Contract ratified at Citizens Utilities

The second time around a contract offer was accepted by IBEW Local 1245 members at Citizens Utilities Company. More than three fourths of those eligible to vote cast ballots, 230 members, 184 voted to accept the offer, 76 votes rejected.

The votes were counted on December 1 at the IBEW office in Walnut Creek by vote tellers Monte Nelson and Bill Cowden. An earlier contract offer had been rejected because of members’ concern about pension improvements, the Cost of Living Adjustment clause and health care cost containment language. The company has now agreed to join in a labor-management interim pension committee to evaluate and review the current pension plan and make suggestions for improvements when this contract comes up for renewal.

The Company also conducted work-time presentations to explain the health care cost containment language.

Serving on the IBEW Local 1245 negotiating committee at Citizens were: John Chelonis, Duane Gress, Wally Dutton, Michael Gragg, Christine Oakley, Janet Pulcifer, Vivian Simmons, Jack Osburn, and Orv Owen.

Mediator called in to settle Sonic bargaining

Pressure to negotiate a new collective bargaining agreement at Sonic Cable TV continued this month when IBEW Local 1245 asked a Federal mediator to intervene in the stalled negotiations.

Bargaining ended at Sonic last October, when the Company’s attorney announced that negotiations had reached an impasse. An attempt by the Company to claim that the contract was no longer in effect was thwarted by the Union. The old contract remains in effect for one more year.

The Company then insisted that the IBEW Bargaining Committee put the Company’s final offer to the membership for a vote. They did and the offer was defeated 27-0.

The Company’s attempts to redefine overtime and regular hours of work led to the membership’s rejection of the offer. The offer also included a first year wage freeze and the elimination of overtime pay for the sixth and seventh days of work.

IBEW Local 1245 has represented Sonic employees for twelve years.

Season’s Greetings IBEW Local 1245
Air Controllers Union off the ground

Five years after a controversial strike led to the dismissal of 11,500 air traffic controllers, a new union held its founding convention recently and announced plans to organize current controllers. The National Air Traffic Controllers Association (NATCA) met in Chicago "pledging to improve working conditions for federal workers who monitor the nation's air lanes and to achieve long-overdue improvements in air traffic safety," according to the AFL-CIO News. NATCA is an affiliate of the AFL-CIO's Marine Engineers Beneficial Association.

NATCA will request that the Federal Labor Relations Authority conduct a representation election among the 14,262 controllers. At the convention of 200 delegates, John Thornton, NATCA national coordinator, announced that the Association had 4,200 signatures on a representation petition. This number is just shy of the thirty percent required by law for an election.

In his remarks to the meeting, Thornton said that NATCA "is determined to work with the FAA (Federal Aviation Administration) and Congress to promote the safety of the American flying public and the welfare of the nation's air traffic controllers."

Former PATCO president John Leyden, who currently heads the AFL-CIO's Public Employees Department, also spoke to the convention. The easiest way to ease the staffing crunch among controllers would be to rehire a substantial number of the controllers President Reagan fired after the PATCO strike, he said.

That strike is seen by many as a turning point in labor-management relations. In firing the controllers while on strike, the White House sent a signal to all employers in the private and public sectors that aggressive actions against unions would be welcome during his Administration.

This signal has been backed up since then with the hardening of anti-union positions on the National Labor Relations Board, the willingness of employers to hire permanent replacements during strikes.

At the same time, the loss of the skilled controllers all at once led to an increase in flight delays and a decrease in air traffic safety. "The PATCO strike became the key incident which conditioned labor relations for the next five years," labor historian Michael Hirsch writes. "Employers who sought concessions now went after them with a vengeance. Even in industries where profits were high, the issue for labor became not whether to take concessions, but which ones. PATCO became a symbol for union busting and resistance to union busting."

Now the controllers are back on their feet again. The convention approved a constitution, elected an executive board and an interim national coordinator, and set plans for the representation election to regain collective bargaining rights.
Accomplishments in 1986, Challenges in 1987

1986 is fast becoming history, yet it was a very significant year. Local 1245 conducted its own internal election and elected officers, advisory council members, and unit officers for a new three-year term. In addition, fifteen International Convention delegates were elected to attend the 33rd IBEW convention held in September at Toronto, Canada.

In California and Nevada, general elections were held for congressional, state, and local offices. With the exception of the U.S. Senate majority swinging back to the Democrats and the rejection of three California Supreme Court Justices, the political arena didn't change much.

Collective bargaining continued throughout the year with some tough, wide-open negotiations at Sierra Pacific Power Company and Citizens Utilities Company. We are now actively involved in bargaining with a number of employers with anniversary dates at the year's end. 1986 saw for the first time the use of the bare-hand technique on high voltage transmission lines in California and exposed just how weak Cal/OSHA really is. On the other hand, we were successful in getting a bill passed in the California legislature which provides a measure of protection from the hazards of portable generator backfeed. This effort came about as a result of a fatality involving a portable generator. On the national level, legislation was passed which provides current owners of hydro plants the first right of license renewal. This bill was heavily sponsored by PG&E and other utilities, and with widespread support of organized labor was passed and signed into law. This law provides protection for Local 1245 members as well as utility customers.

In 1986 we again were very active at the California Public Utilities Commission defending our members' wage rates and benefits in PG&E's general rate case. With the assistance of the Coalition of California Utility Workers we mounted a vigorous defense against the Public Staff Division of the PUC, and a decision is forthcoming in December.

This year we updated the Union's Retirement Planning Guide and in the fall conducted retirement planning seminars for all members and their spouses at various locations throughout our service territory. These seminars provided information on financial and tax planning. The seminars were highly successful as large numbers of our members attended and complimented the sessions.

As the 1986 good and not so good becomes history, we are looking at a number of new and great challenges in 1987.

Two of our largest investor-owned utilities will be open for general negotiations in 1987 — Sierra Pacific Power Company in the first half of the year and Pacific Gas and Electric Company in the second half. Both of these companies are going through drastic changes to deal with the ever-changing issues in the utility industry. This will create new challenges to solve some very difficult issues at the bargaining table. Local 1245 has enjoyed a long and excellent relationship with both Sierra Pacific and PG&E, and history shows that difficult issues and problems were amicably resolved in the past. I am confident the issues in the future can also be amicably resolved.

On behalf of the Officers and the Staff of Local 1245, I wish all of our members a happy Holiday season and prosperous New Year.

In Unity,

[Signature]
Don’t gamble with safety
By Ron Fitzsimmons

In response to a request by Local 1245, PG&E agreed last month to issue guidelines which they say will curb any improper use of the Company’s Safety contests. The Union raised its concerns at a November 19 meeting of the Joint Health and Safety Committee.

The Union pointed out that the use of Bingo and other safety awards discouraged employees from filing the pink slips which document legitimate workplace injuries. The Union noted that in several instances workers had been pressured by management and some co-workers to not file records of on-the-job injuries so that work crews would win prizes.

The prizes offered in return for the sacrifice of the Company’s longstanding commitment to “Safety First” included a free coffee mug, a free turkey or a free dinner for two.

At first the Company contested the Union’s claim that the contest was putting safety second to the giveaway prizes, but after an investigation conducted that very day, they admitted to the Union that the filing of pink slips was being discouraged in at least one headquarters.

The Union once again stressed the importance of such records to both accurate workplace recordkeeping and possible Workers’ Compensation claims. The Company agreed and will now put its guidelines in writing for consideration by the Union.

Workers’ right to know improved by OSHA, but not enough

Final rules issued by the Occupational Safety and Health Administration governing access to trade secrets were issued recently, but they quickly came under fire from the AFL-CIO.

The new rules narrow the definition of a trade secret and expand the right of a worker or union to know about the contents of materials used in a workplace. The “right to know” issue has been fiercely contested by labor and management for many years. Employers argue that they cannot reveal the ingredients used in their products or manufacturing process because they fear giving away valuable information to competitors.

But union health and safety advocates point out that safety must come first and full disclosure of the materials to which workers are exposed on the job is critical to the success of a safety program.

To guide labor and management in defining a trade secret, OSHA issued an appendix to its rule which lists six factors that are “well-accepted” under common law in determining the legitimacy of a trade secret. These include: (1) the extent to which the information is known outside of the business, (2) the extent to which it is known by employees and others involved in the business, (3) the extent of the measures taken to guard the secrecy of the data, (4) the value of the information, (5) the amount of effort and money expended in developing the information, and (6) the ease with which the data properly can be acquired or duplicated by others.

The rules also provide wider access to trade secret information. Employers must now make such information available in non-emergency situations to workers, their representatives, occupational health nurses, and health professionals as long as certain confidentiality requirements are met. Originally, only health professionals had access to trade secrets.

Despite the apparent added protection, AFL-CIO representatives were disappointed with the new ruling. The final rule “is not really going to change things very much,” Margaret Seminars, associate director of the Federation’s health and safety department said.

“We have yet to see what OSHA will do to enforce illegal claims of trade secrets” as a device for refusing to disclose toxic dangers, she said. Many employers still issue Material Safety Data Sheets which are censored under the allegation that to tell workers about the chemicals they work with would reveal a trade secret.

OSHA expands warning tag requirements

New rules issued by the Occupational Safety and Health Administration will require visible tagging of defective equipment and maintenance-related hazards until the hazard is corrected or permanent protection is provided.

The rules, which went into effect on November 3, 1986, require the following:

1) Tags are required when there is no other effective warning measure, such as a barrier, sign, or guard, and when explicitly required by an existing OSHA standard. For example, tags should be used to warn employees that equipment is malfunctioning, or to warn them against turning on a machine or electrical circuit that another employee is working on.

2) Tags should contain a “signal word,” such as "danger," to indicate an immediate hazard, or "caution," to indicate a potential hazard or unsafe practice. Tags must be fastened as close as safely possible to the hazard and be readable from at least five feet away.

3) Tags should also include a message or pictographic symbol that identifies the specific nature of the hazard to employees.

4) In the case of biological hazards, tags must include the signal word “Biohazard” and the uniform symbol for biological hazards.

5) Employers must also instruct employees in the meaning of the warnings or symbols in use.
PG&E's appeal of a Cal/OSHA order that it provide employees with work gloves at company expense was heard on December 2 and 3 by Administrative Law Judge Robert W. Farnsworth.

The Company filed the appeal after receiving an order from Cal/OSHA that it provide long gauntlet-style leather gloves to all employees in climbing classifications and short canvas-backed gloves to employees in many physical classifications. The half million dollars includes only $180,000 for the gloves ordered by Cal/OSHA that it provide long gauntlet-style leather gloves to all employees in climbing classifications and short canvas-backed gloves to employees in many physical classifications. The shorter "work gloves" are also required for hand protection in many classifications such as Cable Splicer and Lineman, but are provided by the Company at only certain locations or for only some classifications.

Evidence presented at the hearing demonstrated the many hazards to hands that are posed by underground and overhead line work. Under careful questioning by Cal/OSHA attorney Suzanne Maria and IBEW Local 1245 attorney Ann Miley, the witnesses all provided an in-depth picture of the work performed by each classification and the physical and chemical dangers to which their hands might be exposed, including pole splinters, sharp metal edges, rope burns, hot machinery, pentachlorophenol and solvents.

Testifying on behalf of Cal/OSHA were IBEW Local 1245 members Danny Romero, Roger Stephenson, Cliff Hall, Art Farner, Len Watson, Dean Gurke, and Roger Wallis.

The Cal/OSHA order followed court action by Local 1245 against PG&E in 1980. The Union based its action on a California Supreme Court case, Bendix Forest Products, which held that the employer's duty to "furnish...safety equipment," found in Labor Code Section 6401, meant the Company was obligated to pay for all safety equipment. So far, Cal/OSHA has issued only an order for the Company to pay for work gloves. In defense of its appeal, the Company provided testimony from only one witness. The Company did not deny the health and safety concerns behind the Cal/OSHA order for gloves. Instead, they contended that the gloves were too expensive. They argued that they would cost a half million dollars for all named classifications and would require three months to purchase. They contended that such a burden was unreasonable.

The half million dollars includes only $180,000 for the gloves themselves and $320,000 for "administrative costs" alleged by Cal/OSHA for the gloves. Instead, they contended that the gloves were too expensive. They argued that they would cost a half million dollars for all named classifications and would require three months to purchase. They contended that such a burden was unreasonable.

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Over the past ten years major American industries have undergone dramatic changes as the Federal and state laws regulating their price structures and working conditions have been steadily eroded. Competitive pressures are taking hold of the economy in a manner not seen since the days of the robber barons at the turn of the century. This month's Utility Reporter will examine the new deregulation wave with special emphasis on unions' and workers' rights.

Who wins and who loses?

By Steve Diamond

There are two forces at work within American business and society. Free competition is thought by many to be the basis of our economy. But at work side by side with this competitive spirit—and often in conflict with it—is the spirit of cooperation. Cooperation is found in trade unions, the civil rights' and women's movements, and in the action of federal and state laws which regulate economic competition.

These regulatory laws are what makes any society work. From the color of traffic lights to the protective clothing required in chemical plants, one can see the positive effects of these laws. As Harvard Professor of Government Steven Kelman wrote for the AFL-CIO, regulation is essential "if we are to continue to be a decent people living in a decent society."

More and more in the past ten years, American business leaders have argued that they are unable to profit with the current restraints on competition. They have organized and succeeded in ending many of the legal protections once provided to both workers and consumers by such laws. Even at companies still protected by regulation, an effort is underway to impose the pressures of deregulation on the workforce. PG&E's efforts to institute a "market-driven" consciousness is one good example.

Price structures in airlines and trucking are no longer set by either the Civil Aeronautics Board or the Interstate Commerce Commission. The telecommunications industry, once dominated by American Telephone and Telegraph, with phone rates set by various state Public Utilities Commissions, has now been broken up. Rates are still regulated, but the pressure to subject them to the whims of the free market is growing.

A second type of regulation, not aimed at costs, but at the conditions under which businesses operate, is also under attack. These include the Environmental Protection Agency (EPA), the Occupational Safety and Health Administration (OSHA), the National Highway Safety Transportation Board, the Consumer Product Safety Commission and the Equal Employment Opportunities Commission (EEOC).

Unions are very familiar with the attacks on OSHA. Under the Reagan Administration, OSHA's budget has been slashed and its workforce cut by 25 percent. Only two new health standards have been issued which actually improve workplace conditions. Penalties charged against corporate violators of the laws "have fallen substantially," according to labor economist Sar Levitan, so that "the economic incentive for compliance in the absence of an inspection has declined to the point of being trivial." Levitan notes that OSHA officials are much less likely now to respond to worker complaints of unsafe conditions.

Business leaders float over the reduced pressure on worker safety, but in the long run the cost to them will hit home. The National Safety Council estimated that the price tag of work-related injuries in 1983 amounted to $33.4 billion! But business spent only $4.9 billion in that same year to make hundreds of millions overnight, while thousands of workers join unemployment lines.

The Role of Collective Bargaining

In the face of these new conditions and the "unrelenting pressure" PG&E says must be a part of the competitive era, it is through the collective bargaining process that the other force in American life, cooperation, can survive. Respect for and enforcement of the contract, as negotiated in good faith by both labor and management, is the only means ever devised to respond to the problems of both parties. It is the only way for the two forces to live in harmony.
The flight attendants strike at TWA

By Cindy Hounsell

Passage of the 1978 Airline Deregulation Bill put a noose around the necks of airline workers and their unions, and in the case of Trans World Airlines (TWA) may have led some workers to inadvertently help tighten the knot.

When TWA flight attendants (FAs) struck last spring, it was against a new chief executive that the union had initially supported in a corporate takeover. Five thousand FAs were left jobless after a ten-week strike, although they hope eventually to win their jobs back through litigation. Their predicament illustrates special hurdles faced by unions with a predominantly female membership and raises questions about alternative strategies in today's virulently anti-union climate.

DEREGULATION

With deregulation, new airlines such as People Express and New York Air cut into the profits of the big carriers by offering low fares and operating with cheap, nonunion personnel. The management theme for the 1980s became profitability to TWA, getting the pilots, represented by the Airline Pilots Association, to agree to new work rules and wage cuts of 35 percent (on an concessions. When TWA's Independent Federation of Flight Attendants (IFFA) for concessions of 22 percent in salaries and $62 million per year in other labor costs. When union-busting Texas Air, headed by Frank Alexander, Ed Asner, Patti Duke, and many others. The Coalition hopes to created the Coalition for Corporate Responsibility: Cesar Chavez, Jane Carlson, and Isaac Shapiro write that "budget cuts, tax administration and inadequate legislative oversight have reduced the federal role in the workplace with little regard for need or merit."

The authors analyze in detail several key areas: federal funding for employment and training assistance to the unemployed, unemployment insurance, the minimum wage, health and safety laws, equal employment opportunity, the NLRB, and pensions.

For example, "since 1981 federal agencies have downgraded the enforcement of equal employment opportunity policies affecting women and minorities," the authors note. The EEOC's budget has been cut 20% in real terms from 1980 to 1985.

PROTECTING AMERICAN WORKERS is published by the Bureau of National Affairs in Washington, D.C.
Advisory Council Assembly

The Fall session of the IBEW Local 1245 Advisory Council met at the Sheraton Hotel in Concord last month. Composed of elected delegates from the major employee subgroups within the Local, the Council heard reports from Local staff about ongoing activities. The members of the Council then presented their own reports about activities around the local. The exchange of information and ideas between staff, officers and the membership is considered vital by all to the continuing success of the Local.

A highlight of the two-day meeting was a presentation by Sylvia Segal, Executive Director of Towards Utility Rate Normalization (TURN). TURN is a public interest organization which advocates for utility consumers in front of the Public Utilities Commission. Her talk brought to the members of the Council the viewpoint of the wide constituency affected by the utility industry throughout California.

Skip Harris and Jimmy Russell are sworn in as new members of the Advisory Council by President Stiefer.

Ann Miley presents a report on Health and Safety to the Advisory Council.

Some of the IBEW sisters in attendance: from left to right, Kathy Tindall, Paula Ramsey, Pat Collins, Cherri Roberson and Barbara Symons.

Sylvia Segal of TURN answers questions raised by the Advisory Council after her presentation. To her left are Howard Stiefer, President of Local 1245, and Jack McNally, Local 1245 Business Manager.

Local Treasurer Ron Field and Executive Board Members Kathy Tindall and Barbara Symons at the recent Advisory Council session.

Dave Mason speaks his mind.

Larry Layton

David Pittman, Barry Humphrey, and Skip Harris
One year contract voted up at Telecommunications, Inc.

IBEW Local 1245 members at Telecommunications, Inc., formerly Group W-Reno, voted to accept a one year contract early this month. The vote total was 31 in favor, 3 against, and 1 abstention.

An earlier offer by the company was soundly defeated by the membership because of the company's refusal to provide dependent coverage in its health plan and refusal to contribute to a pension plan. That offer was voted down 30 to 1.

After that initial rejection, the Local 1245 bargaining team returned to negotiations with the company and was able to come up with the one year offer. It was accepted with the understanding that outstanding issues will be raised once again with the company when the contract expires.

The IBEW bargaining committee was made up of: Bill Wilkinson, Mike Cason, Nancy Brooks, Craig Miraglia, John Stralla and Orv Owen.

Improvements in National Electrical Benefit Fund announced

The National Employee Benefit Board has recommended and the parties to the Employees Benefit Agreement have approved an increase in base pension benefit payments from thirteen dollars a month to fourteen dollars a month for each year of service credits to those retiring under the NEBF plan on or after January 1, 1987. They have also approved a flat four percent across-the-board increase for those presently on the NEBF Pension rolls to become effective with the January 1987 benefit month.

Dues increase announced

By a decision of the International Convention at its recent meeting in Toronto, dues for all IBEW members will be increased by one dollar a month across the board. The increase goes into effect on January 1, 1987.

Shop Stewards training held in Fresno

More than two dozen shop stewards convened on November 15 at the Hacienda Resort and Convention Center in Fresno, for a day long training session. IBEW Local 1245 Business Representatives Ron Van Dyke, Dan Mitchell, and Frank Hutchins organized the session. Pete Guidry of the University of California spoke to the stewards on grievance handling.

January – June 1987

IBEW LOCAL 1245 UNIT MEETINGS

San Joaquin

111 FRESNO
Old Fresno
Horitano
Chairman: J. Cannon
5:30 p.m.
1112 BAKERSFIELD
The Labor Hall
2001 W. Jeffrey
Chairman: J. Levesque
7:30 p.m.
1113 MADERA
Di Ciccio's
516 So. 1st
Chairman: J. Souza
7:30 p.m.
1114 WASCO
Bob's Place
221 "F" St.
Chairman: D. Wilson
5:00 p.m.
1115 CRANE VALLEY
Sierra Sky Ranch
Hwy 41, Oakhurst
Chairman: R. Newton
7:30 p.m.
1116 BALCH
Rec. Hall
Baich Camp
Chairman: A. Simms
5:30 p.m.
1120 SELMA
El Conquistador
Restaurant
T. Thomas
5:00 p.m.
1121 COALINGA
Dist. Library – N. 4th Street
J. Varner*
5:15 p.m.*
1122 MERCED IRIGATION DISTRICT
Pine Cone Coffee Shop
2006 E. Childs
Chairman: B. Coleman
7:30 p.m.
1123 MERCED
Pine Cone Coffee Shop
2006 E. Childs
D. Mayo
1124 LOS BANOS
Well Growers Inn
309 "H" St.
Tom Hunt
5:00 p.m.
1125 HELMS
Wishon Store
Wishon Village
R. Cheney*
5:30 p.m.
1127 TAFT
Papa's Pizza
538 Finley Dr.
D. Thomas
5:15 p.m.

Coast Valleys

1211 SALINAS
Amer. Legion Hall
14W Laurel Dr.
Chairman: K. Richards
5:00 p.m.
1212 MONTEREY
Two Guys From Italy
2030 Fremont St.
M. Anastasia
5:15 p.m.
1212 SANTA MARIA
Round Table Pizza*
1437 So Broadway
Chairman: C. Bartlett
5:00 p.m.
1217 PASO ROBLES
Wings Park
545 Spring St.
J. Johnson
5:00 p.m.
1218 MONTEREY PENINSULA TV
Two Guys From Italy
2030 Fremont St.
P. Gaudoin
7:30 p.m.
1219 HOLLISTER
Panels Rest.
421 East
J. Johnson
5:00 p.m.
1220 DIABLO CANYON
San Luis Bay Inn
Avila Beach
Chairman: W. Welfman
5:00 p.m.
1221 BUELLTON (Previously Solyang)
Valley Visitor
380 E. Hwy 246
S. Warden
5:00 p.m.
1222 MORRO BAY
Dorn's Original
Breakers' Cafe
E. Havemann*
4:45 p.m.

Pipe Line

1311 BARSTOW
Pipes Rec. Hall
Hinkley Comp. Station
Chairman: V. Cooke
5:00 p.m.
1312 TOPCOCK*
Recreation Room
Park Moabi
C. More
4:00 p.m.
1312 CP NATIONAL
Needles-Topock
Chairman: M. Walters*
5:00 p.m.

Santa Clara

1411 CITY OF SANTA CLARA
Round Table Pizza*
El Camino
Chairman: J. Parker
5:30 p.m.

San Jose

1501 SAN JOSE CLERICAL
TO BE ANNOUNCED*
B. Brill
6:00 p.m.

San Jose

1511 SAN JOSE, PHYSICAL
TO BE ANNOUNCED*
Chairman: R. Fitzpatrick
5:00 p.m.
1512 BELMONT
Round Table Pizza
1001 El Camino
Chairman: R. Field
5:15 p.m.
1512 SANTA CRUZ
Adolph's
525 Water Street
A. Garza
7:00 p.m.
1515 GILROY
Watsonville
Federal Savings
801 "F" Street
Chairman: H. Johnson
7:00 p.m.
1516 DAVEY TREE
Daly Camp
A. Simms
5:30 p.m.
1517 BALCON
Rec. Hall
Chairman: Monday
12 9 9 6 11 8
1518 SEASIDE
Mike's Place
221 "F" St.
Chairman: D. Wilson
5:00 p.m.
1519 COALINGA
Dist. Library
N. 4th Street
J. Varner*
13 10 10 7 12 9
1520 MERCED IRIGATION DISTRICT
Pine Cone Coffee Shop
2006 E. Childs
Chairman: B. Coleman
7:30 p.m.
1521 MERCED
Pine Cone Coffee Shop
2006 E. Childs
D. Mayo
1522 LOS BANOS
Well Growers Inn
309 "H" St.
Tom Hunt
5:00 p.m.
1523 HELMS
Wishon Store
Wishon Village
R. Cheney*
5:30 p.m.
1527 TAFT
Papa's Pizza
538 Finley Dr.
D. Thomas
5:15 p.m.

San Francisco

2411 SAN FRANCISCO CLERICAL
Sheraton Palace
255 Jules Ave.
Chairman: R. Woodford
7:30 p.m.
2412 SAN FRANCISCO
St. Edmund's Church
255 Jules Ave.
Chairman: R. Woodford
7:30 p.m.
2413 ANTIOCH
Moore Lodge
4th & H Streets
Chairman: A. Reed*
7:00 p.m.
2414 SAN FRANCISCO
Ed Stewart Post #603
3110 No. West Lane
Chairman: M. Rasmussen
7:30 p.m.
2415 JACKSON
Native Sons Hall
Court Street
Chairman: D. Schulze
7:30 p.m.
2416 TRACY
Pietra's Pizza
2227 Tracy Blvd.
Chairman: P. Renger
4:30 p.m.
2417 MODESTO
Sundial Lodge
808 McHenry, #138
Chairman: J. Loades
7:30 p.m.
2418 LODI
Carpenters Hall
Local 1418
15417 North Lower Sacramento Road
Chairman: W. Schmer, Sr.
7:30 p.m.
2419 SONORA
Elks Hall
Chairman: W. McCord
4:00 p.m.
2420 MODESTO IRIGATION DISTRICT
Sundial Lodge
808 McHenry, #138
Chairman: D. Pittman
7:30 p.m.
2421 SO. SAN JOAQUIN IRIGATION DISTRICT
Manteca Inn
150 Northwoods Ave.
Chairman: J. Viana
5:00 p.m.*

Pacific Gas Transmission

3023 WALLA WALLA
Jackson's Fountain
c/o Book Nook
Main Street
Chairman: C. Poschero
7:00 p.m.
3024 REDMOND
Pietro's Pizza
413 W. Gladier St.
Chairman: T. Touchon
7:00 p.m.

Jan Feb Mar Apr May Jun
January – June 1987

IBEW LOCAL 1245 UNIT MEETINGS

Humboldt

3111 EUREKA
Labor Temple 9th & "E" Streets
Chairman: J. Russell
Tuesday 7:30 p.m.
13 10 10 14 12 9

Shasta

3512 REDDING
Hospitality House 532 N. Market
Chairman: J. Koppelt
Tuesday 7:30 p.m.
6 3 3 7 5 2

3513 BURNEY
Sam's Pizza
Chairman: R. Trunnel
Thursday 5:30 p.m.
6* 5 5 9 7 4

3514 RED BLUFF
Pappa Joe's Pizza
Chairman: H. Ines
Thursday 5:30 p.m.
15 12 12 14 16 11

3516 TRINITY
New York Hotel
Chairman: A. Wells
Tuesday 7:30 p.m.
13 10 10 14 12 9

Nevada

3511 RENO
IBEW Hall 2713 E. 4th St.
Chairman: D. Moler
Wednesday 7:30 p.m.
7 4 4 1 6 3

3512 CARSON CITY
Carson Fire Station
Chairman: H. Landis
Monday 6:00 p.m.
12 9 9 13 11 8

3513 YERRINGTON* Fire Station
Chairman: Ballen
Tuesday
6 3 3 7 5 2

3514 SOUTH LAKE TAHOE
Moose Lodge
Chairman: S. Poore
Thursday 6:30 p.m.
8* 5 5 2 7 4

3515 ELY
Mill Wheeler Fire Dept. Mfg. Hall
Chairman: D. Strausburg
Tuesday 4:15 p.m.
13 10 10 14 12 9

3516 RENO MANUFACTURING
Carper's Hall 1150 Terminal Way
Chairman: J. Davis
Thursday 4:45 p.m.
NA 5 5 2 7 4

3517 WINNEMUCCA Library
Chairman: R. Osborn
Tuesday 7:00 p.m.
13 10 10 14 12 9

3518 ELKO
Stockmen's Hotel Elko
Chairman: C. Roberson
Wednesday* 7:30 p.m.
14 11 11 15 13 10

DeSoto

3411 CHICO
Pizone's Pizza
Chairman: R. Callender
Wednesday 7:30 p.m.
14 11 11 15 13 10

3412 QUINCY
Moore Restaurant
Lawrence Street Stone Building
Chairman: N. Adamson
Wednesday 7:00 p.m.
7 4 4 8 6 3

3417 PARADISE
Red Lion Pizza
6011 Skyway
Chairman: B. Lovett
Thursday 7:30 p.m.
8* 5 5 9 7 4

Drum

3511 AUBURN
Moose Lodge 1235 Bridge St.
Chairman: C.D. Felkins
Thursday 7:00 p.m.
13 10 10 14 12 9

3512 ROSEVILLE
Zephyr's 315 Washington
Chairman: D. Shell
Wednesday 5:00 p.m.
14 11 11 8 13 10

3513 GRASS VALLEY
Nevada County Sportsman Banner Mtn. Trail
Chairman: L. Richardson
Wednesday 7:00 p.m.
14 11 11 8 13 10

Cogntate

3611 MARYSVILLE
Petrecallo's 1235 Bridge St.
Chairman: J. Kuhn
Tuesday 6:00 p.m.
6 3 3 7 5 2

3613 OROVILLE
Eagles Hall
Chairman: A. Knudsen
Thursday 6:00 p.m.
8* 5 5 2 7 4

North Bay

3711 MARIN COUNTY
Sams, 209 Third
San Rafael
Chairman: J. Findley
Thursday 5:30 p.m.
8* 12 12 9 14 11

3712 SANTA ROSA
Round Table Pizza 421 Stony Point
Chairman: B. Giannecchini
Tuesday 8:00 p.m.
6 3 3 7 5 2

3713 GEYSERS
Steele Res. Cobb
Chairman: R. Runnings
Wednesday 6:00 p.m.
14 11 11 8 13 10

3714 UKIAH
La Ann Motel 1340 No. State
Chairman: K. Wilson
Thursday 7:30 p.m.
7 4 4 8 6 3

3715 LAKEPORT
West America Bank Main St.
Chairman: W. Dawson
Tuesday 6:00 p.m.
6 3 3 7 5 2

North Bay

3716 NAPA VALLEJO
House of Pizza* 3065 Jefferson
Chairman: T. Jacobson
Thursday 7:00 p.m.
7* 5 5 2 7 4

3717 FORT BRAGG/PT. ARENA
Masonic Temple 428 No. Main Ft. Bragg
Chairman: D. McDonnell
Tuesday 6:00 p.m.
6* 5 5 2 7 4

Sacramento

3511 SACRAMENTO REGIONAL TRANSIT
Union Hall 1414-21st St.
Chairman: L. Gill
Thursday 4:45 p.m.
8* 5 5 2 7 4

3512 SACRAMENTO
Fesor Odd Fellow 8021 Florin Avenue
Chairman: D. Norris
Wednesday 6:00 p.m.
21 18 15 20 17

3513 VACAVILLE
Brigadoon Lodge 1571 E. Monte Vista
Chairman: J. Runswick
Thursday 7:00 p.m.
8 12 12 9 14 11

3514 PLACERVILLE
The Hoozegow 2864 Ray Lawyer
Chairman: G. Park
Wednesday 5:00 p.m.
15 11 11 8 13 10

3515 RIOVISTA
Striper Club Main Street
Chairman: R. Greenwood
Tuesday 5:30 p.m.
6 3 3 7 5 9

3516 SACRAMENTO MUNICIPAL UTILITY DISTRICT
Joese* 5451 Fair Oaks
Chairman: J. Callahan
Tuesday 4:30 p.m.
7 4 4 1 6 3

3512 FRESH POND(SMUD) Hoover Lodge
Hwy. 50-Forontage Road
Chairman: D. Reishus
Tuesday 6:00 p.m.
6 3 3 7 5 2

3513 RANCHO SECO(SMUD)
Community Center
Chairman: J. Payeno
Thursday 4:30 p.m.
13 10 10 14 12 9

3514 HIDDEN VALLEY (SMUD-GEO)
Starview Lodge* Cooking Mt.
Chairman: S. Ahen
Wednesday 6:00 p.m.
21 18 15 20 17

Citizens Utilities Company

4012 SOLANO VILLA
Roundtable Pizza 2855 Main
Chairman: P. Thomas
Wednesday 6:00 p.m.
7 4 4 8 6 3

4013 ALTURAS
King Wah Inn Hwy. 299 West
Chairman: J. Belle
Tuesday 5:30 p.m.
14 11 11 15 13 10

4014 ELK GROVE
Pizza Barn 8610 Elk Grove Blvd.
Chairman: J. Beck
Tuesday 5:30 p.m.
22 19 19 23 21 18

4015 BURNEY-C.U.C.C.
Sam's Pizza Hwy. 299E
Chairman: K. Fitzgerald
Thursday 5:30 p.m.
15 12 12 16 14 11

4016 REDDING-C.U.C.C.
Round Table Pizza 900 Dianna Drive
Chairman: J. Chelonis
Tuesday 5:30 p.m.*
20 17 17 21 19 16

Outside Line

4911 OUTSIDE LINE CONSTRUCTION-SACRAMENTO
Brigadoon Lodge Chairman: 
Saturday 1571 E. Monte Vista
Chairman: B. Branson
Tuesday 10:00 a.m.
10 14 11 9 13

4912 OUTSIDE LINE CONSTRUCTION-CLAREMONT
170 W. San Jose
Chairman: T. Dudley
Wednesday 8:00 p.m.
14 11 11 8 13 10

*Indicates change
**To be announced

PLAN
TO
ATTEND
January thru
June 1987

Jan Feb Mar Apr May Jun

Jan Feb Mar Apr May Jun

Jan Feb Mar Apr May Jun
More than 1,000 delegates to the Coalition of Labor Union Women gathered in St. Louis last month to discuss issues of concern to trade union women. The theme for the fourth biennial CLUW assembly was "Challenged By Our Past...Forging Change For Our Future." The delegates came from across the country, as far away as Alaska, and from every occupation represented by the American labor movement — the assembly line to the office, from garment shops and coal mines.

The International Brotherhood of Electrical Workers was also well represented at the session by eight members of our union. Pictured here included: (Bottom row, from left to right) Thelma Boyd, Shop Steward, Local 1288, Memphis, Tennessee; Charity Puhl, President and Business Manager, Local 2373, Oshkosh, Wisconsin; Annemarie Galasso, Business Representative, Local 18, Los Angeles, California; Royetta Sanford, Business Representative, Local 18; Kathy Tindall, Executive Board, Local 1245, Walnut Creek, California; Diana Kamen, President and Business Manager, Local 1968, Spring Valley, New York; and Dorothy Portier, Business Representative, Local 1245.

CLUW President Joyce Miller in her report to the convention. She noted that "women work for the same reasons men do — we need the money." What is not needed, she said, is the "tension, stress and guilt" that working women feel from trying to balance too many responsibilities and too few options.

CLUW convention looks to the future for working women

CLUW President Joyce Miller joins members of the IBEW delegation.

CLUUW will not be satisfied until it achieves the improvements necessary to make this work tolerable and possible: child care, care of elderly parents, and adequate health care.

Another key priority for labor union women, she said, is the establishment of pay equity. Women continue to be trapped in low-status, lower-wage jobs, Miller said. "A union contract is the only sure way" for working women to achieve work for the same reasons men do — we need the money."

"Women who are covered by union contracts fare far better than non-union women workers. The pay envelopes of unionized women contain one-third more than those of their unorganized sisters."

The IBEW delegates were pleased to be able to work together with their sisters and brothers on these important issues. They look forward to building successful CLUW chapters across the country by recruiting fellow members of the IBEW. Contact your local union for more information. If you do not have a CLUW activist in your area, you can contact CLUW at its national office: Coalition of Labor Union Women, 15 Union Square, New York, NY 10003.

"Women feel from trying to balance too many responsibilities and too few options."

Whether to work or not," she said. CLUW will not be satisfied until it achieves the improvements necessary to make this work tolerable and possible: child care, care of elderly parents, and adequate health care.

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Kaiser...

From PAGE ONE

contract calls for a 15 percent wage cut for newly hired employees in Santa Rosa, Vallejo, Napa, Fairfield, Sacramento, South Sacramento, Roseville and Stockton.

Management originally proposed that new hires living outside of the Bay Area would be paid 30 percent less than workers doing the same jobs in the immediate Bay Area. Workers rejected that contract offer in two earlier votes.

Union gains

In return for the wage cut, the unions won management agreement to hold joint labor-management discussions of the quality of patient care at the hospitals, greater protections against the subcontracting of bargaining unit work and a retraining program for workers who are displaced by technological change.

Hospital management also agreed to delete contract language which would have prevented the union from taking disciplinary action against strikebreakers.

"No one's happy about having to take two-tier at all," Maureen Anderson, representative of SEIU Local 250 said. "I think everyone felt we would have gotten even more by staying out a few more weeks, but they didn't think it was the correct decision for the organization.

Two-tier's hidden costs

The two-tier wage structure has come under fire from several sources over the past few years.

"This introduction of a geographic wage cut is another wrinkle in the constant attempt of business to divide its workers and weaken their unions," Jack McNally, IBEW Local 1245 Business Manager said.

"Two-tier arrangements are now being modified because along with cost savings have often come unexpected costs," Joel Popkin, a labor economist said. "The fundamental principle of equal pay for equal work is overturned. Morale goes down and turnover and training costs go up."

In reviewing the course of the strike, one union official told the Utility Reporter that the lengthy preparations made by the unions were a key to their ability to hold out during the seven week walkout. The unions began a public campaign about the quality of patient care almost six months prior to the strike. The campaign included outreach to the public and other unions. Backing up the campaign were internal discussions and training of union representatives.

Economic freedom.

An important step towards these goals will be taken at CLUW's conference on organizing the unorganized which the Convention agreed to sponsor next year.

The Convention was addressed by several guest speakers, including leaders of the Communications Workers of America, the Service Employees International Union, and the United Auto Workers. AFL-CIO Secretary-Treasurer Tom Donahue pointed to the advantages of a union contract for working women.

"We must get the word out that a woman's place is in her union," he said. "Women who are covered by union contracts fare far better than non-union women workers. The pay envelopes of unionized women contain one-third more than those of their unorganized sisters."

The IBEW delegates were pleased to be able to work together with their sisters and brothers on these important issues. They look forward to building successful CLUW chapters across the country by recruiting fellow members of the IBEW. Contact your local union for more information. If you do not have a CLUW activist in your area, you can contact CLUW at its national office: Coalition of Labor Union Women, 15 Union Square, New York, NY 10003.

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