeted voters known to be sympathetic to the union's position.

While Local 1245 supports public regulation of investor-owned utilities and also represents workers at numerous municipal utilities, the union opposed Prop. D because of the very real threat that a city takeover of PG&E would result in thousands of job displacements.

Local 1245 plans to remain closely involved in efforts to come up with a sensible solution to San Francisco's very real need for secure electric supplies.



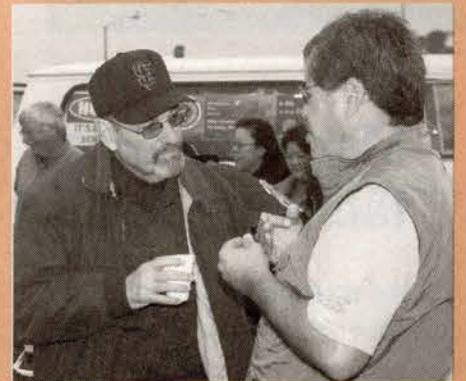
Advisory Council member Bob Quinn checks a precinct map as he works to get out the vote on election day.



Vince Jones, night cable splicer, hangs a "No on D" flier on a gate in the Sunset District of San Francisco.



Business Rep. Hunter Stern presents the case against Prop. D at a public forum in San Francisco's West Portal district.



Business Manager Perry Zimmerman, left, speaks with Gas Serviceman Will Durinick prior to the start of leafletting against Prop. D.



Temporary Business Rep. Al Fortier, left, and Assistant Business Manager Jim McCauley prepare for leafletting.



Business Rep. Landis Marttila (left foreground) preps volunteers for a morning of leafletting.

Dear Perry . . .

Members voice concerns about the union's table agreement with Pacific Gas & Electric

Business Manager Perry Zimmerman has received dozens of e-mails from members in recent weeks about the PG&E table agreement. Some of these e-mail exchanges were very lengthy and involved several messages back and forth. The following brief excerpts show the concerns that are on members' minds. Perry's responses shed light on how the union arrived at the table agreement. We did not seek permission to use members' names, so we are only printing their initials. Members at PG&E will find the complete text of the table agreement—and a summary of its highlights—in a special supplement contained in this issue of the Utility Reporter. All members can read more about the table agreement on the union website at www.ibew1245.com

To Perry Zimmerman:

Thanks for returning my e-mail ... First and foremost is the pension. I understand now that our percentage is 1.43% per year? So increasing to 1.6% in 2005 does not bode well as far as I can judge ... Thanks again for listening.

DD

Dear DD:

It is clear that you have been thinking about this long and hard. Increasing the pension from 1.43 to 1.50 is a 4.85% increase and up to 1.6 is an 11+% increase. Because of accounting standards that require pre-funding private pension funds, it is extremely expensive to make improvements in a private pension plan such as PG&E's - about \$124 million over the next five years. The employees who will benefit most from the contract are those who are about to retire. An employee who is 55 and has 30 years of service would increase his or her pension by 26% by working until February 2005 - about two more years.

Perry Zimmerman

Mr. Zimmerman:

First I would like to thank you for the response, quite frankly I never expected it. More specifically concerning the contract negotiation I think I can speak for most of my peers in saying we were disappointed in the retirement percentage. When many work groups are getting 2 to 3 percent of base pay at age 50 we aren't even close ...

GT

Dear GT:

You say that "many work groups are getting 2 to 3 percent of base pay" - the 2% is true for public sector and the 3% is true for public sector law enforcement. I do not think that you will find 2% at 55 outside the public sector, and it is difficult to compare public and private pensions because: (1) public sector employees generally must contribute to their own pension; (2) public sector employees do not get Social Security or Medicare; and (3) public sector employees do not have the chance for 401(k) plans and the employer match. It is also difficult to compare the two because there are different accounting rules applicable to public and private pensions; as a private pension, PG&E must fully fund, but PERS does not need to. Our pension is the best of any private utility in the western US.

Perry Zimmerman

Perry:

Thanks for the quick response ... We do have friends who work for city and county utilities with much better raises and benefits. All we know is that when the CPI has been higher than our raises and other benefits for many years we get the feeling that we are getting the shaft. Can you refute that fact?

JS

Dear JS:

It is truly difficult to compare a public sector pension with ours - their wages are typically lower (except for Santa Clara), they contribute to their own pensions, they don't get Social Security, and they don't have the chance to get an employer match on 401(k). Another underlying difference is that accounting rules that apply to private pensions don't apply to public pensions; PG&E has to fund to a much higher level than PERS does ... Thanks for your continued comments.

Perry Zimmerman

Dear Mr. Zimmerman:

We need improvement in retirement today, not three years from now! An improvement in the retirement for more than the two retirees that are still alive that retired before 1978!...

DH

Dear DH:

Thanks for taking the time to write me with your thoughts on the table agreement ... Until the very last moment, PG&E was unwilling to make any improvements in the pension plan at all. Just to keep the existing plan, they have to fund

at a level approaching 10% of payroll. They negotiated improvements only three years ago that made the PG&E plan the second highest of any private western utility and did not want to negotiate another improvement or one that would make them the highest pension. We obtained a two-step increase that benefits long-service employees, and that has a dramatic effect on employees approaching retirement in the next few years. It is expensive (\$124 million over five years) and on top of that we negotiated the account balances to help pay for post-retirement medical premiums (\$151 million), but PG&E was absolutely unwilling to make the improvements effective in 2003 because of their fear of losing a large percentage of their workforce to retirement in 2003. Faced with a choice between a healthy improvement in 2005 or no improvement at all, I think that our choice was easy. Would we have preferred improvements in 2003? Of course. Could we get them? No. Did we do the right thing by getting what we could? I think so.

Instead of an across-the-board pension increase for current retirees, we focused on the high cost of post-retirement medical. After addressing that problem, Jack Hill (the retiree who served on the negotiating committee) suggested that we propose a 20% increase to the 330 retirees who retired before 1978 and have beaten the odds to live this long. The Company agreed to this proposal, which gives a good percentage increase to a small (330 is certainly more than 2, but it is a small part of the 6,300 retirees) number of old-timers while preserving our practice of at least some adjustment for current retirees ...

Perry Zimmerman

To Perry Zimmerman:

... On the pension increase for the people who want to retire before 2005 - don't they pay their Union Dues just like the people who will retire 2005 and after? Shouldn't they be given the same consideration as everyone else? If the company "is simply not willing to give the increase" then tell them "we're simply not going to accept that!" ...

EJ

Dear EJ:

Thanks for continuing the debate ... The pension increase which we agreed on makes ours the best pension of a private utility in the western US. We would have liked more and sooner, but I can't say that we ever considered doing what you suggest and refusing a pension increase because it was not enough and not soon enough ...

Perry Zimmerman

Perry:

Just read the new agreement and it looks like you gave away the ranch. 5 year contract - No Way... Of course as Dennis Miller says, THAT'S JUST MY OPINION.

BB

Dear BB:

... Five-year contract: This was a union proposal designed to give the maximum protection for employees who will be working for the corporation this time next year if POR goes through. Our first negotiations with the corporation are bound to be difficult, and a five-year contract guarantees existing wages, benefits, and working conditions for five years. For employees still at the utility, it locks in protection for all benefits for five years and has the safety net of wage reopeners in years four and five...Thanks for your ONE MAN'S OPINION.

Perry Zimmerman

Dear Perry,

I find [the table agreement] to be a serious shortcoming to our retired brothers and sisters. I have listened to you speak ... on taking care of our retirees. I share your interest on those issues. I had hoped for a better solution for them on healthcare and a raise. The current solution of creating a \$5,000 pool is ridiculous. My father would go through that in 8 months. At \$360 a month for insurance premiums this \$5,000 is nothing ...

SB

Dear SB:

Thank you for your letter, questions, and comments ... Post-retirement medical: the complete fix on this problem would have cost \$98 million a year - more than 15% of payroll, clearly out of the question. In addition to the \$5000 account balance, in 2004 retirees will be offered better, lower priced options. It sounds like your father has chosen UHC Out of Area, the most expensive plan available. We believe that a slightly improved Medicare Supplement Plan will suit the needs of almost all retirees and save them thousands of dollars a year.

Perry Zimmerman

To Perry Zimmerman:

Our wage increase will not even cover the 6.5% increase for medical (premium co-payments)...

EJ

Dear EJ:

Your comment about the wage increase vs. medical is incorrect. The wage increase is on wages, the copay is on the premium. We took the worst case scenario - the lowest paid classification, full family coverage, most expense plan, maximum increases in the cost of the premium. That utility clerk still makes almost \$3,000 a year more in 2005 than in 2002 ... Thank you for your questions.

Perry Zimmerman

Sir:

... Do you actually think the medical co-pay of 6.5% is an improvement?

RH

Dear RH:

The medical copayment of 6.5% was a difficult decision for our committee, but it was one that they eventually made in order to obtain improvements elsewhere. The 6.5% premium copay is the lowest of any private utility in the west:

Sierra Pacific	15% plus 20% for dependents
PacifiCorp	7-10%
So Cal Gas	10%
Edison	11%+\$8/month
San Diego	15-20%
Xcel	20%
Arizona Public	25%
Hawaii	Flex benefits: \$44/month

With medical premiums increasing so rapidly, there will be tremendous pressure on employers to shift the cost of premiums to their employees. Utilities have been somewhat insulated from this pressure, but as you can see from the list above this is no longer completely the case. Our copay is small and it is guaranteed to remain at only 6.5% for the next five years, and this is far far better than the flex benefits offered by the corporation, meaning that Hydro employees will be protected by this feature (and the rest of the contract) if POR goes through ... Thanks for you note and

let me know if you have any further specific questions or comments.

Perry Zimmerman

To Perry Zimmerman:

This is very disturbing that we as Union Employees of PG&E have depended on our newly-elected [Business Manager] to negotiate a contract that states we will start to pay 6.5% of our medical for 5 years. This news is so disturbing and depressing to hear. I don't feel we should be paying any percentage of our medical. Yes we may be getting a yearly raise, which only covers 3 years of the contract, without even covering the co-payment amount. This will be the first time I will vote NO on our contract. Boy are the times a changing!

DG

Dear DG:

Thanks for the message. I think that you misunderstand the medical premium copayment - it is 6.5% of the premium, not 6.5% of your salary. A 1% increase in wages is a lot more than a 1% copayment on the premium, even for the lowest-paid employees. The wage increases far outweigh the costs of medical copayment. If you take a Utility Clerk - the lowest paid classification - and assume that she has the most expensive coverage (UHC) and full family coverage and that premiums go up 20% a year, she will still make \$3,000 a year more in 2005 that she was in 2002 ...

Perry Zimmerman

Dear Perry,

Thank you for getting back to me so soon. I do apologize for the misunderstanding and understand now. I spoke to an outside party last evening ... who explained to me this plan was really not bad at all considering what's going on in other companies. Also the amount we would end up paying is very small ... I think what's happened is most employees in my office are getting uptight about this medical issue and it's carried over to me. Right now if I were to vote I'd vote for it, Perry. Good luck & I'm already telling fellow workers how I feel.

DG

Dear Perry,

The LTD issue would be good IF the company really was trying to put people whom want to return to work, a place and job. They have consistently shown that they are NOT interested in placing people, whom want to work in a position that benefits them both. The approval of their dealings against our members is again a slap in the face.

SB

Dear SB:

There is, for the first time, a requirement that the company CREATE a job for an employee released off LTD if that employee doesn't catch a bid. I agree with you about past treatment of LTDers - the only time a supervisor would take somebody off LTD was if the person was a personal friend. Nobody wanted a stranger off LTD. Now they must create a job.

Perry Zimmerman

To Perry Zimmerman:

I don't like the successor clause. I'm in the Transmission department and if I go to the new company, what to say that they send me down south to Midway, even back to Maryland ...

LA

Dear LA:

That you for your constructive criticism ... If POR goes through and the company offers you your job at your headquarters or nearby, you will have two options - a job with corporation (contract, wages, seniority, benefits, the same) or displacement within the utility, but no severance. They can't move you any more under POR than they could now. Your wages, hours, and working conditions would be exactly the same under POR.

Perry Zimmerman

Perry:

...With regards to the successor clause, if Diablo splits off from PG&E will we lose all rights to transfer back to PG&E and save our time and retirement?

WC

Dear WC:

If POR goes through, you will be offered your job at DCPD with the exact same contract, benefits, and pension (with PG&E utility service credited). If you don't want the job with PG&E, you can displace through the contract. All that you lose is the right to take the severance and quit. Our analysis of the DCPD workforce shows us that there are less than 10 employees who are 55 and have 30 years of service - the employees who would be most likely to want to take the severance if POR goes through ... Thanks for writing - feel free to respond and I will send you whatever information I can to help you understand what we did and why.

Perry Zimmerman

To Perry Zimmerman:

Give all employees and retirees a high cost of living raise increase, not just Electric T&D in Cupertino and San Francisco. What makes them the selected few?

GC

Dear GC:

Over the last decade, the cost of housing in certain portions of the PG&E service territory have priced PG&E employees who don't already own a house out of the area. We believe that something must be done, and we proposed a premium for ALL employees in high cost of housing areas. The proposal that is included in the package (a pilot program in San Francisco and Cupertino that increases critical classifications pay substantially) is all that the Company would offer. We gave serious consideration to saying no because we thought that it was so paltry, but in the end we decided that a toe in the door was better than a slammed door, and we accepted.

Perry Zimmerman

View the
PG&E table agreement
on-line.

On PG&E computers go to:
www.hr/ibew

On the Internet go to:
www.ibew1245.com

He lifted us up

Jim Lynn: 1951-2002

Jim Lynn will be remembered for many things: his close-knit family, his softball coaching, his talent as a union business representative.

But ask almost anyone about Jim Lynn, and sooner or later you'll end up talking about his sense of humor.

"He had a really wicked sense of humor," says Local 1245 Senior Assistant Business Manager Tom Dalzell.

"I could think of a ton of humor, but nothing you can print," warns PGT Technician Jeff O'Donnell

"He could take a mildly amusing story and before he even got to the punch line you were laughing," remembers Business Rep. Gary Hughes.

"He had off-the-wall humor," acknowledges Sue Lynn, Jim's wife of 28 years. "He found humor in daily life."

When you understand his humor, you begin to understand the man that was Jim Lynn. His humor was grounded in his genuine affection for people and for life. He won your confidence, made you feel good about yourself,

applied a liberal dose of wit—often at his own expense—and laughed as easily at his own shortcomings as anyone else's.

"The way he would squint up his face and smile when he was giggling—he was like an 8-year-old kid," recalls O'Donnell.

A Perspective On Life

But Jim Lynn's humor was more than just an after-hours diversion. It was a perspective on life, an irrepressible part of his work as well as his play. Serious things can get accomplished even when people are enjoying themselves.

"That was one of his strengths as a [union] rep," says Hughes. "Get 'em laughing first and then you could convince them of anything."

"He was great in negotiations," confirms O'Donnell, who served on the Pacific Gas Transmission bargaining committee with Lynn. "He sometimes got criticized for getting along with management so well, but that relationship is what made him so effective. Management truly respected and liked Jim—they felt he was a good person. And he was."

Don't get the idea that humor was the only

strength Jim brought to the table. Dalzell, who worked closely with him in the PGT negotiations, says Lynn excelled at all three major parts of the business rep's job:

"He could interpret a collective bargaining agreement brilliantly, he was excellent with members, and he was excellent with employers."

When Lynn took over the PGT assignment, "he came up to speed real quick on the PGT contract," recalls Advisory Council member John Felts. "He knew what resources he had and he knew how to use them."

Sue Lynn says he handled every phone call and every grievance as if it was his own personal problem.

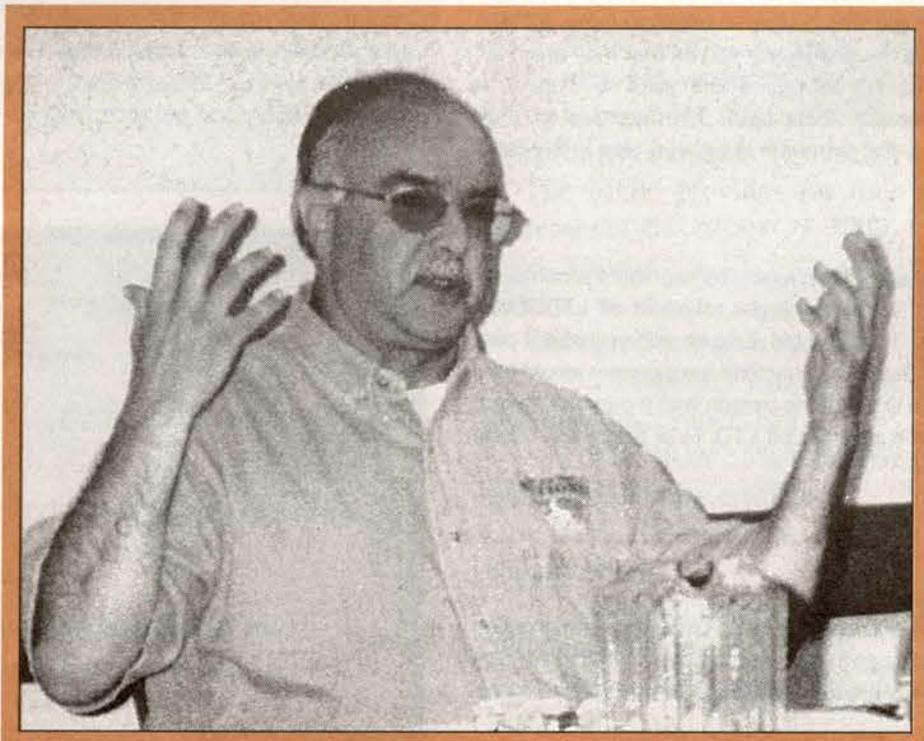
"I can't tell you the number of hours he spent reading through his old binders of past grievances to find something to help him with what he was working on," she recalls.

"When he made a decision, he told you why," says Felts. "He listened to your viewpoint, then made his decision based on past settlements and precedents, then he told you why. He kept you in the loop."

Lynn's versatility as a business rep was evidenced in the wide variety of assignments



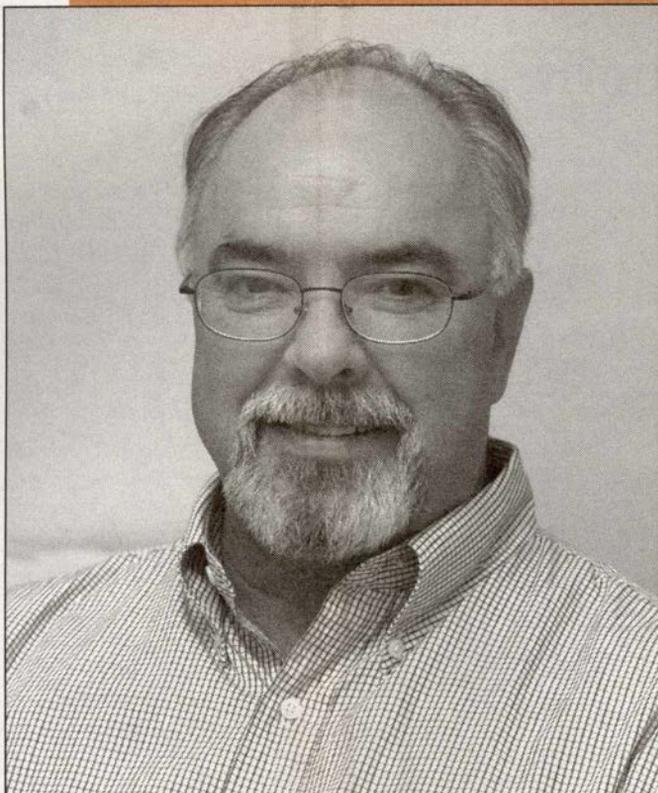
Jim Lynn, Local 1245 Bus



Jim Lynn leading a stewards conference in Fresno this year.



Jim Lynn while serving Council in mid-1990s.



Jim Lynn, Local 1245 Business Representative

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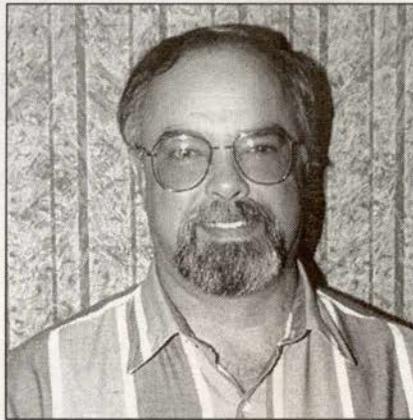
"He was dealing with people in the line department in Fresno, in hydro in Auberry, with the clerk in downtown Portland and the mechanic in Sand Point, Idaho, and he was doing it well. His time management and organization skills were really exceptional."

Those time management skills enabled Lynn to have a life outside the job. His love of softball led him to coaching. The same skills that helped him win difficult grievances also enabled him to take a Division C fast-pitch softball team, the San Joaquin Sharks, and lead them a few short years later to a Division A national championship in 2000. (See letter, Page 3).

Lynn also found time for hunting, fishing and even writing poetry, according to Felts. "He was a well-rounded person. Losing a person like that is like losing a member of your family. For us, it was a huge loss."

Somehow, his outside activities and long hours away from home didn't leave his family feeling deprived.

"At times it seemed like he spent more time than he should have [on work], but he loved spending time with his family," says Sue Lynn. That family included son Michael, 32, and



Jim Lynn while serving on Advisory Council in mid-1990s.



ess Representative

daughters Jennifer, 17, Melissa, 20, and Teri, 25.

Just Being Home

“Just being home with his kids was big to him,” Sue says.

And those keen organizational skills could come in handy on family outings.

“He enjoyed showing the kids new things. It was always so amazing wherever we went, even if he hadn’t been there, he always knew how to get there and the things we needed to see once we were there,” Sue recalls.

Jim Lynn’s daughters were like the kids of many union business reps through the years: they had to share their parent with hundreds of union members who could interrupt family life at any time of night. But it was an arrangement the Lynns could live with, because they knew how much the job meant to him.

Says Sue: “He was in the job he belonged in. The business rep job was just so fitted for his personality because he loved details, he loved solution-finding.”

A Knack for the Job

Hughes agrees.

“He loved the job. He said he couldn’t imagine doing anything else. And he had the knack for it. He was one of those guys who was just a natural born leader.”

O’Donnell recalls meetings when the PGT labor-management committee would get worked up over an issue.

“Jim let the committee vent. Then just when you thought Jim wasn’t paying attention or wasn’t all that interested, he’d fire off something that just seemed to hit to the point,” says O’Donnell. “His mouth wasn’t always moving, but when appropriate he’d say the right thing.”

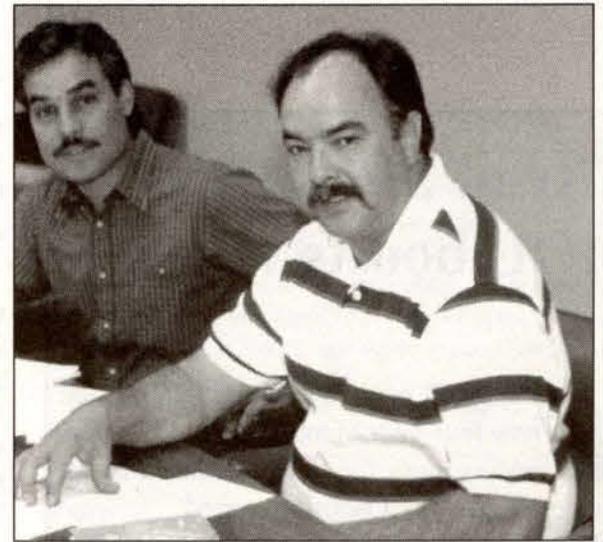
Even under duress, Lynn always seemed able to find the right thing to say.

Like the day, long ago, when Lynn was a gas control mechanic, taking out t-posts.

“He was working with another individual and they were trying to take the t-posts out. Jimmy was trying to go about this in a methodical way. But the individual he was working with wasn’t watching what he was doing and just whacked Jimmy with the post,” recalls Hughes.

“Jimmy’s standing there, not saying anything, blood dripping down his forehead. Finally Jimmy says, ‘Do you mind if we try this in another way?’ ”

Jim Lynn will be remembered for the skill he brought to his job. But more than that, he’ll be remembered for the glint and grace he brought to everyday life, lifting up those around him by his own sheer delight in living.



Jim Lynn on the Pipeline Operations negotiating committee in 1990. At left is fellow committee member Manny Guzman.

When you understand his humor, you begin to understand the man that was Jim Lynn. His humor was grounded in his genuine affection for people and for life. He won your confidence, made you feel good about yourself, applied a liberal dose of wit—often at his own expense—and laughed as easily at his own shortcomings as anyone else’s.

Donations to the college fund for Jim’s children can be made payable to “Sue Lynn” and sent to: Sue Lynn, c/o IBEW 1245, P.O. Box 4790, Walnut Creek, CA 94596.

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City of Shasta Lake MOU boosts wages

Members of Local 1245 on Oct. 28 ratified a new four-year Memorandum of Understanding with the City of Shasta Lake, Business Rep. Jack Osburn reported.

The MOU provides for four general wage increases of 4% retroactive to July 1, 2002, 3% on July 1, 2003, 3% on July 1, 2004, and 3% on July 1, 2005.

The agreement also provides:

- 7.5% differential pay for Electric Lead Worker and Public Works Lead Worker.
- 5% certification pay for Distribution Operators, Treatment Operators, and Wastewater Operators holding or obtaining certain certificates.

- Equity pay increase for Equipment Mechanic equal to Public Works Lead Worker.

- Increased standby pay from \$50 per week to \$100 per week and effective July 1, 2003, increases to \$150 per week.

- Increased medical cap from \$450 to \$500 per month effective upon ratification and effective July 1, 2003, increases to \$550 per month.

The pact establishes missed-meal allowances during regular hours and on overtime. It also provides for a one-time DMV commercial license \$200 stipend.

The pact also:

- Requires full agency shop participation.
- Codifies a 1/4 hour telephone minimum overtime provision for calls handled over the phone.

- Adds Martin Luther King Jr. Holiday.

Negotiating for the union were John Horisk, Public Works Equipment Operator; David Vandermeer, Electric Lead Worker; and Business Rep. Osburn.



LASSEN MUD NEGOTIATORS

From left: Senior Business Rep. Ray Thomas presents certificates of appreciation to Lassen MUD union negotiators Jo Ann Villalobos and Jim Lovercheck.

Lodi linemen shine in rodeo competition

By Ed Fitzpatrick

For the first time ever, the City of Lodi sent teams to the International Lineman's Rodeo this year, and they did it with a bang.

The weekend of Sept. 14 started out with an uneventful flight to Kansas City (flights are always best when boring) and then rooms at the Weston Crown Plaza.

Friday night went well with plenty of good barbeque to go with the fierce shirt and hat trading. Lodi's shirts were a big hit and we all did well there. Items with an American flag or flag theme were the most sought after and Aaron Ebo's daughter did a great job on the artwork for our shirts.

Saturday morning came early, and wouldn't you know it, the only real rain that weekend happened from the start to the finish of the Rodeo. By the end of the opening ceremonies, there were flags flying from the USA, Canada, Jamaica, England and Ireland. (You should have seen the strange steel climbers the Irish brought.)

The mud ended up ankle deep in places and made the events just that much more interesting. I never saw any bad sportsmanship, and although there were some unfortunate physical injuries, the men and women competing did a good job.

The City of Lodi did great for its first time out. The "Old Timers" took a second in the Senior Division Overall. "The Kids" wrestled away a fifth in the hurt man rescue with their runs coming



LODI RODEO TEAM

Standing, from left: Brothers Aaron Ebo, Bill Dolstra, Wayne Holley. Kneeling, from left: Andrew Monarque, Ed Fitzpatrick, Dan Ferguson.

in a squall with everything muddy. The awards dinner was a huge party with prime rib roast and free beer provided courtesy of the Lodi Electric Utility.

All in all a great weekend, and anyone considering trying out the rodeo really should. The practice and the hard work are well worth the experience of competing against others from around the country and the world that have taken line work as their chosen craft.

Many thanks to the City for sponsoring us and giving us the chance to go.

Ed Fitzpatrick is a lineman for the City of Lodi.

Agreement ratified for Redding maintenance

Members of Local 1245 on Sept. 26 ratified a new four-year Memorandum of Understanding with the City of Redding Maintenance Department, Business Rep. Jack Osburn reported.

The MOU provides for four general wage increases of 4% on Sept. 15, 2002, 3% on Sept. 14, 2003, 3% on Sept. 12, 2004, and 3% on Sept. 11, 2005.

The agreement also provides:

- 5% temporary increase when replacing an absent exempt supervisor.
- 2.5%, 5%, or 7.5% for City-required Wastewater Collection Certificates.
- Tool allowance increased by \$50 for fleet classifications.
- Additional employee sellback option after 360 hours of vacation accrual.
- Three 3% equity adjustments (in September 2002, 2003, and 2004) for electrical technician.

The pact increases meal allowances. It also requires the city to pay costs to meet the DMV

commercial license requirement.

Effective January 2004, the pact increases the medical individual deductible from \$100 to \$200 and caps individual deductibles to three per family per calendar year. It decreases city co-payments to 70% for non-use of PPO if a PPO is available, eliminates the next year carry-over provision when maximum out of pocket is met the previous year.

Under the agreement, employees now must be in paid status before and after funeral leave and jury duty to be paid. The agreement provides a re-opener provision for PERS retirement enhancements, and establishes a voluntary VantageCare Retiree Health Savings Plan for banking sick leave sell back and other qualified paid time to help offset any future retiree contribution and other medical needs while accruing interest.

Negotiating for the union were Mike Carnahan, Matt Cervenka, Jim Hays, Darryl Hughart, Dwayne Norman, Michael Pierce, and Business Rep. Osburn.

Send us your safety questions!

By the Local 1245 Safety Committee

In an effort to promote a better awareness of safety issues, your safety committee has decided to create a special feature that invites all Local 1245 members to participate.

Do you have any safety-related questions that you can't seem to find an answer to? Would you like some help in directing you to certain safety regulations?

If so, "Safety Tailboard" may be the way.

Safety Tailboard is not meant to serve as a substitute for your company safety committee or as an alternative to approved safe work practices at your workplace, but is meant to serve as an open forum for discussion and learning about safety issues.

In order to better answer any inquiries, your safety committee requires that any person who wishes to participate follow these simple guidelines:

- Ask specific questions related to safety. Example: "What is and where can I find the Cal-OSHA regulation on Emergency Action

Plan?"

- Do not refer specifically to issues, persons or companies under investigation or pending investigation.

- Please attach your name and phone number so that we can contact you for clarification. We will print your name as the author of the question unless you specifically ask us to not use your name.

Any member whose question is selected for publication will receive an IBEW hat and mug. The Safety Committee will award an IBEW shirt at the end of the year to the member who asks the best question.

The Local 1245 Safety Committee shall exercise its sole discretion in selecting and publishing any inquiries submitted.

Submit your question to:

"Safety Tailboard"
c/o Jim McCauley
IBEW 1245
PO Box 4790
Walnut Creek, CA 94596

9/11 spikes worker death stats

The number of people killed on the job last year soared by one-third because of the terrorist attacks, the Labor Department reported.

A total of 8,786 people died at work last year. Of those, 2,886 were related to the attacks of Sept. 11, 2001. Excluding the victims of attacks, the overall workplace death count was 5,900, which would have been the third-straight annual drop. In 2000, there were 5,920 people killed on the job.

Most of the attack victims were killed while at work—including jobs at the World Trade Center or the Pentagon, on business travel or as a crew member of an airliner or as a rescue worker.

Job descriptions were wide-ranging, though more managers, executives and administrative workers

were killed than any other position, at 1,072. Of the rescue workers killed, 335 were firefighters and 61 were police officers or detectives.

Three-quarters of the attack victims were men.

The report "demonstrates that workers need more protection, not less," said John Sweeney, president of the AFL-CIO, the federation of 65 labor unions. "The Bush administration and the Congress should be fighting for increased worker protections, not cutting federal funding for safeguards and job safety budgets."

Other findings:

Of the workers killed at the World Trade Center, two-thirds were between ages 25 and 44. Nine percent were black, 10% were Hispanic and 26% were women.

By the Local 1245
Safety Committee



Don't use lungs as dust filters

Exposure to dust and air-borne particles can become a serious problem.

If in doubt, at least wear a dust mask.

You'll find high concentrations of dust in your attic or when you're

crawling underneath your house. Fiber glass insulation has been found to be potentially dangerous, so use care.

Your lungs should not be used as dust filters!

Art Torres

Autumn fire danger

Autumn on the West Coast is the extreme dry time of the year. When going to the park or forest or camping, be careful with open flames and sparks.

As I write this, severe fires are burning out of control, some started by campfires, discarded cigarettes, automobile accidents, vehicle malfunctions, etc.

When going to the park or forest, it is a good idea to pack foods that require no heating or fire.

When driving, be aware of the

dry conditions. Do not discard any cigarettes or burning substances. Always carry a fire extinguisher in your vehicle for emergencies.

At home, keep the outside lawns and shrubs clear of any debris. Keep shrubs a safe distance from buildings. Water lawns and shrubs to keep moist at all times to lessen flammability.

Always keep all combustibles away from grasses and shrubs. Store them in a safe enclosed area.

Stoney Burk



Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecom.; Keith Hopp, Pacific Gas & Electric; Ralph Muraca, City of Santa Clara; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Gil Suarez, Davey Tree; Art Torres, Sacramento Municipal Utility District; and Assistant Business Manager Jim McCauley.

New coalition challenges deregulation

A new national coalition has sprung up in the wake of the Washington DC conference on electric restructuring.

The conference planners have embarked on an ambitious program to raise the voices of workers and consumers and to reverse the nation's disastrous march toward electric deregulation.

Individuals and organizations have begun signing on to a mission statement, which can be read at the conference website. Also on the website is the full text of Carl Wood's keynote speech at the Sept. 28-29 conference. Go to:

www.restorejustrates.org

GOP victories will boost deregulation in US Congress

A sweeping national energy bill—which among other things could pave the way for FERC to deregulate electricity nationwide—has been on hold in recent weeks. But with the Republican victories on Nov. 5, the bill is sure to resurface in the next Congress.

Local 1245 members wishing to play a role in this important debate should contact their Senators and Congressional Representative to oppose FERC's so-called Standard Market Design and to oppose any further effort to deregulate electricity markets.

Labor, consumers, regulators join forces

► From Page 1

CPUC President Loretta Lynch, speaking on the second day of the conference, disputed the idea that FERC could be trusted to properly regulate a national electricity market. She noted that a study by the Government Accounting Office "showed FERC cannot regulate this market even if it wanted to, which it doesn't."

"This bill gives discretion to FERC to, frankly, screw us the way they did before," Lynch said.

Failing Its Responsibility

The CPUC maintains that FERC contributed to California's massive financial losses during the energy crisis by failing to fulfill its responsibility to assure "just and reasonable" rates. By the time FERC finally stepped in and imposed price caps on wholesale power, Pacific Gas & Electric had been driven into bankruptcy and the state, which had taken over the job of buying power, saw its huge budget surplus turn into a huge budget deficit.

California isn't the only place where people are leery of FERC's attempt to impose its vision for electricity markets on the entire nation.

New Hampshire Public Utilities Commissioner Nancy Brockway called the FERC plan—known as Standard Market Design—a "half-baked idea."

"FERC doesn't know how to define a market. FERC doesn't know how to define market manipulation," said Brockway. She warned that deregulation was already creating boom-and-bust cycles in electric gen-

eration, a problem predicted by IBEW Local 1245 and its utility union allies in 1994 when deregulation was first proposed in California.

Dr. Richard Rosen rejected the idea that California came to grief because its deregulation scheme was somehow "flawed." The problem isn't that markets haven't worked. The problem, said Rosen, is that markets can't work. Deregulated markets by their very nature will cause prices to go up.

Brockway dismissed "customer choice" as doomed to fail because the cost of marketing would swallow up the thin profit margins available in a genuine market.

Britain's experiment with electric deregulation also suggests that "customer choice" is illusory, according to Britisher researcher Steve Thomas, a conference panelist.

"It is not realistic to expect small consumers to compare complicated offers from a dozen different suppliers and switch every six months based on price," Thomas said. He noted that medium-sized and large users were now paying 22% less for power than they paid in 1999, but that small customers were paying more.

More Customer Complaints

Randy Chapman, director of Texas Legal Services, said customer complaints have skyrocketed in his state since Texas deregulated electricity a year ago.

"Bills are no longer reliable," said Chapman, noting that energy con-

sumption data is often missing and that bills contain "questionable charges."

Consumers aren't the only ones to suffer when states experiment with electric deregulation. Conference organizer Charles Harak, an attorney with the National Consumer Law Center, decried the "disinvestment in the distribution system and the disinvestment in employees" that has taken place in his state of Massachusetts, which deregulated electricity in 1997.

Disinvestment in utility workers isn't a problem isolated to Massachusetts. In 1990, there were about 478,000 utility workers nationwide, including management. By 1998, that figure had fallen to 351,000, according to Utility Workers Union President Don Wightman, a featured speaker at the conference.

Harak's workshop at the conference outlined several strategies for protecting the utility workforce. Divestiture and successorship agreements can be used to protect utility workers and their union contracts, he noted. And staffing levels can be protected by pressing for inspection and maintenance standards, service quality guarantees and measurable performance standards for the utility.

Coup de grace

Speaker after speaker denounced corporate greed and protested the treatment of consumers and workers. But it was a soft-spoken, bookish analyst for the Tellus Institute who delivered the *coup de grace* to

A central element in reversing deregulation, according to CPUC Commissioner Carl Wood, is to stop any further divestiture of regulated power plants, "get utilities back to creditworthiness and get them back to building power plants again."

to fight federal plan to deregulate nation's power supply

the very concept of competitive electric markets.

Dr. Richard Rosen rejected the idea that California came to grief because its deregulation scheme was somehow "flawed." The problem isn't that markets haven't worked. The problem, said Rosen, is that markets can't work.

Deregulated markets by their very nature, said Rosen, will cause prices to go up. Reasons for this include:

- ◆ Higher cost-of-capital in a market system due to greater risks.
- ◆ Additional "transaction costs" of market trading, not found in the traditional regulated monopoly.
- ◆ Inefficiencies of dismantling vertically integrated utilities.

Rosen also offered an extended analysis of why "market power"—that is, the ability of a few large players to control prices—is inevitable in markets for electric generation.

(More information on market power issues can be found on the Tellus Institute's website www.tellus.org. Click the energy group link.)

Reversing Deregulation

In the end, the biggest question facing the conference participants will be this: now that electric deregulation is underway in so many states—and being promoted with zeal at FERC and in Congress—can deregulation be reversed?

Commissioner Wood said it was important to rebut those who claim deregulation can't be stopped because the genie is already "out of the bottle." California has, in fact, made substantial progress in restoring many features of the regulated system.

A central element in reversing deregulation, according to Wood, is to stop any further divestiture of regulated power plants, "get utilities back to creditworthiness and get them back to building power plants again." In California, the legislature has already barred further divestiture, and the state is attempting to restore util-

ity creditworthiness, although the process is complicated by PG&E's bankruptcy.

Another key element is to establish operating and maintenance standards for merchant power plants to help assure these plants will be run to help assure these plants will be run to serve customer needs rather than to manipulate markets. California recently required such standards with the passage of SB 39XX.

Other steps taken by California

include:

- ◆ Gaining control over power procurement through long-term contracts.
- ◆ Eliminating any future "retail choice," thereby preventing large users from abandoning the regulated utilities and saddling all other customers with the debts incurred during the crisis of 2000-2001.
- ◆ Establishing a state power authority with the ability to issue bonds

for power plant construction in the event the private sector is unable or unwilling to build the plants California will need in future years.

In Wood's analysis, the genie metaphor is an appropriate one for the deepening crisis of electric deregulation.

"As I remember the story, they did get the genie back in the bottle—and they *had* to because it was a menace," Wood said.

Unions: deregulation's benefits are a mirage

Editor's Note: In February and March of 2002, the Federal Energy Regulatory Commission issued two papers outlining its vision of creating a national electric market. The FERC plan has drawn opposition from many quarters, including the Local 1245-backed Coalition of California Utility Employees (CUE). The following is a brief excerpt from CUE's detailed analysis of the FERC proposal.

Many of the claimed benefits in the [FERC] study do not survive even minimal analysis. But even if they were true, and the proposed markets functioned as FERC imagines, FERC's own study shows that the economic benefits of forming Regional Transmission Organizations and imposing a standard market design would reduce electric rates by *one percent*.

Almost the entire (miniscule) benefit of FERC's deregulation plan results from projected improvements in generating plant performance. In fact, generating plants already subject to market based rates have spectacularly *worse* outage rates.

In addition, the [FERC] analysis does not even consider, let alone evaluate, market power—one factor that helped doom California's retail competition experiment. One year of abuse in the California market left ratepayers in that state with an \$8 billion per year surcharge on retail rates, ten times larger than the largest potential long-term savings

calculated by [FERC]. Enormous collateral damage affects ratepayers today throughout the West.

To avoid market power, historic reserve margins must be increased. Increasing historic reserve margins, of course, substantially increases the price to the public. Not increasing historic reserve margins and enduring market power, as we have seen, also dramatically increases electric prices...The benefits FERC claims from deregulation are a mirage.

FERC's standard market design is not significantly different from California's failed market design. A federal attempt to restore such a structure is doomed to political failure. The effort to extend such a structure to the entire nation is a massive gamble with critical infrastructure for promised benefits that are tiny in comparison to the risks. Those risks include increased opportunity for market manipulation and exploiting loopholes, loss of the value of integrated dispatch control, reduced reliability, boom and bust

cycles for both the supply and price of generation and transmission, increased environmental damage, loss of social programs, and loss of the utility workforce culture of service and the workforce that provides that service.

We observed the failure of deregulation in California first hand. Deregulation failed in California, not because it was badly designed, but because it is inherently flawed. FERC's plan would re-create on a national scale the same disastrous plan.

Electricity is at the core of the American economy. The consequences of FERC's policy could be massive damage to our economy. Although FERC claims its version of deregulation would produce (admittedly tiny) economic benefits, experience throughout the West suggests that electric rates would increase, reliability would decrease, and environmental and social goals would also suffer.

FERC's plan is a massive gamble with critical infrastructure for promised benefits that are tiny in comparison to the risks. Those risks include increased opportunity for market manipulation, reduced reliability, boom and bust cycles for both the supply and price of generation and transmission, and loss of the utility workforce culture of service and the workforce that provides that service.



WOMEN WORKERS' HISTORY

Summer School

Women workers with a yen to know more about the world than the daily grind could tell them got a chance to broaden their horizons in 1921 with the establishment of a Summer School for Working Women in Industry at Bryn Mawr College in Bryn Mawr, PA. Both the Women's Trade Union League (WTUL) and the Labor Department had a role in setting up the school, which had some 100 participants each year in its eight-week courses.

Half the school's directors were college people, the other half labor leaders, a proposition backed by the student-workers. The courses stressed basic college education, although the students, as well as the WTUL and unions, insisted on discussion of economic issues. Among the instructors at Bryn Mawr's workers' school was Esther Peterson, later Assistant Secretary of Labor in the Kennedy Administration.



At the time, Bryn Mawr did not accept blacks as students. The women workers attending the summer school successfully overcame the opposition of the college president, and black working women were admitted. At first, blacks were segregated in a separate hall, but the students prevailed in their insistence on integration, too.

Many employers refused to give women time off to attend the school, so some quit their jobs to participate.

"The women workers who attended Bryn Mawr Summer School became leaders in their communities when they returned home, and many of them were instrumental in establishing evening classes for working women in their home communities," says historian Philip Foner. "For 15 years the Bryn Mawr School was a leadership center for working women."

Students offer thoughts on school violence

Young people describe teasing that goes beyond being playful, put-downs, and cruel gossip as very real violence to them and as triggers for the physical violence that almost half of them endure, according to a new study by Families and Work Institute and The Colorado Trust.

Rather than blaming parents or schools as many youth violence experts have done, young people point to an overbearing culture that rejects diversity.

The report—Youth Violence: Students Speak Out for a More Civil Society—is the first study to ask a nationally representative sample of kids: "If you could make one change that would help stop the violence that young people experience today, what would that one change be?" Conducted by Harris Interactive and created by the Families and Work Institute, the study polled more than 1,000 youth in fifth through twelfth grades. A parallel study of more than 1,000 Colorado youth was also conducted.

One-in-five California kids is poor

One in five young children in California is growing up poor, higher than the child poverty rate two decades ago and higher than the rate for the rest of the country, according to a study released recently by the Public Policy Institute of California.

The fact that 20% of California children age 5 and under are poor is linked to the growing numbers of immigrants, many of whom lack a high school education, the study found. In 2000, the federal poverty level was \$17,463 for a family of four.

Nearly half of all California's young children have a foreign-born parent, and 74% of them are Latinos, while 11% are Asian, the study found.

While public debates about violence have focused on extreme violence—such as school shootings—as emblematic of a major societal problem, the largest proportion of young people write about teasing that goes beyond being playful; about put-downs and gossip that are cruel; and about rejection as very real violence to them. They say this emotional violence triggers more extreme violence.

Key findings of the study include:

- ◆ The majority of young people experience some form of emotional violence. Thirty two percent have been bullied at least once in the past month, and 23% have bullied someone else.

- ◆ Almost half of young people experience physical violence. Forty six percent of young people have been hit, shoved, kicked or tripped at least once in the past month, and 18% have been physically hurt five times or more in the past month. Thirty seven percent have inflicted

such acts of violence. Eight percent have been attacked with a weapon at least once. And 8% have been sexually assaulted. These statistics mean that in a hypothetical class of 25 kids, two or more of them could have been attacked by a weapon or sexually assaulted in the past month.

- ◆ Young people who have been harmed are much more likely to harm others. Thirty five percent of those who've been attacked with a weapon attack others, compared to just 2% who have not had this experience.

The findings illustrate that while public debates about violence have focused on extreme violence—such as school shootings—as emblematic of a major societal problem, the largest proportion of young people write about teasing that goes beyond being playful; about put-downs and gossip that are cruel; and about rejection as very real violence to them. They say this emotional violence hurts, and that it triggers more extreme violence.

While blame and remedies for youth violence have focused on parents and/or the schools, many young people have a larger focus: a seemingly inescapable culture that celebrates sameness, the one right way to be "in." One 14-year-old girl's wish is, "that kids got along and didn't care about appearances, money, or ethnic backgrounds. It's usually something like that which makes kids fight."

California nursing homes don't meet standards

More than three-quarters of California nursing homes fail to meet federal standards, and more than four in 10 homes violate a state law mandating minimum nurse-staffing levels, according to a comprehensive review of the state's nursing-home quality, the Los Angeles Times reported.

The 32-month study by the non-partisan California HealthCare Foundation also found tremendous instability in the work force: Nearly eight in 10 nursing staff members left their jobs from 2000 to 2001.

At the same time, the foundation has launched a Web site that provides detailed information on all 1,406 nursing homes in the state. The site, www.calnhs.org, compares their performance on specific measures, such as nursing staff turnover.

The foundation review arrives amid a broad push for greater accountability from nursing homes, which house more than 100,000 Californians and generate \$5.6 billion in revenue each year.

State Atty. Gen. Bill Lockyer has sought to penalize problem homes,

filing 131 criminal complaints in the past fiscal year.

After the foundation released its report, state officials announced their own three-step program to improve nursing-home care, including expansion of a statewide consumer assistance center, increased monitoring of nursing homes and higher financial penalties for violations.

The foundation found that non-profit homes devoted more staff attention to each patient and had far fewer deficiencies than for-profit competitors.



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.

Beware the side mount digger boom truck!

The side mount digger boom truck being used on this job in Los Gatos, Ca. some 40 years ago was a dangerous machine, according to Ray Wiens, who provided this photo to the Local 1245 Photo Archives.

"You dare not grab the steering wheel while moving because the front of truck was light. If you hit a rock the steering wheel would tear your thumbs off. The digger was attached to the boom by a cable. When you unlocked the digger it would swing and hit someone," says Wiens.

Working the job off Blossom Hill Road in Los Gatos were Line Sub-Foreman Ray Wiens, foreground; Lineman Lee Thomas on the pole; Lineman Don Dunn operating pole hole digger; and Neil Williams, working the shovel. T&D driver by the capstan is Bob Rausch. Wiens credits the photo to PG&E Life.



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.

Mary Rucker, 33 years
Oakland, CA

Aaron Lester, 36 years
Dixon, CA

Howard Stiefer, 36 years
Rohnert Park, CA

David Welch, 25 years
Bountiful, UT



Redding, Ca.
April 12, 2002

55 Years: Doug Wakefield receives plaque from Asst. Bus. Mgr. Howard Stiefer.

The Honorees



40 Years

- 55 YEARS**
Osborne, John R.
Wakefield, Douglas J.
Withrow, Harold P.
- 45 YEARS**
Hollister, Richard R.
- 40 YEARS**
Allen, David
Swanson, G. R.

- 35 YEARS**
Cort, Charles A.
Cruickshank, Arthur
Iness, Harvey
McCurdy, Stanley
Poppin, Thomas
Rose, Forrest A.
Swanson, Steven C.
Thomsen, Neal M.
Woodward, Rex
Yates, Rowdy E.

- Parker, Robert D.
Rodriguez, Johnnie
Warner, Michael
Windsor, Joe E.

- 25 YEARS**
Albrecht, David
Amaral, Steven
Beckman, William
Champney, Scott
Coleman, Bryan L.
Cook, Aric
Corella, Craig
Dean, Harold A.
Enyart, Willie E.
Grove, Lloyd
Hathaway, Jay
Isitt, Tom
Noble, Dale E.
Robison, Robert
Shaeffer, Rodney J.
Stalder, Scott C.
Unger, Robert C.
Weeks, William



35 Years



30 Years



25 Years