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News briefs

Iraqi rail workers struck the country's main north-south railroad line in May over wage, safety and labor rights issues. They also demand that Saddam-era laws banning public sector strikes and union representation be lifted.

For-profit healthcare in the US ranked last compared with five other nations on measures of quality, access, efficiency, equity, and outcomes, according to a Commonwealth Fund report.

Beaten. A Myingyan (Burma) electrical worker was beaten by a disgruntled local official who was frustrated with the sporadic electricity supply to his office, the Democratic Voice of Burma website reported.

Murdered. That was the fate of 76 trade unionists in Columbia last year. Paramilitary groups are the likely perpetrators, but the military has failed to investigate the murders. The IBEW has called on Congress to cut back military aid to Colombia.

Years needed for OSHA, at current staffing levels, to inspect all California worksites for safety violations: 139

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UNITY IS STRENGTH

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Overtime in Ghost Town

Consolidation of Clerical functions has transformed some PG&E local headquarters into virtual ghost towns where Clerical members feel abandoned, Physical workers are deprived of needed support, and customers may soon feel less than delighted.

The creation of Resource Management Centers, part of the company's "Transformation," was intended to streamline the flow of work. But at local headquarters from Richmond to Colma to Cupertino to Tracy, it doesn't feel like a great leap forward.

"My volume of phone calls went up 100%," says Nadine Pittman, a Richmond Operating Clerk. "Sometimes I take 20-25 calls a day."

Like other Clerical workers, Pittman plays an essential behind-the-scenes role in assuring that customers are served in a timely way. She receives job orders from a company business representative, distributes copies to those who need them, orders permits when necessary, and closes jobs out. She handles residential and commercial new applications, relocations, and tempo-



Operating Clerk Nadine Pittman works in a nearly-deserted office. How can skeletal staffs keep customers delighted?

rary power orders.

But when you're constantly interrupted by phone calls, "It's hard to do the work," says Pittman, who now puts in an hour or two of overtime each night and works at least four hours on Saturdays in an effort to keep up.

It's overtime in ghost town. Before the consolidation, PG&E had at least 12 people providing support from the Richmond office. Now there are five. On June 11, with two people off, there was just one First Field Clerk, one Assistant Foreman's Clerk, and Pittman.

The First Field Clerk, Cherlyn Morgan, has been on loan from General Construction, doing the work of an Operating Clerk in support of Gas T&D and Gas T&R. Morgan, too, has been struggling to keep up with the workload. One of the things slipping between the cracks: the

continued on page 4

Local 1245, PG&E resolve travel pay issue

IBEW Local 1245 and Pacific Gas & Electric took steps in June to resolve issues stemming from a conflict between old contract language and relatively new legislative language and legal interpretation.

Letter Agreement 07-29 revises Sections 201.7 and 15.4 of the contract to pay for training travel at the appropriate rate of pay, not straight-time. The company and union agreed that all training travel time for the last three years will be recalculated at the "appropriate rate of pay," which in many instances will be time-and-a-half or double-time instead of the straight-time that the employees were paid.

San Rafael Troubleman Vince Zinkl identified and researched this issue, greatly assisting its resolution, which was achieved on a collaborative basis between the company and the union.

LA 07-29 also serves to "stop the clock" on the statute of limitations on the "uninterrupted meal" issue. Like the training travel issue, the "uninterrupted meal" issue arises from a conflict between old contract language and relatively new legislative language and legal interpretation. The company and union agreed to "stop the clock" as of June 8 in the event that the parties cannot resolve the issue and have to resort to litigation. This permits the parties to try to resolve the issue without worrying about employees losing backpay if efforts to resolve the issue fail.

The union is also examining how these recent developments may affect members at several other employers.

The full text of LA 07-29 can be found on the IBEW Local 1245 website at www.ibew1245.com/PGE_LAs/LA07-29.pdf

Dalzell, Davis elected to top offices

Tom Dalzell was elected as Business Manager by a large majority in a mailed-ballot election tallied on June 20. **Mike Davis** was elected President with 38% of the vote in a four-way race.

In another four-way race, **Art Freitas** retained the position of Vice President with 43% of the vote.

Recording Secretary **Chris Habecker** and Treasurer **Cecelia De La Torre** each won re-election by large margins in two-way contests.

Mike Jacobson, a Senior Control Operator at PG&E's Diablo Canyon Power Plant, defeated incumbent David Scott for the Executive Board's Southern Area seat. **Mike Cottrell** retained the At-Large seat on the Execu-

tive Board in a two-way race, while **Tom Cornell** retained the Northern Area seat in a closely-contested three-way race.



Tom Dalzell



Mike Davis

Anna Bayless-Martinez was re-elected to the Central Area seat without opposition.

The election brings several changes to the union's Advisory Council.

Norma Ricker won a three-way race for the Clerical at Large seat, defeating incumbent

Gloria Flores. **Will Durnick** won a two-way race for the San Francisco Division

continued on page 11

New faces on Executive Board, Advisory Council



Tom Dalzell
BUSINESS MANAGER

Practice democracy—every day

As we are seeing in Iraq, elections are only a small part of a democracy. They are important, to be sure, and without elections there can be no democracy, but elections are only one cog in the wheel.

Local 1245's officer elections are finished, and it will be another three years before our members are asked to vote for their union leaders. In those three years, democracy doesn't stop. In fact, it never stops.

In the next three years, our elected executive board will meet 36 times.

Our elected Advisory Council will meet 12 times.

Most of our 103 units will meet 36 times.

Almost all of our members will be asked to submit bargaining proposals and eventually to vote on a proposed contract at least once in the next three years, and many will be asked to vote on proposed letter agreements.

Through these and other actions, our members demonstrate every day that this is their union. We have hundreds of members at PG&E engaged in various

levels of business transformation. On any given day, several of our bargaining committees are meeting with one of the dozens of employers we represent. At stand-ups, sit-downs, and tailboards our members advocate for their rights every day.

I have visited at least half of the headquarters in our jurisdiction in the last year, from Wells, Nevada to Eureka to Santa Maria to Ridgecrest – 600 miles north to south, 600 miles east to west. I plan to continue these visits for the next three years. They inform me, and I enjoy the chance to listen.

We are looking at ways to improve our unit meeting attendance and our shop steward program, although both are recognized as among the best within the IBEW. Thousands of our members visit our website each month. Some have expressed an interest in an electronic forum, an on-line bulletin board, where members can discuss concerns and issues with one other. We're seriously looking into this, and trying to work out the logistics to make it not just possible, but useful.

This is your union, not just once every three years when you vote for officers, but every day. Step up. Take part. It's yours to make better.



Scott Kollman of Rancho Cordova was hired June 11 as a General Assistant working out of the Vacaville headquarters.

Price gougers still on the hook

Price gougers are still on the hook for manipulating California electricity prices during the state's ill-fated attempt to create electric markets.

Californians could receive at least \$1 billion in refunds under a ruling that survived an appeal June 18 to the US Supreme Court.

State officials sued over the rates that energy suppliers charged California utilities during the energy crisis seven years ago. The Federal Energy Regulatory Commission (FERC) initially denied the refunds, but an appeals court ruled in 2004 that federal regulators failed to enforce their own rules.

"The California energy market was subjected to manipulation on a massive scale ... with (the federal agency) abdicating its regulatory responsibility," the appeals court said.

The US Supreme Court on June 18 denied a review of the case.

The case now returns to FERC to reconsider the refunds.

In line for the refunds are Pacific Gas

and Electric Co. and Southern California Edison Co., with the money presumably being passed on to their customers.

In a statement, former Attorney General Bill Lockyer, who originally brought the suit, said that the court's decision "vindicates California consumers and businesses, who still await justice six years after they and their state were plundered by the energy pirates."

APPOINTMENTS

YUBA COUNTY WATER AGENCY

Bargaining Committee

Ronald Knudson
Rosemarie Shipman
William Zoellin
David Reed

CONFERENCES AND CONVENTIONS

Congress of California Seniors
Watie Anthney

Did they somehow miss the 2000-2001 energy crisis?

Incredibly, CPUC wants to bring back electric deregulation

The California Public Utilities Commission voted on May 25 to bring back electric deregulation.

Yes, you heard that right. The CPUC wants to *repeat* the experiment that turned off the lights in California, bankrupted Pacific Gas & Electric, threatened massive layoffs of utility workers, cost Californians at least \$50 billion, and failed to deliver any of the promised benefits.

In its May 25 decision, the CPUC said it was affirming its ongoing commitment "to the fundamental principles that have guided electricity market restructuring in California and elsewhere: competition and consumer choice."

The CPUC's bold embrace of a completely discredited energy policy is breathtaking in its utter disregard for the facts.

Electric "competition," originally championed in California by Enron, was supposedly the magic bus that would bring lower prices for consumers. IBEW Local 1245, among other groups, warned as early as 1994 that deregulation would do just the opposite. The union, speaking through the California Utility Employees (CUE), predicted that electric "markets" would bring supply disruptions and price spikes.

A survey by the Associated Press in May found that, in fact, electric deregulation has not brought lower prices for any of the 16 states that tried it. In many

states, deregulation has had the opposite effect, with sharply higher rates—including a whopping 72% jump in Maryland.

In some cases, deregulation failed because the promised competition failed to emerge. But in other cases, even with competition, consumers failed to benefit. In Texas, for example, competition did develop after rate caps ended—but power prices remained higher, the AP analysis found.

California became the poster child for stupid energy policy. Rates that were supposed to drop went through the roof, Enron traders bragged about inflating prices and shutting off power to "Grandma Millie," and the state had to step in and buy electricity in order to keep the state's economy from completely imploding.

The core mechanism of electric deregulation is sometimes referred to as

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CALENDAR

- Aug. 2: Retirees Club, San Jose, CA
- Aug. 4: Advisory Council, Vacaville, CA
- Aug. 7: Retirees Club, Merced, CA
- Aug. 7: Retirees Club, Santa Rosa, CA
- Aug. 8: Retirees Club, Vacaville, CA
- Aug. 9: Retirees Club, Dublin, CA
- Sept. 3: LABOR DAY
- Sept. 4: Retirees Club, Merced, CA
- Sept. 4: Retirees Club, Santa Rosa, CA
- Sept. 6: Retirees Club, San Jose, CA
- Sept. 12: Retirees Club, Vacaville, CA
- Sept. 13: Retirees Club, Dublin, CA
- Oct. 13: Perry Zimmerman Golf Tournament, Vacaville, CA

Modesto unit meeting

Unit 2518, Modesto Irrigation District, has changed its July unit meeting date to July 18. This is a one-time change from the published schedule. Meeting time is 5 p.m.

Lynne Morel, Business Rep.



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Line Clearance Tree Trimmers



Local 1245 members at Davey Tree who held firm for medical benefits are, from left: Juan Gutierrez, Anastacio (Tacho) Del Real, Adrian Jose Hernandez, Andres Carrion, Marco Hernandez, Isidro Ruiz, Rafael Barragan and Sergio Rodriguez. Photo by Junior Ornelas.

Los miembros del Local 1245 de Davey Tree que se mantuvieron firmes para ganar beneficios médicos son, de izquierda a derecha: Juan Gutiérrez, Anastacio (Tacho) Del Real, Adrián José Hernández, Andrés Carrión, Marco Hernández, Isidro Ruiz, Rafael Barragán y Sergio Rodríguez. Foto por Junior Ornelas.

Davey tree trimmers gain benefits

Local 1245 tree trimmers performing line clearance work for Davey Tree on the property of Silicon Valley Power (City of Santa Clara) have won affordable medical benefits in a new agreement.

The agreement means that the line clearance tree trimmers can begin enjoying the medical benefit in July, said Senior Business Rep. Ray Thomas, who helped negotiate the agreement.

Medical benefits were a top priority for the tree trimmers, and had been the centerpiece of the union's bargaining proposal. But the employer opted to put

a wage-only offer on the table. The offer was unanimously rejected by the members on a vote of 8-0 in April.

"Subsequent talks between the company and the City of Santa Clara brought the union's initial proposal for benefits back to the table," said Thomas.

"The company deserves credit for going the extra mile to help us make this happen, but it is our Local 1245 members, including our negotiating committee employee representative Marco Hernandez, who deserve the credit for standing their ground."

Local 1245 organized the Davey tree trimmers at Silicon Valley Power in 2002, reaching a first agreement effective March 31, 2003.

In subsequent negotiations for this Davey group, the union had been

attempting to gain wage and benefit parity with union tree trimmers working on PG&E property.

"While we had made some gains in wages, the best that we had been able to accomplish in health and welfare was a 60/40 split on benefit premiums," Thomas said, with employees picking up the 40%.

As a result, only one member was ever able to afford family coverage, one member purchased employee-plus-spouse coverage, one employee-plus-child coverage, and one employee-only coverage. The remainder of the employees did not elect coverage due to the premium cost-sharing—which ranged from \$82.57 per month for employee-only coverage to \$333.48 per month for family coverage.

In the new agreement, which has a term of one year, employees will be able to enjoy medical, dental, vision, life insurance and short term disability coverage for the following pre-tax monthly employee contributions: employee only—\$20; employee and spouse—\$30.00; family—\$35.00.

"Along with a one-time ratification payment of \$1,150, all of these employees will be able to afford health and welfare benefits for themselves and their families effective in July of this year," said Thomas.

Los cortadores de árboles de Davey Tree ganan beneficios

Los cortadores de árboles del Local 1245 que trabajan en la limpieza de líneas eléctricas para Davey Tree en la propiedad de Silicon Valley Power (Ciudad de Santa Clara) han ganado beneficios médicos económicos en un nuevo contrato.

El contrato significa que estos trabajadores podrán comenzar a disfrutar de sus nuevos beneficios en julio, dijo el Representante Principal de Negocios, el Sr. Ray Thomas, que ayudó a negociar el nuevo contrato.

Los beneficios médicos tienen una gran prioridad para los cortadores de árboles y habían sido el punto central de la propuesta de trabajo del Sindicato. Pero la Compañía decidió poner solamente una oferta de salarios sobre la mesa. La oferta fue unánimemente rechazada por los miembros con un voto de 8-0 en abril.

"Otras reuniones subsiguientes entre la compañía y la Ciudad de Santa Clara volvió a poner sobre la mesa la propuesta inicial del Sindicato", dijo Thomas.

"La Compañía merece recibir crédito por ayudarnos en esta situación, pero son los miembros del Local 1245, incluyendo el representante del comité de negociación Marco Hernández, por mantenerse firme en su posición".

El Local 1245 organizó a los cortadores de árboles de Davey en el proyecto de Silicon Valley Power en 2002, llegando a un primer contrato que entró en vigor el 31 de marzo de 2003.

En negociaciones subsiguientes para este grupo de Davey, el Sindicato ha estado tratando de obtener beneficios de salarios y de paridad con los cortadores de árboles que trabajan en las propiedades de PG&E.

"Aunque hemos tenido algunas ganancias en salarios, lo mejor que hemos podido lograr en beneficios médicos y de salud fue una división de 60/40 en las primas de los beneficios" dijo él, con los empleados pagando por el 40%.

Como resultado, sólo un miembro pudo lograr cobertura para toda su familia, un miembro compró cobertura para él y su esposa, un empleado compró cobertura para él y su hijo y otro empleado sólo la pudo comprar para él. El resto de los empleados decidió no comprar la cobertura debido a su alto costo, que llegaba desde \$82.57 por mes para la cobertura solamente del empleado, hasta \$333.48 para la cobertura de toda la familia.

En el nuevo contrato, que tiene un término de un año, los empleados podrán disfrutar de un seguro médico, dental, de visión, de vida y de incapacidad de corto plazo pagando solamente las siguientes contribuciones: empleado solamente: \$20; empleado y cónyuge \$30; familia: \$35.

"Junto con un pago único de ratificación de \$1,150, todos estos empleados podrán recibir beneficios de salud y bienestar para ellos y sus familias, comenzando en julio de este año", dijo el Sr. Thomas.

LMUD seeks linemen

The Lassen Municipal Utility District is seeking journeyman linemen. Pay is \$34.95/hour, and \$37.04/hour after rubber gloving certification, plus union-negotiated benefits. LMUD is located in Susanville, CA, 85 miles north of Reno, NV and 100 miles east of Redding, CA. Must have completed an electrical line-man apprenticeship program. Applications available on-line at www.lmud.org or from LMUD, 65 South Roop St., Susanville, CA 96130. Position is open until filled. Equal Opportunity Employer.

PZ Golf Tournament

Save the date! The Local 1245 Perry Zimmerman Golf Tournament will be held Oct. 13 at the Green Tree Golf Club in Vacaville. When entry forms are ready they will be posted at www.ibew1245.com. For more information, contact John Mendoza at 209-329-3449.



Got something to share with your fellow union members? Send signed letters to: Utility Reporter Letters, IBEW 1245, POB 2547, Vacaville, CA 95696. Please note that we cannot print personal attacks or letters dealing with union politics. Opinions expressed in "Letters" are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.

White House has betrayed our troops

Editor's note: This letter to the editor was received May 22; statistics given are current as of that date.

Many of us in the Union have been so afraid of offending our Republican brothers and sisters, or of being seen as politically incorrect, that we have stayed silent while the death toll in Iraq and

Afghanistan has gone up and up and up.

At this time of year when we honor veterans who have given their lives in the service of their country, I thought it timely to break my silence, and reflect on how the little horror in the White House has betrayed our troops.

For months prior to the 2004 elections, I drove around with a large poster on the back of my car counting out death after meaningless death of our troops. Bush still got re-elected, and my patriotism was questioned.

Now, years later, our troops continue to die for nothing, and patriotism still seems to mean raising a jingoistic cheer as the smirking horror marches our boys and girls endlessly into the meatgrinder. My fondest hope is that America has finally learned not to elect chicken-killin' dogs to office. The Bush administration has been wired around the neck of the American people long enough for the stench to sicken everybody. We all owe our troops an apology, and a Democratic administration in 2008.

3,422 dead... 25,242 wounded... three now missing... no end in sight.

Grant Ritchie, Carmichael, CA



"It's too much pressure," says Gardner. "They're expecting too much from us—we're just people."

Sherri Gardner, Operating Clerk, Cupertino

Shortage, from page 1

yearly compliance checks to make sure customers are being billed for the right pressure.

"There's no time for it," says Morgan.

Part of the reason Morgan is pressed for time is that she recently had to go to Hayward every other day to fill in for someone on vacation. Soon she'll be gone for good. Pittman's not excited by that prospect.

"I expect I'll get some of Cherlyn's work when she goes back (to GC)," Pittman says. Pittman might get a break if another Operating Clerk currently on loan to the Concord RMC returns to Richmond after Morgan's departure, but Clerical staffing has become a game of musical chairs in which employees are afraid to even hope for relief.

Morgan's trips to Hayward have complicated life for Assistant Foreman Clerk Nicholas Stella. Part of Morgan's job has been to cover the gas phone. When she's not there, the calls come to Stella.

"I have no training. You try to do your best," says Stella, who's experience is on the electric side. He wrinkles his brow, like he's trying to figure out what to say to a customer who calls in a gas leak. "Is it, uh, blowing?" he asks. Then he shrugs, at a loss for words. "I don't know the lingo."

When employees are asked to perform tasks they're not trained for, they have to guess at answers and customers have to live-one hopes anyway-with the results.

Five people, where once there were 12. A ghost town.

"All the rest of them-gone, gone gone," says Local 1245 Business Rep. Lula Washington. The headquarters at Oakport, she says, has similarly shrunk from 10 people to just 4.

Another ghost town can be found in Cupertino.

In mid-June, the flow of job paperwork for electric T&D was being handled by David Spurgeon, a Gas Service Rep on temporary light duty, and Amelia Sulit, an Operating Clerk on loan from Customer Fund Management.

It's clearly a jerry-rigged system. Spurgeon has no access to SAP or Cordaptix. He can only log on by using Sulit's ID.

"I have to break company policy to do the work," he notes. If Sulit leaves for

a doctor visit or some other reason, "all I can do is answer the phone-I don't have the tools to do the job."

Spurgeon will leave as soon as he's released from light duty, and Sulit was scheduled to leave at the end of June. They'd be happy to train someone for the job before they leave, but they've heard nothing about who might replace them.

"I don't know who will train someone for this work. They could end up with no one," says Spurgeon. "The work will stack up here. Job entries, job completions, EPCM work tags that have to go to compliance will just sit until someone comes in to take care of them."

If a Troubleman finds a problem in the field and there's no Clerical support left for electric, Spurgeon figures the call would "have to be fielded by the Gas T&D clerks."

Don't tell that to Colleen Morris, the gas Operating Clerk who sits just down the way from Spurgeon. When employees moved to the RMCs, Morris found herself working 10-11 hours a day as well as every weekend. She's grateful that she now has some assistance in the person of Ernestine Hunt, dispatched from the hiring hall. But she thinks Clerical consolidation is falling way short of the announced goals.

"I see where they can capture some efficiencies, but in the long haul it's not going to do what they want it to do. The work they said was going to go away hasn't gone away," says Morris.

Work like damage claims, for example.

"We still have to get the paperwork together, see that it's correct, that we



"There's nobody coming in to backfill, nobody coming in to learn. We certainly don't have energized employees. Departments that had worked and functioned successfully are now failing."

Colleen Morris, Operating Clerk, Cupertino

have the pictures, that we have the police reports, that all the evidence is documented and gathered," she explains. "Electric has to get estimates from the Service Planning Group. And the Gas Department has to get gas loss calculations. We have to put all that together, link it and attach it in the computer, and we only have a week to do all of this-and that's only one thing."

The RMCs were supposed to reduce the payroll workload at the local headquarters. But for Sherri Gardner, a Cupertino Operating Clerk, it's had the opposite effect. She used to handle time cards for 12 employees; now she's handling 55.

"Monday I walked in and I had 74 time cards from just one department working some overtime," she says. And she still doesn't know if this work will eventually go to the RMCs.

"I asked, 'Who's going to do them?' We're all just left up in the air: Is this going? Is it not going? Am I going to have to do it forever?"

Gardner says the increased workload

means that she can't get some of her other work done in a timely manner, such as incident reports.

"It's too much pressure," says Gardner. "They're expecting too much from us-we're just people."

The Clerical shortfalls are not limited to Richmond and Cupertino.

The Manteca Division yard and Tracy yard now have to share an Operating Clerk. Not having someone at the desk fulltime has caused a variety of problems, especially in Tracy, according to Business Rep. John Mendoza.

With no Operating Clerk to buzz people in, vital business goes unattended. Sometimes the trash hauler has been unable to get in, allowing trash to simply pile up. On other occasions the yard has run out of ice and drinking water for the crews-potentially a serious health problem.

And then there was the pole delivery company that had brought a load of

"The outage coordinator will call our supervisor and say, 'Why aren't your guys calling it in?' Well, I tried to call it in but there was nobody there to take the call."

Dan Capwell, Electric Crew Foreman, Colma

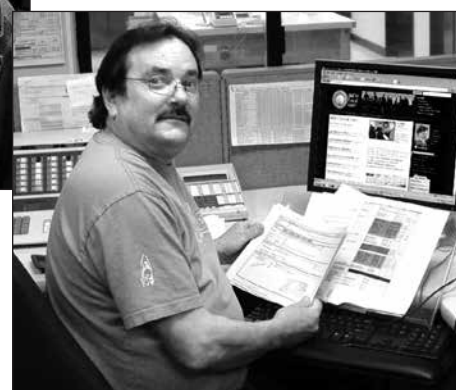


Story and photos by Eric Wolfe

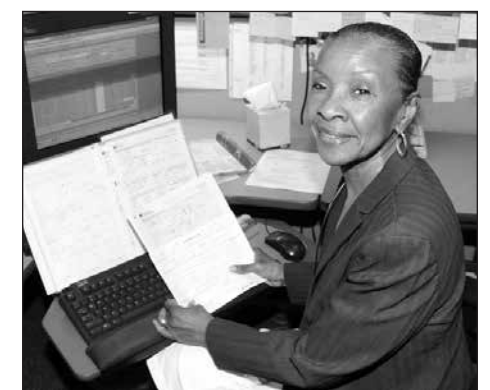


"I'm the only one sitting in the office. People ask me: 'Do you talk to yourself?' and I say, 'I'm beginning to.'"

Nancy Huey, Operating Clerk-Typist, Colma



Nicholas Stella, Assistant Foreman's Clerk in Richmond, worries about inadequate training.



Cupertino headquarters brought in Utility Clerk Ernestine Hunt from the Hiring Hall, but regular employees there are still swamped.

poles down from Oregon. Unable to get in the yard, the driver unloaded the poles on nearby property owned by a local rancher, who proceeded to cut the poles up, Mendoza said.

An electric crew might be able to see the humor in a load of poles getting cut up by a pissed off rancher. But lack of Clerical support could quickly turn into a serious issue, warns Dan Capwell, an electric crew foreman in Colma.

"If there's an emergency-somebody falls off a pole—we call 911 but we also call here," he says, standing inside the nearly-empty headquarters. "If I call at lunch time, nobody answers because nobody's here."

Lack of Clerical support can also make it harder to follow customary procedures for getting the work done.

"If we have planned outages, we call in when we kill power and call again when it's back on," says Capwell. "The outage coordinator will call our supervisor and say, 'Why aren't your guys calling it in?' Well, I tried to call it in but there was nobody there to take the call."

The Clerical staff at Colma was once seven-strong. Now there are just four people, one of whom is shared with San Carlos. Factor in vacation schedules and on June 15 Nancy Huey was alone in the office, skipping her breaks because her sense of responsibility makes it hard for her to leave the phones unattended.

When you're working all alone everything comes to you, Huey says.

She does orders, she answers all the phones, she signs for deliveries. She's even verifying timecards for one of the vacationing employees, though she's had less than an hour of training for that task.

"Every day they tell me something different is the most important," she says.

Like most of the other Clerical workers interviewed for this story, she's not happy when she has to work alone. In fact, she finds it a little creepy.

"I'm the only one sitting in the office. People ask me: 'Do you talk to yourself?' and I say, 'I'm beginning to.'"

Clerical employees don't see things improving anytime soon, just more overtime in ghost town.

"There's nobody coming in to backfill, nobody coming in to learn," says Colleen Morris of Cupertino. "We certainly don't have energized employees. Departments that had worked and

functioned successfully are now failing. And I don't see any light at the end of the tunnel."

Her colleague, Sherri Gardner, thinks the company should have seen it coming.

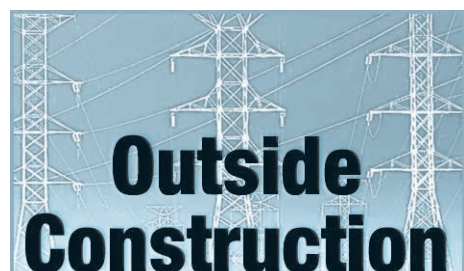
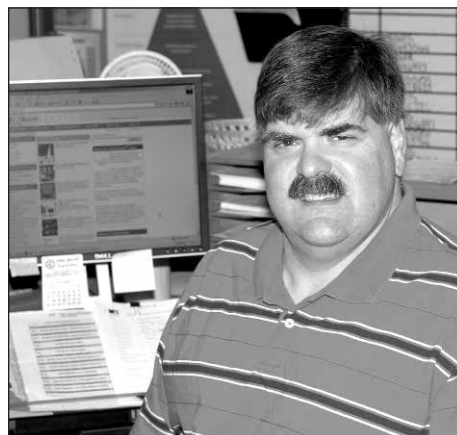
"Every time PG&E makes a transition they let too many people go and then they have to rehire," says Gardner. "When everyone goes out on stress they'll say 'I guess the company shouldn't have let so many people go.' Duh."

First Field Clerk Cherlyn Morgan is struggling to keep up with the workload.



"I don't know who will train someone for this work. They could end up with no one. The work will stack up here."

David Spurgeon, Gas Service Rep on temporary light duty, Cupertino



By Ron Cochran

Sad news to report. Jeff Madigan died June 11. He was living in Lincoln at the time, struggling with diabetes. Jeff was very proud of his family and any donations are greatly appreciated for his three kids. There will be a small service for just the family. Jeff will be cremated and his ashes spread on the bay, where his mother's ashes were scattered also. Donations can be mailed to: Diane Madigan, 2040 Lost Spur Lane, Meadow Vista, CA 95722.



Ron Cochran

Total calls for month ending June 13: 53
The books:

Lineman-1: 13
Lineman-2: 12
Lineman-3: 3
Lineman-4: 6
Groundman-1: 19
Groundman-2: 10
Groundman-3: 21

Groundman-4: 63
Equipment Specialist-1: 4
Equipment Specialist-2: 6
Equipment Specialist-3: 2
Cable Splicer-1: 0
Cable Splicer-2: 3
Cable Splicer-3: 3

We currently have 331 apprentices registered in our JATC program. We have 3 apprentices traveling out of our jurisdiction for work. Apprentices working out of Local 1245: 47. Apprentices working out of Local 47: 235. Apprentices working out of Local 396: 8. Apprentices off of work: 38 (29 for lack of work and 9 due to various personal reasons.) We have graduated 28 apprentices this year to journeyman lineman. We have indentured 11 apprentices into the program.

First Aid & CPR is the 2nd Saturday of

every month in Riverside and Sacramento.

We have 36 traffic signal maintenance apprentices registered: 8 working for Republic Electric in Local 1245's jurisdiction and 28 working for Republic Electric in Local 47's jurisdiction.

The California-Nevada JATC is offering a crane certifying course and written test. The NCCCO process is made up of two parts: a written test and a practical test (practical test will be scheduled at a later date.) Class date is July 9 – 13. Test date is July 13. Time is 8:00 a.m. Deadline to register is (was) June 22. Location is California-Nevada JATC, 9846 Limonite Avenue, Riverside, CA 92509.

For information, call 925-685-8658.

Ron Cochran is Assistant Business Manager for Local 1245.



At work this spring for All Day Electric in San Francisco were, back row from left: General Foreman Bubba Avery and Journeyman Lineman Ron Phelps. Front row, from left: Foreman Rick Corum, Apprentice Mico Bain, and Journeyman Lineman Kirk Schmidt.

CPUC, from page 2

"direct access," a market system in which independent generators can sell power directly to end-use customers. In 2001, when the legislature gave emergency authorization to state's Department of Water Resources to start buying electricity, it also required the CPUC to suspend direct access for as long as DWR "supplies power" under its new authority.

The problem with direct access—as the energy crisis made so abundantly clear—is that it undermines the utilities' ability to forecast and plan for future power needs, says Marc Joseph, a CUE attorney representing utility unions, including IBEW Local 1245, in regulatory matters. "If direct access resumes, it is very difficult to see how anyone will invest in new generation without the certainty of a long-term customer base," Joseph says.

A principal lesson of the energy crisis was that—when dealing with an essential service like electricity—California *must* have somebody responsible for predicting and preparing for future energy needs. A "market" cannot deliver the sort of stability that an electric system requires; in fact, a market's tendency toward "boom and bust" cycles virtually guarantees chaos in an electric system.

"Only in the last few years, while direct access has been suspended and utilities were required to resume planning and procuring generation for their customers, has stability been restored" to California's electric system, says Joseph.

The 2001 legislation suspends direct access until the last of the DWR contracts expires in 2015, but the CPUC apparently thinks its desire to promote markets trumps the law, not to mention the public's need to have reliable power—backed by a stable, well-trained utility workforce.

There's strength in numbers...

...and \$SAVINGS, too!

Special deals and everyday savings on dozens of products and services are available only for union members and their families. Some union families could **save up to \$3,600 a year!** Just go to www.inionplus.org/savings and try the easy-to-use Savings Calculator for yourself.



Union Plus
Working For Working Families

www.unionplus.org/savings



Hashmeya Muhsin Hussein is the first woman to lead a national union in Iraq.

“We have accidents, some of them are fatal. It has nothing to do with safety gear—all these things are provided. The equipment is there, the training is lacking.”

**Hashmeya Muhsin Hussein,
president of Iraq’s Electrical
Utility Workers Union**

Local 1245 hosts visit by president of Iraqi Electrical Utility Workers Union

Trying to maintain an electric system without proper training is plenty hazardous. Now imagine trying the same thing in the middle of a war zone.

Welcome to the world of utility workers in Iraq.

Hashmeya Muhsin Hussein, the president of Iraq’s Electrical Utility Workers Union, met with members of IBEW Local 1245 last month to discuss safety and training issues during a tour of a Mirant power plant in Pittsburg, Ca.

“We have accidents, some of them are fatal,” Hussein told the IBEW members. “It has nothing to do with safety gear—all these things are provided. The equipment is there, the training is lacking.”

Union electric utility workers in Iraq face mind-boggling challenges. They work amidst war. They’ve been killed on the job by gunfire. Their union has been targeted with bombs.

On top of it all, their union has no

right to exist under the law.

Under the legal system created by Saddam Hussein, enforced by US occupation forces, and continued by the Baghdad government, collective bargaining is against the law in Iraq’s public sector, which includes the electric utility industry and the oil industry.

And yet unions have survived in Iraq. The utility workers and oil workers—along with unions in railroads, hotels, ports, schools and factories—have gone on strike, held elections, and won wage increases during the occupation, according to labor journalist David Bacon, who has visited Iraq several times since the occupation began in 2003.

The largest and strongest of Iraqi unions is the Federation of Oil Unions. The union’s general secretary, Faleh Abood Umara, accompanied Hussein on the IBEW-sponsored tour of the power plant in Pittsburg last month.

Umara’s union is fighting a new oil law written in secret by the Iraqi gov-

ernment under Washington’s guidance. The new law, Umara said in a prepared statement at the beginning of his US tour, assures that “foreign oil corporations will be able to secure long term contracts to develop, extract, control and sell what amounts to two-thirds of our country’s oil reserves.”

The Iraqi government will be entitled to a royalty payment of just 12.5% under the new law.

“The law does not require foreign corporations to hire Iraqi workers, to purchase from Iraqi businesses, to transfer technology to Iraqis, to reinvest profits in Iraq, or to submit disputes to resolution through the Iraqi judiciary,” said Umara.

Small wonder that many Iraqis believe the United States’ principal interest in Iraq is not democracy but oil.

On June 4, the Iraqi Federation of Oil Unions launched a limited strike to protest the new oil law—and to demand that the government’s oil minis-



Local 1245 member and power plant operator Mike Rogers, left, explains the power plant’s nitrous oxide reduction system to Hashmeya Muhsin Hussein. Interpreting is Rihab Mahmud.

“The occupying force has to leave immediately. We ask for your support. Please pressure your government so this bloodshed can end.”

Faleh Abood Umara, general secretary of Iraq's Federation of Oil Unions

try pay for wage increases and promised vacations.

Iraqi Prime Minister Nouri al-Maliki responded by calling out the army and surrounding the strikers at Sheiba, near Basra. Then he issued arrest warrants for the union's leaders.

Government repression is nothing new to Iraqi unionists. Activists were banned and jailed under a British-influenced monarchy beginning in 1921. Iraqi workers came back into the light after a republic was declared in 1958 and they organized a strong labor movement, only to be repressed again after Saddam Hussein took power in the 1970s.

Hashmeya Hussein, the first woman to lead a national union in Iraq, began work in an electric company in the Basra region after finishing high school. Getting a job wasn't that easy, she says, because her family was “leftist” and Saddam Hussein (no relation) “was against the leftists.”

“After the collapse of (Saddam's) re-

gime, immediately we started to organize the workers. On May 13, 2004, we had the first meeting for the union,” she told unionists at a labor breakfast in San Francisco last month, speaking through an interpreter.

She rose in the leadership of the union, recently becoming its national president. She is also head of the Women Workers' Bureau and a leader in the Iraqi Women's Association.

But her leadership role comes at a price. She and her 7-year old son have received death threats as a result of her activism.

Electric service is a mess under the occupation, she acknowledged. Power is supposed to be “six hours off, one hour on.” Sometimes, though, “this hour will never come,” she said.

“It gets very hot, very high humidity. We have so many people who are dying because they do not have cooling.”

Hussein asked many questions and took many notes during her June 12

tour of Mirant's Pittsburg Power Plant. Bill Greaves, the plant manager, offered an overview of the plant's operations. Safety Coordinator Bob Stratton shared training materials, discussed environmental regulations and led a walking tour of the plant.

In the control room, Hussein met Operator Mike Rogers, a 6-year IBEW member. From Rogers she learned about the plant's Selective Catalytic Reduction system, which reduces nitrous oxide emissions from the plant. Rogers also showed her the operators' schedule, with its 12-hour rotating shift—aligned to the human circadian sleep pattern.

Rogers, for his part, seemed amazed to be meeting the leaders of Iraq's electrical utility and oil unions.

“I thought it was pretty neat. I'm impressed they wanted to come over here,” said Rogers.

Contrary to the Bush Administration's insistence that US troops are needed in Iraq to stave off civil war, both Hussein

and Umara believe the best thing the US can do for Iraq is get out now.

“The occupying force has to leave immediately,” said Umara. “We ask for your support. Please pressure your government so this bloodshed can end.”

Hussein thanked American unionists for sympathizing with Iraqi electrical utility workers and their deteriorating standard of living under the occupation. What Iraqi workers want, she said, is “your support and solidarity with us in our demand to end the occupation. Not just for us but for innocent American soldiers (whose blood) is being shed.”

While many union members continue volunteer efforts to provide care packages to support troop morale, support for the US policy is harder to find.

In March the AFL-CIO, America's biggest federation of unions, formally called for the withdrawal of US military forces, declaring “It is time to bring our military involvement in Iraq to an end.”



Story and photos by Eric Wolfe

Mirant Safety Mirant Safety Coordinator Bob Stratton, right, conducts roof-top tour of Pittsburg Power Plant for Hashmeya Muhsin Hussein; Faleh Abood Umara, General Secretary of the Federation of Oil Unions; and Rihab Mahmud, interpreter.



Local 1245 Senior Assistant Business Manager Sam Tamimi, bottom left, bypasses the cumbersome process of language translation by discussing plant safety issues with Iraqi trade unionists in Arabic. Listening are, clockwise from Tamimi: Faleh Abood Umara, Rihab Mahmud, Hashmeya Muhsin Hussein, and Local 1245 Business Representative Hunter Stern.



Touring Mirant's Pittsburg Power Plant in Pittsburg, Calif. on June 12 are, from left: Hunter Stern, Local 1245 Business Representative; Dorothy Fortier, Local 1245 Assistant Business Manager; Mike Rogers, Plant Operator and Local 1245 member; Hashmeya Muhsin Hussein, president of the Electrical Utility Workers Union, Iraq; Kathy Lipscomb,

retired union staff member of United Health Care Workers West; Bob Stratton, Mirant Safety Coordinator; Rihab Mahmud, interpreter; and Faleh Abood Umara, General Secretary, Federation of Oil Unions.

Reach for the sky!



Photos by Russ Rylee

Linemen Joel Carrillo and James Hill use the 196-foot Bronto Skylift to prepare the fiber for installation.

IBEW crews use Skylift to install fiber optic cable for Western Area Power Administration

IBEW Local 1245 crews from Redding and Elverta recently worked together to pull in a new COPT # 2 fiber optics line for the Western Area Power Administration. The new fiber line was needed for the Captain Jack-Olinda 500kv line.

Led by Foreman Brian Adams, two crews teamed up for the job. They used the existing static wire to pull in the new fiber optics line. Total distance for the pull was eight miles. Local 1245 member Russ Rylee took photos of their work over a two-day period. The job lasted three weeks.



Lineman Joel Carillo, James Hill and Apprentice Lineman James Clark remove rigging from existing static which was used to pull in the new fiber.



Linemen Darren New, Ryan Yeager and Apprentice Ryan Wheeler working at the puller.



Apprentice Lineman James Clark climbs 500kv line.



Apprentice Chad Rocco stretches out in his belt to remove a preform from the existing static.

Apprentices Chad Rocco and James Clark remove line grips so fiber pull can start.



Lineman Dana Trimble and Chad Rocco ground the center phase of the Captain Jack / Olinda 500 KV line prior to fiber installation.



Apprentices Chad Rocco and James Clark get the anti-rotation device ready for the fiber.



500KV tower to get into working position.



Lineman Brian Adams preparing to start fiber pull.



The National Archives

President John F. Kennedy at the dedication of Fryingpan-Arkansas Project, Colorado, August 17, 1962. Kennedy's presence indicated the importance the government attached to harnessing water for irrigation, flood control, electric power and public use.

Union strength in the federal sector

Federal energy workers in the West have been united under the IBEW Local 1245 banner since 1963, when President John F. Kennedy signed an Executive Order granting exclusive recognition to Local 1245 to represent employees at the United States Bureau of Reclamation (USBR), the federal agency noted for its large irrigation and flood control projects.

An important component of Federal water projects is their contribution to the nation's capacity to generate electric power. In the wake of the national energy crisis in the late 1970s, federal electric power services were carved out of the USBR and transferred, in

1980, to the newly-established federal Department of Energy (DOE). Local 1245 and four other union locals were recognized as the bargaining representatives for these members, who were now employees of the DOE's Western Area Power Administration (WAPA), serving a 15-state region.

WAPA's transmission system carries electricity from 56 power plants, including those operated by USBR. The transmission system is operated and maintained from four WAPA regional offices in Billings, Mt., Phoenix, Az., Loveland, Co., and Folsom, Ca.

Local 1245, under the direction of Business Rep. Sam Glero, coordinates its WAPA contract bargaining with four other IBEW locals through the unions' Government Coordinating Council No. 1. The other locals are IBEW 2159, 1759, 1959 and 640.

Together, these IBEW members enabled WAPA to sell 36 billion kilowatt-hours of power during its last fiscal year, while operating and maintaining 17,000 miles of transmission lines, 296 substations and other related facilities.

IBEW recently negotiated an ad hoc 3% wage increase for all represented employees, effective April 1 of this year. There's an opportunity to seek more improvements coming up: the current IBEW agreement with WAPA expires Sept. 30 of this year. Negotiations are slated for July 29 through Aug. 10. Serving on the committee from Local 1245, in addition to Glero, is Jamie Freeze.



Retirees' Corner

Social Security is particularly important to women

Lack of equal pay isn't the only financial problem faced by working women: women have less earnings to rely on in retirement.

Less than half of all workers (46%) had a private pension through their employer in 2002, and women are less likely to have one than men: 44% of women have pensions compared to 47% of men.

A woman's pension is typically smaller than a man's because women earn less per hour, and often work part time or spend time out of the labor force. Because they earn less, women have fewer savings than men to depend upon in retirement—thus they rely more heavily on Social Security.

Since women live in retirement an average of three and a half years more than men, they need more retirement income over the course of their lives, not less. They need a retirement program that provides more income to people who live longer.

That's one of the reasons Social Security is such a valuable program—benefits are paid for as long as you live, regardless of how much money you paid into the program when you were working.

Given their longer life spans, it is especially important for women that Social Security benefits be adjusted each year for inflation. If inflation were 3% per year but benefits were not adjusted accordingly, benefits would buy 25% less after 10 years and 45% less after 20 years.

A woman who never worked but stayed home to care for family is still enti-

tled to a Social Security benefit equal to half that of her working husband.

Widows and divorced women (after a marriage of at least 10 years) are entitled to Social Security benefits even if they never worked, so long as their husbands were eligible for benefits.

Retirees Club dues reminder

Don't forget: now's the time to pay your annual dues to maintain your membership in the Local 1245 Retirees Club.

A full year's membership costs just \$36 and lasts until June 30, 2008.

General bargaining starts next year at PG&E, and a strong Retirees Club will make retirees a more effective force at the bargaining table.

To renew your membership, send \$36 payable to "IBEW Local 1245" to: Tonya Alston, IBEW Local 1245, P.O. Box 2547, Vacaville, CA 95696. Thank you.

Mike Silva, President, East Bay Chapter

Jack Hill, President, San Jose Chapter

Robert Renoude, President, Vacaville/Sacramento Chapter

Larry Mead, President, Santa Rosa Chapter

Mike Bonds, President, Merced Chapter

Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in Dublin, San Jose, Vacaville, Santa Rosa, or Merced. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Gerald McKinnon
36 years
Eureka, CA

Charles Merrell
40 years
Live Oak, CA

David Miller
37 years
Watsonville, CA

Freddie Mitchell
41 years
Pittsburg, CA

Purificacion Mojica
16 years
San Francisco, CA

Iveory Montgomery
25 years
Fresno, CA

Edward Moppin
5 years
Bakersfield, CA

James Myers
21 years
Albany, OR

Sam Nakashima
36 years
Sacramento, CA

Dale Noleroth
31 years
Dublin, CA

Louis Olson
37 years
Selma, CA

John Osborn
34 years
Santa Cruz, CA

Larry Packer
38 years
Scotts Valley, CA

Timothy Pata
34 years
Paradise, CA

George Patchell
27 years
Madera, CA

Kenneth Perry
29 years
Sunnyvale, CA

Jerry Peters
37 years
San Jose, CA

Bette Peterson
23 years
Fresno, CA

Lanny Peysar
34 years
Templeton, CA

Joseph Piper
11 years
Morgan Town, WV

John Plover
35 years
Santa Rosa, CA

Randall Poe
17 years
Mayer, AZ

Gary Poggio
38 years
Jackson, CA

Randy Powell
9 years
Bakersfield, CA

Daniel Pronold
36 years
Auberry, CA

Raymond Rademacher
35 years
Atascadero, CA

John Ramos
29 years
Atascadero, CA

John Ratkovec
29 years
Antioch, CA

Joseph Reichlin
34 years
Murphys, CA

Ray Reynolds
37 years
San Lorenzo, CA

Calvin Richardson
34 years
Chico, CA

Michael Rivera
31 years
Newman, CA

Cynthia Rodrigues
12 years
Paradise, CA

Mario Roldan
10 years
San Francisco, CA

Diane Rosemire
15 years
Twin Falls, ID

Steven San Filippo
37 years
Los Gatos, CA

John Sandoval
36 years
San Jose, CA

Jack Savage
35 years
Nipomo, CA

Mervin Schetter
17 years
Lakeport, CA

Marcie Scott
28 years
Hendersonville, NC

Vincent Serpa
36 years
Merced, CA

John Shappell
37 years
House Springs, MO

Leonard Sharp
28 years
Hayward, CA

Raymond Shepherd
43 years
Oakland, CA

Ronnie Shiflett
12 years
Bakersfield, CA

Joseph Smith
37 years
Livermore, CA

Craig Smith
30 years
San Luis Obispo, CA

Mark Sohnrey
31 years
Vacaville, CA

Jeff Solden
35 years
Petaluma, CA

Lee Spencer
11 years
Riverbank, CA

Larry Stephens
32 years
Oroville, CA

Thomas Stewart
21 years
Cobb, CA

James Vermilyer
37 years
San Juan Bautista, CA

Darrol Veronie
31 years
Bakersfield, CA

Charles Vicory
34 years
Eureka, CA

Clinton Wallington
31 years
Weimar, CA

William Watley
10 years
Cottonwood, CA

James Wing
29 years
Dublin, CA

Rex Woodward
40 years
Orland, CA

Modesto Ybarra
33 years
Olivehurst, CA

Chung Yu
34 years
San Francisco, CA

Paul Zakel
31 years
Escalon, CA

Mike Zearbaugh
13 years
Hollister, CA

Congratulations Retirees!

We want you to stay connected



to IBEW 1245.

California Supreme Court limits Workers Compensation Rights

By Julius Young

How much does a human limb cost? The California Supreme Court recently approved a lower court's decision to award a mere \$3,360 to a worker who lost his leg in a work injury. In its May 2007 decision in the Brodie and Welcher cases, the court went along with the arguments of big insurance companies by adopting a pro-employer interpretation of the Schwarzenegger workers' comp reforms.

Kenneth Welcher is a worker who has literally put his body on the line for his employer. Working as a laborer in 1990, he suffered a workplace injury when his right arm and leg were caught in a con-

veyor belt. He received a modest monetary award based on a calculation that he had a 62.5 % permanent disability rating. This type of percentage rating is used by the workers' compensation system to determine how much money an injured worker will receive for the permanent effects of their injuries.

Like so many injured workers, Mr. Welcher worked hard to physically rehabilitate himself so that he could continue to work and support his family. In 2001, doctors amputated his right leg below the knee because of the damage he suffered during years of arduous work as a laborer for Hat Creek Construction, Inc. This time, the workers' compensation judge calculated a 71% permanent disability rating.

You would think that the employer's workers' compensation insurance was set up to take care of workers exactly like Mr. Welcher. Instead, the insurance company argued to the California Supreme Court that Mr. Welcher should only be entitled to the difference between the 71% rating and the 62.5% rating, or only 8%. An 8% rating based on the payment schedule established under Gov. Schwarzenegger means that Kenneth Welcher will receive \$3,360 for the loss of a leg.

To arrive at this result, the California Supreme Court disregarded the decades-old principle that California workers' comp law is to be liberally construed in favor of extending benefits to the injured worker. Workers like Mr. Welcher are not even entitled to prove that they have recovered from prior injuries. Instead, workers are penalized for decades-old

continued on page 11

Retiree Club Meeting Schedule

East Bay Chapter: 2nd Thursday each month, 10 a.m., IBEW Local 595, 6250 Village Parkway, Dublin, CA

San Jose Chapter: 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose, CA.

Vacaville/Sacramento Chapter: 2nd Wednesday each month, 10 a.m., at IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA.

Santa Rosa Chapter: 1st Tuesday each month, 10 a.m., at Coco's Restaurant, 1501 Farmers Lane, Santa Rosa.

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th Street., Merced.



Verifying voter eligibility before counting ballots in the June 20 Local Union election are, from left: Alycia Gordon, LeTina Trowbridge, Rex Pickering, Sheila Lawton and Ruth Bailey.

Election, from page 1

and General Office seat, replacing Bob Quinn, who did not seek re-election. **Sam Gutierrez Jr.** won a two-way race for the Stockton Division/City of Lodi seat, replacing Grover Day, who as a retiree could not seek re-election to the Advisory Council.

Craig Combs won a two-way race for the seat representing PG&E Shasta Division, City of Redding, Lassen Municipal Utility District, Shasta Dam Area Public Utility District (City of Shasta Lake), and Bella Vista Water District. John Harper, the incumbent, did not seek re-election.

Russ Blacker won a three-way race for the PG&E General Construction seat, won last time by Mike Saner and more recently filled by Brian Kapaun. Saner had given up the seat to join the union staff and Kapaun opted to run for a different office rather than pursue re-election to the Advisory Council.

Advisory Council members who

fended off challenges to win re-election were **Terry Andreucci**, representing PG&E Drum Division, Plumas Sierra REC and City of Roseville; and **Dave Morrison**, representing Citizens Utilities (Frontier).

Winning uncontested elections for vacant seats were:

Al Fortier, elected to the seat representing AC Transit and East Bay Municipalities, replacing Larry Rodriguez who had held the seat since 1992 and did not seek re-election.

Richard Lane, elected to the seat representing Irrigation Districts, replacing Mike Stout who had held the seat since 1998 and did not seek re-election.

Mary Wise, elected to seat representing PG&E San Francisco General Office Clerical, a position she has held before but had recently been vacant.

R.S. "Bubba" Avery, elected to the Outside Construction seat formerly held by Dan Gracia.

Mike McKay, elected to the WAPA seat

held for many years by Richard Perry, who did not seek re-election.

Incumbent members of the Advisory Council returned to office in uncontested races were:

Art Torres, Sacramento Municipal Utility District

Jim Findley, PG&E North Bay Division and City of Healdsburg

Lou Mennel, PG&E Sacramento Division

Sergio Munoz, Line Clearance Tree Trimming

Mike Jessen, PG&E De Sable Division

Chip Chadwick, Sierra Pacific Power, Truckee Donner PUD, Mt. Wheeler Power, Wells REA, City of Fallon, and Frontier Elko

Lee Thomas, PG&E Humboldt Division

William Gilliam, Sacramento Regional

Transit

Dan Mayo, PG&E San Joaquin Division

Mark Taylor, PG&E Coast Valleys Division

Peggy Daniel, PG&E Pipeline Operators

Dennis Thompson, PG&E San Jose Division and City of Santa Clara (Silicon Valley Power)

Serving on the Ballot Committee for the election were: Lem Stubblefield, judge; Bob Vigil, Ruth Bailey, LeTina Trowbridge, Ron Moon, Alycia Gordon, Rex Pickering, Mark Flanders, and Sheila Lawton. Assisting was Robin Johnson of Pacific Elections.

Congratulations to all the winners. And to all of those who took the time to run but didn't make it, thank you for your effort and participation.



Verifying voter eligibility before counting ballots in the June 20 Local Union election are, from left: Ron Moon, Robin Johnson of Pacific Elections, Lem Stubblefield and Bob Vigil. Candidate Brian Kapaun can be seen in the background, standing in the "observer area". Only Ballot Committee members were allowed in the secured area while ballots were being opened, processed and counted. Not pictured: Ballot committee member Mark Flanders.

Workers Comp, from page 10

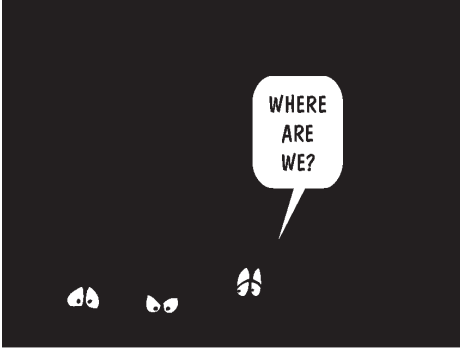
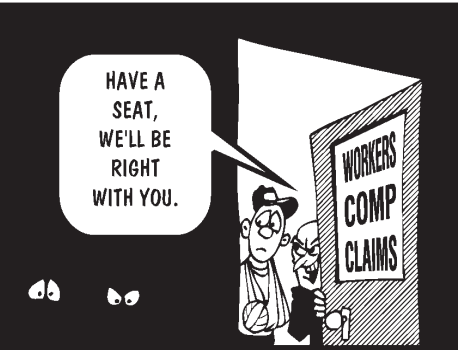
injuries. Unfortunately, this can mean a difference of tens of thousands of dollars in permanent disability benefits to workers who are desperate to make ends meet or who need re-training because of their workplace injuries.

If workers are the big losers under the Schwarzenegger workers' compensation "reforms," who are the winners? According to a study recently released by the Workers' Compensation Insurance Rating Bureau (WCIRB), an industry rate-setting organization, insurance company profits now exceed

workers' benefits.

Interested in knowing more about important political and legal developments in California workers' comp and what you can do to make a difference? Visit the author's blog at www.worker-scompzone.com.

Julius Young is a partner at Boxer & Gerson, LLP, a law firm dedicated to protecting the rights and advancing the interests of Bay Area workers, elders and families. Visit the firm's web-site at www.boxerlaw.com to learn more about your rights.



Local 1245 Election Results

Officers and Executive Board

President

Mike Davis1138
Jim "Mac" McCauley960
Russ "RW" Rylee644
Jim Haar229

Vice President

Art Freitas1262
Grover Day600
Dan Parmenter542
Steve Segale483

Recording Secretary

Christine Habecker2017
Todd Osborn748

Business Manager/ Financial Secretary

Tom Dalzell2187
Manny Guzman880

Treasurer

Cecelia De La Torre1790
Josh Alpine974

Northern Area Exec. Board

Thomas "Tom" Cornell ...359
Katharine Reeves311
Ken Amaral265

Central Area Exec. Board

Anna Bayless-Martinez ...516

Southern Area Exec. Board

Mike Jacobson316
David D. Scott278

At-Large Exec. Board

Mike Cottrell356
Brian Kapaun234

Advisory Council

PG&E Clerical-At-Large

Norma Ricker145
Karen Russell106
Gloria Flores90

PG&E San Francisco

General Office

Mary Wise38

PG&E San Joaquin Division

Dan Mayo177

Irrigation Districts

Richard Lane49

PG&E Coast Valleys Division

Mark Taylor170

Pipeline Operations

Peggy Daniel43

Santa Clara/PG&E San Jose

Dennis Thompson95

PG&E East Bay Division

No nominations

AC Transit/East Bay Munis

Al Fortier14

PG&E San Francisco Division

Will Durnick62
Brad Schuback57

PG&E Stockton Division

Sam Gutierrez Jr.81
Galen McKie45

Sacramento RT

William Gilliam26

Pacific Gas Transmission

No nominations

PG&E Humboldt Division

Lee Thomas38

PG&E Shasta Division

Craig Combs44
Stuart Neblett38

Sierra Pacific Power

Chip Chadwick176

PG&E De Sable Division

Mike Jessen44

PG&E Drum Division

Terry Andreucci52
Dennis H. Torres40

PG&E Colgate Division

No nominations

PG&E North Bay Division

Jim Findley73

PG&E Sacramento Division

Lou Mennel89

SMUD

Arthur "Art" Torres43

Water and Power (Federal)

Mike McKay43

WAPA GCC-1

No nominations

Citizens Utilities (Frontier)

Dave Morrison27
John "Big John" Ramos18

PG&E General Construction

Russ Blacker125
Tom Burks94
Dan Rhodes76

Tree Trimmers Companies

Sergio Munoz95

Outside Construction

R.S. "Bubba" Avery152

SERVICE AWARDS



Eureka, CA

March 30, 2007



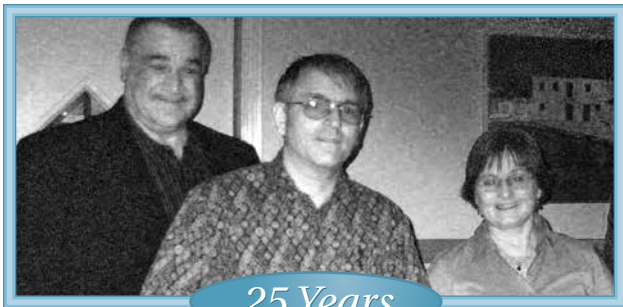
Kenneth Brant receives his 60-year award from Assistant Business Manager Bob Choate and Business Manager Tom Dalzell.



D Furtado receives his 40-year award.



30 Years



25 Years

THE HONOREES

60 Years

Kenneth Brant

40 Years

D Furtado

35 Years

Deborah Pond

Charles Vicory

30 Years

Thomas Cloninger

Casey Mares

Craig Mitchell

Jeffery Morris

Terry Nichols

Lee Thomas

25 Years

Linda Jurado

David Mauldin

Roger Petersen

Jesse Sweet

Wanda Wahlund

Timothy Willits

Reno, NV

March 17, 2007



Receiving 25-year service awards at the Reno, NV Pin Dinner are, from left: Loren Hetzer, Kellene O'Brien, Steve Dobbins and Chuck Farlow.

THE HONOREES

35 Years

Keith Boni

David Gregersen

Paul Otten

Dennis Pflederer

25 Years

Steven Dobyns

Chuck Farlow

David Gill

Judy Grush

Loren Hetzer

Kenneth Lutzow

Kelleen O'Brien

Michael Wynn

30 Years

William Bryan III

David Cooney

Adel McNamara

Key labor bill killed

Anti-union Republicans brought shame on their party June 26 when they filibustered a bill that would have permitted employees to gain collective bargaining rights when a majority of them sign "authorization cards" indicating support for a union.

The vote to end the filibuster failed 51 to 48, meaning that labor's supporters fell 9 votes short of the 60 they needed to end debate and bring the Employee Free Choice Act to a vote. The bill had already passed in the House of Representatives.

In a speech on the Senate floor the day before the vote, Sen. Edward Kennedy laid down the gauntlet to his colleagues in the Senate:

"The system today is broken. Workers know it. Employers know it. Too many of them (employers) want to keep it that way. We have a chance to change that. The time to act is now. If we want a stronger economy, a fair economy, it's the right thing to do and the time to do it."

The only way to ensure economic security for the nation's middle class is to rebuild the nation's unions by leveling the playing field to allow workers to freely decide whether to join a union, Kennedy said.

Under current law, employers routinely illegally fire workers, and threaten and coerce workers who support a union.

Several thousand workers and their allies rallied in Washington on June 19 to demand the Senate pass the Employee Free Choice Act.

"Union organizing and freedom of association is a basic constitutional right which is, day by day, taken away from us. We'll fight so that every worker who wants to join a union will be able to do so without intimidation," said Senator Bernie Sanders of Vermont.

The Employee Free Choice Act, which almost certainly will be revived after the 2008 election, would write card-check recognition of unions into labor law, mandating that an employer must recognize the union at its worksite after the National Labor Relations Board verifies that a majority of workers have signed union election authorization cards. It also imposes \$20,000 fines for each instance of labor law-breaking and mandates mediation and binding arbitration if, after 120 days, the union and the company cannot agree on a first contract.

Get the latest news at

www.ibew1245.com

The LOCAL 1245 Union Primer

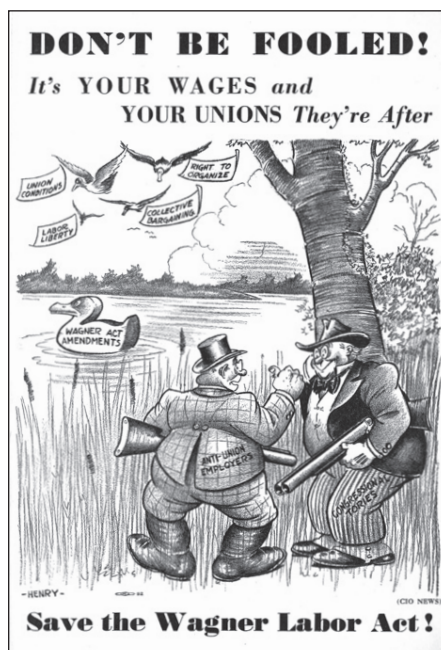
Part 5

Workers united in 1930s to gain new power

Throughout the late 19th and early 20th century, workers struggled against restrictive laws and the efforts of business owners and their organizations to discredit trade unionism. Employers usually used one of two strategies. Either workers and their organizations were painted as somehow “un-American” or subversive for opposing business interests; or their attempt at collective action would be accused of seeking to “kill the goose that lays the golden egg,” damaging business and workers alike.

Due to this employer opposition, it wasn’t until 1935 that a federal law—the National Labor Relations Act, also known as the “Wagner Act”—passed Congress, finally giving workers the right to form unions and engage in concerted activities on their own behalf. (The 1926 Railway Labor Act created a federal law providing for collective bargaining, but only for the railroad industry.) “Collective bargaining” between workers and their employers became the law of the land, and remains so today.

Passage of the NLRA is but one part of the labor history of the 1930s. For a decade or so, an extraordinarily militant working class faced the harsh conditions of the Great Depression with a creative variety of tactics, including the use of marches, demonstrations, strikes, political action and above all, industrial union organizing. This was the approach of a number of unions that broke away from the AFL to form the Congress of Industrial Organizations, or CIO. Their new method of organizing insisted on inviting everyone in a large industrial workplace to join the same union at the same time, instead of one craft at a time in different unions, which had been the approach of the AFL. As a result, the new industrial unions became a civil rights movement, because they organized



everyone—whites and people of color, men and women, native-born and immigrants—at the same time.

The origins of IBEW Local 1245 can be found in this Depression-era militancy of working people. Emboldened by the passage of the NLRA, employees of Pacific Gas & Electric attempted to organize an industrial union in the late 1930s under the banner of the United Electrical and Radio Workers. But their efforts were thwarted when PG&E created a company-dominated union to compete with the real union.



San Francisco workers on the march during the San Francisco General Strike of 1934.

In 1939 the National Labor Relations Board ruled that PG&E’s company union was illegal and ordered PG&E to cease interfering with union organizing efforts. This set the stage for the creation of IBEW Local 1245, affiliated with the American Federation of Labor, and the Utility Workers Organizing Committee, affiliated with the Congress of Industrial Organizations.

Both unions were dedicated to organizing a single union representing all PG&E workers, and competed fiercely for the right to do so throughout the 1940s. (A detailed history of this historic movement can be found at www.ibew1245.com/history-pages/historyPGEintro.html)

At PG&E and throughout the country, unions gained millions of new members. This growing labor movement became the backbone of progressive politics in the nation. Unions anchored the coalition that elected Franklin D. Roosevelt president for an unprecedented four terms.

Conscious of the enormous upsurge in unionization and worker activism in the 1930s, Roosevelt signed legislation creating the “New Deal,” which consisted of several laws. In addition to the NLRA, the most important laws for workers included the Social Security Act, which put in place a guaranteed minimum level of income for workers in their retirement; the Unemployment Insurance Act, which supported unemployed workers while they looked for work; and the Fair Labor Standards Act.

The FLSA set a minimum wage, declared the standard work day to be eight hours, and the standard work week to be forty hours. It regulated child labor, and mandated payment of time and a half (“overtime”) for work beyond 40 hours in a week. More than any other law, the FLSA is what’s behind the bumper sticker that reads, “The labor movement: the folks that brought you the weekend.”

The origins of IBEW Local 1245 can be found in this Depression-era militancy of working people.

The FLSA passed over strident employer opposition. In testimony before Congress, one corporate spokesman claimed, “With the higher wages this law will force on business, it will be impossible for industry to offset costs.” Another warned, “We can see nothing but disaster resulting from this bill.”

Despite the overheated rhetoric, the United States economy failed to collapse after the FLSA’s passage. Just the opposite occurred, in fact. Through higher wages and a shorter working day, consumer spending by millions of working families accelerated, fueling the growth of business and employment.

With these laws and policies, the New Deal addressed some of the most pressing problems that had been faced by workers for more than a century. Although often identified in the public mind with President Roosevelt, the New Deal was not the work of one man. Rather, it was the direct result of events such as the San Francisco General Strike, factory occupations by workers, sit-down strikes, and industry-wide organizing, all of which established workers’ power as a social force to be reckoned with.

This article is adapted, with permission, from “Work, Money and Power: Unions in the 21st Century,” a publication of the California Federation of Teachers and the UC Berkeley Center for Labor Research and Education. You can order a copy of the entire publication by calling the Labor Center at 510-642-0323.



The union was still trying to get a foothold at PG&E when this photo was taken of a Placerville crew with a new 4-wheel drive truck in 1947. From left are Ralph Silva, foreman; Bill Smith, groundman; Robert Glasgow, lineman; Fred Yoeman, groundman; George Besse, groundman; Lonnie Evans, truck driver. IBEW 1245 Archive

INDEPENDENT AUDITOR'S REPORT

To the Officers and Members or the
International Brotherhood of Electrical
Workers, Local No. 1245
Vacaville, California

We have audited the accompanying statement of Finan-
cial Position arising from cash transactions as of DECEMBER
31, 2006 and the related Statement of Cash Receipts and Dis-
bursements of the International Brotherhood of Electrical
Workers, Local No. 1245 for the year then ended. These finan-
cial statements are the responsibility of the Locals manage-
ment. Our responsibility is to express an opinion on these

financial statements based on our audit.

We conducted our audit in accordance with auditing
standards generally accepted in the United States of Amer-
ica. Those standards require that we plan and perform the
audit to obtain reasonable assurance about whether the
financial statements are free of material misstatement. An
audit includes examining, on a test basis, evidence support-
ing the amounts and disclosures in the financial statements.

An audit also includes assessing the accounting princi-
ples used and significant estimates made by management, as
well as evaluating the overall financial statement presenta-
tion. We believe that our audit provides a reasonable basis for
our opinion.

As described in Note 1, these financial statements are pre-
pared on the cash basis of accounting, which is a compre-
hensive basis of accounting other than accounting principles
generally accepted in the United States of America. Accord-
ingly, the accompanying statements are not intended to
present financial position and results of operations in con-
formity with U.S. generally accepted accounting principles.

In our opinion, the accompanying financial statements
referred to above present fairly, in all material respects, the
cash basis transactions of Local No. 1245 for the year ended
DECEMBER 31, 2006 and the financial position- cash basis at
DECEMBER 31, 2006 in accordance with the basis of
accounting as noted above.

Our audit was conducted for the purpose of forming an
opinion on the basic financial statements taken as a whole.
The accompanying supplemental information (shown on
pages 9 to 22) is presented for the purposes of additional
analysis and is not a required part of the basic financial state-
ments. Such information has been subjected to the auditing
procedures applied in the audit of the basic financial state-
ments and, in our opinion, is fairly stated in all material
respects in relation to the financial statements taken as a
whole.

San Bruno, California
March 12, 2007
DALMAS ACCOUNTANCY CORP.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245 FINANCIAL STATEMENTS DECEMBER 31, 2006

Assets

General Fund:			
Bank of the West - checking accounts	83,675		
Bank of the West - money market	79,988	163,663	
Cash funds	5,350		

Investments:			
Franklin Money Market	400,862		
Merrill Lynch Institutional Money Fund	16,938		
Merrill Lynch-CMA Money Fund	85,258		
Corporate Bonds	692,192		
U.S. Government Securities	906,084		
Mutual Funds	128,460		
Common Stocks	923,960		
Bank of the West-Short term Treasury Portfolio	61,608		
Franklin Income Fund	977,624		
Total General Fund	4,361,999		

Political Donation Fund- checking account	6,966		
Total Current Assets	4,368,965		

200 shares PG&E common stock - at cost	3,388		
Loan receivables-Energy Workers Center, Inc.	851,911		

Fixed assets, (Note 1):			
Automobiles (47) at cost	1,043,946		
Less: allowance for depreciation	755,481	288,465	
Furniture and office equipment - at cost		548,993	
Less: Allowance for depreciation	245,183	303,810	

Total Assets	5,816,539		
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Liabilities and Net Assets

Liabilities:			
IBEW per capita portion of December receipts to forward	200,000		
Vacation payable	310,122		

Current Liabilities	510,122		
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Net Assets:			
Unrestricted	5,299,451		
Temporarily restricted-			
Political Donation Fund	6,966	5,306,417	

Total Liabilities and Net Assets	5,816,539		
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The accompanying notes are an integral part of this finan-
cial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL NO. 1245 STATEMENT OF CASH
RECEIPTS AND DISBURSEMENTS POLITICAL DONATION
FUND TEMPORARILY RESTRICTED For the Year Ended
December 31, 2006

Cash balance, December 31, 2005	45,186		
Receipts:			
Portion of Local Union dues directly deposited to this fund	90,080		

Donation refunded - Mike Nevin for Senate			
Void old outstanding checks			
Total receipts and balance	140,143		

Disbursements:			
Douglas County Democratic Central Committee	160		
Bonnie Parnell Campaign	2,000		
NV State AFL-CIO Friends of working families	875		
The Committee to re-elect Barbara Buckley	3,000		
Central Labor Council of Alameda	1,750		
Kilpatrick, Johnson Alden - Nevada			
Legislature Lobbying	813		
San Francisco Labor Council	1,750		
Merced Mariposa CLC	625		
Santa Clara Democratic Party	400		
Debbie Smith Campaign	2,000		
Capital Web Works - filing fees	454		
Dina Titus for Governor	9,000		
Committee to re-elect Pete Sferroza	250		
Pam Torliatte for Assembly	2,000		
Santa Clara & San Benito Counties			
Building Construction Trades Council	300		
Fiona Ma Democrat for Assembly	1,000		
Mike Nevin State Senator	5,000		
Leland Yee for State Senate	2,000		
Angelides 2006	10,000		
Mickey Harrington for Assembly	4,000		
San Mateo CLC	750		
California Labor Federation	5,000		
Larry Carr for SMUD Board	5,250		
California State Association of Electrical Workers	64,800		
Sheila Leslie Campaign	1,000		
Joetta Brown for Assembly	1,000		
Anderson for Assembly	1,000		
Mike Sprinkle for Assembly	1,000		
Friends of John Emerson	1,000		
Chandra Cook for State Senate	1,000		
Marshall for Nevada	1,000		
Monterey Bay CLC - Cope Committee	500		
United Democratic Campaign of Alameda	1,000		
Cope of the North Bay	750		
Committee to re-elect John Mathena	250		
Committee to elect Mary Stegall	250		
Patrick H. Jones Campaign Fund	250		

Cash balance, December 31, 2006	74,800		
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Bank of the West checking account	65,343		
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The accompanying notes are an integral part of this financial
statement.

EXHIBIT C. INTERNATIONAL BROTHERHOOD OF ELEC-
TRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH
RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET
ASSETS For the Year Ended December 31, 2006

Cash balance, beginning December 31, 2005	5,231,489		
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Receipts:			
Local Union portion of receipts:			
“A” members’ dues	185,967		
“BA” members’ dues	8,846,370		
Initiation fees	33,361		
Reinstatement fees	868		

Agency fees	71,134		
Working dues	1,219,501		
Hiring hall dues	528,229		
Retiree's club dues	22,507	10,907,937	

Reimbursements to General Fund:			
Interest and investment income	579,461		

Refunds and reimbursements:			
Union Shopper	9,012		
Other receipts	53,990		

Energy Workers Inc. improvement loan payments:			
Principal	77,515		
Interest	53,722		
Automobiles sales	3,400	777,100	

International portion of receipts:			
“A” members’ per capita	325,397		
“BA” members’ per capita	1,953,691		
Initiation fees	28,202		
D.B.A.F fees	296		
Reinstatement fees	4,387		
Agency fees	15,010	2,326,983	

Total receipts	14,012,020		
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Total balance and receipts	19,243,509		
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Disbursements, per Page 15 of Schedule of Disbursements	14,881,510		
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Cash balance, December 31, 2006, Details in Statement of Financial Position arising from cash transactions	4,361,999		
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The accompanying notes are an integral part of this finan-
cial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL NO. 1245 STATEMENT OF CASH DIS-
BURSEMENTS UNRESTRICTED NET ASSETS For the Year
Ended December 31, 2006

Affiliation fees:			
International Brotherhood of			
Electrical Workers	2,351,588		
Santa Clara C.L.C.	8,580		
Alameda C.L.C.	11,520		
Nevada State AFL-CIO	4,200		
Nevada State Electrical Association	840		
Sacramento C.L.C.	7,200		
San Francisco C.L.C	12,930		
State Association of Electrical Workers	41,000		
Contra Costa C.L.C.	9,900		
California Federation of Labor	92,496		
Marin County C.L.C.	4,776		
San Joaquin and Calaveras C.L.C.	2,525		
Butte-Glenn C.L.C.	1,500		
Napa-Solano C.L.C.	1,926		
Fresno-Madera C.L.C.	4,200		
Merced-Mariposa C.L.C.	1,350		
Stanislaus-Tuolumne C.L.C.	1,116		
Marysville C.L.C.	1,200		

Humboldt-Del Norte C.L.C.	603
Five Counties C.L.C.	852
Monterey County C.L.C.	3,630
Government Coordinating Council	600
San Mateo C.L.C.	3,600
Idaho State AFL-CIO	202
Joint Executive Conference-N.C.	
Electrical Workers	100
Tri Counties C.L.C.	1,920
Maritime Trades Post Council	600
C.U.E.	24,786
Northern Nevada C.L.C.	1,650
Congress of California Seniors	125
Forum - Alameda Retired Members	60
TCC-6	383
C.U.R.E.	410,000
	3,007,958

Staff expenses:

Salaries	4,892,987
Expenses	327,591
Automobile expenses	110,362
Fitness plan	445
Automobile purchases	120,721
	5,452,106

Research and Education:

Subscriptions and publications	32,814
Scholarship fund	2,500
	35,314

Office salaries:

Administration office salaries	500,254
Bargaining unit salaries	556,101
	1,056,355

Office expenses:

Rent	210,000
Telephone	98,006
Postage mail service and meter expense	57,138
Print room/printing	34,866
Supplies	14,743
Equipment maintenance	19,931
Data processing	11,649
Equipment rental	16,361
Utility reporter	101,235
Miscellaneous	24,992
Bank charges	1,471
Furniture and equipment purchases	139,826
Storage	2,932
	733,150

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	31,760	28,465	60,225
Executive Board Trial Board		489	489
Advisory Council	28,628	61,935	90,563
Trustee Committee	7,187	8,069	15,256
Review Committee	4,807	1,524	6,331
Safety Committee	17,572	7,073	24,645
Shop Steward expenses	3,637	19,014	22,651
Other conferences	29,122	82,406	111,528
Labor Management	17,176	7,749	24,925
Organizing	1,460	6,169	7,629
Grievance/FF/LIC		7,817	7,817
	141,349	230,710	372,059

Various Other Committees:

Sierra Pacific Power	195,814	38,513	234,327
Outside Line	3,884	6,137	10,021
Davey Tree	3,880	2,008	5,888
Retirees		1,280	1,280
Central Labor		301	301
Family Trees		241	241
SMUD		13,083	13,083
Apprenticeship committee		34	34
Joint Grievance		75	75
Regional Transit		56	56
No. Calif. Port Authority	1,355	456	1,811
Arbor Tree		40	40
Frontier committee	1,083	177	1,260
WAPA		275	275
I/O Convention	9,394	28,790	38,184
Joint Apprenticeship		467	467
PUC		178	178
Training Staff		1,035	1,035
Training Membership		1,367	1,367

Utility Reporter

SF Muni		123	123
Merced ID		243	243
Osmose		90	90
USBR	7,636	2,956	10,592
City of Shasta		11	11
Wood Group		450	450
Mirant Power Plant		224	224
MT. Wheeler	4,443	527	4,970
Truckee Meadows		622	622
City of Ukiah		147	147
Asplund	322	388	710
City of Santa Clara	401	527	928
Modesto I.D.		1,478	1,478
Truckee Donner	1,867	4,791	6,658
Lassen MUD		558	558
City of Berkely		914	914
City of Redding		146	146
EPA PROVCO		325	325
City of Alameda	601	84	685
City of Willets		34	34
Training - contract costing		1,269	1,269
Trans Canada	10,099	6,266	16,365
City of Yerington		113	113
City of Fenley		99	99
City of Healdsburg	<u>941</u>	<u>67</u>	<u>1,008</u>
	<u>18,674</u>	<u>19,040</u>	<u>37,714</u>

PG&E Negotiation Committees:

Departmental:			
Arbitration	5,975	41,699	47,674
Negotiations	46,485	1,979	48,464
Clerical	999	595	1,594
Gas Servicemen		17	17
Hiring Hall		49	49
CGT	1,822	1,122	2,944
Exhibit XVI	8,714	4,030	12,744
Benefits		3,492	3,492
Rubber glove		742	742
Meter readers	14,480	25	14,505
Lines of progression		151	151
Gas T&D		157	157
Ad Hoc	24,634	25	24,659
Helicopter	701	760	1,461
CIP committee		173	173
Switching		718	718
GCA		118	118
Diablo Canyon		78	78
Transformation	816	5,677	6,493
Premium Standards		1,134	1,134
System Operator	6,586	653	7,239
Gas Stub Committee		2,206	2,206
	49,423	13,903	63,326

Membership expenses:

Supplies - Intl.	2,122
Supplies - Local	12,696
Membership fees	12,135
Flowers/donations	126
Union Shopper	10,965
Golf tournament	(3,204)
	34,840

Membership benefits:

Fair give away	250
Group life insurance	88,700
Unit drawing award	500
Individual drawing award	600
Service award dinners	52,578
Social fund	11,616
	154,244

Payroll taxes:

Employee portion:	
U.S. income tax withheld	(842,146)
FICA withheld	(394,800)
California income tax withheld	(279,316)
SDI withheld	(33,868)
U.S. income tax forward	842,146
FICA forward	394,800
California income tax forward	279,316
SDI forward	33,868
Local Union's portion:	
FICA	395,090
California Unemployment	19,367
U.S.Unemployment	3,868
	418,325

Employee benefits:

Health and Welfare plans	1,467,190
Group life insurance	106,120
Pension plan	904,753
Other costs, pension plans	26,309
	2,504,372

Other disbursements:

Legal fees	201,387
Hall rentals	82,187
Workmen's compensation insurance	140,927
Refunds	4,619
PRD fees	3,488
Payroll Deduction	(2,448)
Miscellaneous taxes	283
Insurance - auto	44,494
Insurance - bond - pension plans	14,784
Insurance - Travel	1,000
Insurance - professional liability	18,144
Audit fees	37,000
Charitable donations	6,100
Miscellaneous fees	75
Consulting fees	25,250
	577,290

Total Disbursements	14,447,053
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High Court slaps women

Turned down flat by the highest court in the country, Lilly Ledbetter brought her case to Congress June 12, arguing lawmakers must solve the problem the justices created when they tossed out her pay discrimination claim, and with it the right of millions of other women workers to seek redress.

Ledbetter, a soft-spoken former supervisor at Goodyear Tire's Gadsden, Ala., plant, got a sympathetic hearing from the majority Democrats on the House Education and Labor Committee. She got no questions from the Republicans—who urged Congress to go slow on the issue.

The hearing came two weeks after the US Supreme Court, by a 5-4 vote, ruled the only time a worker can sue for pay discrimination is within 180, or 300, days-depending on the state-from when the discrimination starts.

That meant if she does not find out about the discrimination until years afterwards, or the discrimination worsens paycheck by paycheck, she's out of luck. The justices not only said Ledbetter couldn't sue, they threw out the back pay Alabama jurors gave her.

Over her 19-year career at Goodyear, the discrimination added up to more than \$300,000 in lost pay. The gap between her and the lowest-paid male supervisor, at the end, was 27 percent.

Goodyear discriminated against Ledbetter solely because, for most of her career, she was the lone female among the 80 area supervisors in the plant. She wound up getting so little her salary even violated Goodyear's own handbook guidelines for managers' minimums. Goodyear claimed at trial she was the worst supervisor, but had no proof.

Ledbetter told Press Associates that rank-and-file female tire workers did not suffer the same discrimination as the female supervisors because the rank and file workers are unionized and protected by their union contract.

Press Associates contributed this report.

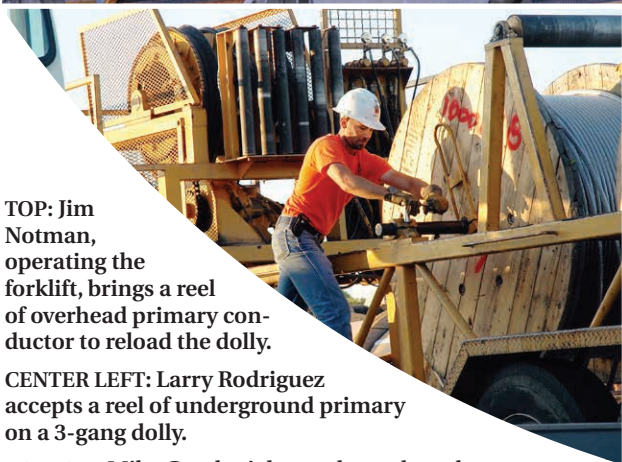
Material Support

Electric crews at SMUD would have a hard time putting in new services and repairing old ones if it weren't for the support they get from the Material Specialists. That support begins early in the morning. Material Specialists come in around 5:30 to begin loading materials that crews will need on the job. Poles, substation transformers, conductors on reels—you name it. Later in the day Material Specialists can be found driving all over the District, delivering additional materials wherever there's a need.

Special thanks to Don Kreuter for arranging the Utility Reporter site visits at SMUD.



Mike Condo, Bill Allen and Jim Notman prepare to put three reels on the overhead wire tensioner.



TOP: Jim Notman, operating the forklift, brings a reel of overhead primary conductor to reload the dolly.

CENTER LEFT: Larry Rodriguez accepts a reel of underground primary on a 3-gang dolly.

BOTTOM: Mike Condo tightens down the axles on the wire tensioner.



CENTER: On the job at SMUD, from left, are Bill Allen, Material Specialist III; Jim Notman, Material Specialist IV; Mike Condo, Material Specialist I; and Ted Jones, Material Specialist III.

BOTTOM: Certified Crane Operator Ted Jones positions the reel to install on the tensioner.