



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## \$150,000 AWARD IN ARB. 134

### Dispute settled, members to recover wages, mileage for rotations

By Carol Bedsole

In a long-standing dispute with PG&E over rotation of Overhead Electric T&D members between San Francisco's Martin and Shotwell Headquarters, Arbitrator John Kagel ruled on behalf of the Local in Arbitration No. 134, back in May 1986.

A subsequent ruling by Arbitrator Kagel on February 2, 1987, remedies the dispute, and will mean a distribution of more than \$150,000 among some 25 individuals who will recover wages for time travelled from home to headquarters, plus mileage for personal vehicle use, Assistant Business

See PAGE ELEVEN

## LOCAL 1245, PG&E AGREEMENT

### Guarantees gained in job security, early retirement plans

By Steve Diamond

An agreement signed earlier this month by both IBEW Local 1245 Business Manager Jack McNally and PG&E Manager of Industrial Relations I.W. Bonbright implements job security guarantees and a voluntary retirement incentive program for selected groups of PG&E employees.

The agreement represents a breakthrough by Local 1245 after months of discussions with the Company about job security in the face of the Company's attempt to "downsize" its workforce. This agreement contains many of the provisions long sought by the Local.

#### Early Talks Broke Down

In the first few weeks of the year, discussions with the Company broke down completely. PG&E

insisted that the Union surrender the job bidding rights of remaining employees to allow a small portion of the workforce to take advantage of the early retirement program.

But early this month talks resumed and soon led to an agreement. As a result, the Union withdrew its plans to elect a member to the Company's Board of Directors.

#### VRI With No Strings Attached

The Company will offer to eligible bargaining unit employees in the Steam Generation Department (not including Humboldt Bay or Diablo Canyon Power Plants), Computer Operations Department, and Departments reporting to the Vice President and Comptroller its Voluntary Retirement Incentive (VRI). No strings are attached to this offer. The bidding system will

remain in place as currently described in the Physical and Clerical Contracts.

The VRI applies to employees who are at least 50 years of age (born on or before January 1, 1937) and have at least 15 years of service. The VRI adds five years of service to the eligible employees' service and further increases the employees' January 1, 1986 weekly wage by 5% for the purpose of determining their pension band. With these adjusted factors, the pension benefit is then computed, without penalty for age and service, after reduction for spousal options and withdrawal of employee's contribution, if any.

The Company also agreed not to layoff for lack of work during 1987 any Division employee in a bargain-

See PAGE ELEVEN

## S.F., D.C. DEMONSTRATIONS

### Jobs, Justice March scheduled April 25

A Western states Mobilization for Peace, Jobs and Justice gets underway in San Francisco on Saturday, April 25 beginning at 11 a.m. at Justin Herman Plaza. A parallel demonstration is set for the nation's capital that day.

In San Francisco, a parade down Market Street will begin at noon, followed by a rally at the Civic Center starting at 1 p.m.

The mobilization demonstration promises to be a repeat of the 1985, and 1986 rallies which brought tens of thousands to demonstrate over what is viewed as a moral and political crises in the United States.

The national coalition brings together representatives from the religious community, the labor movement, as well as community,

See PAGE ELEVEN

## Hearings set on Cal/OSHA programs

The Senate Industrial Relations Committee has scheduled a series of hearings to examine the implications of the Governor's proposal to turn over to the federal government responsibility for protecting the health and safety of California workers in the private sector.

Most hearings are designed to elicit information concerning parts of Cal-OSHA which appear to be significantly different than the federal program. One hearing has been scheduled to explore the en-

forceability of state health and safety standards and statutes if the Governor's proposal is implemented.

Any person who desires to testify at any of these scheduled hearings, or who wishes to provide written information or testimony on these or any other subjects related to the Governor's proposal, should contact Assistant Business Manager Ron Fitzsimmons, in Walnut Creek, who will help coordinate any Local 1245 presentations.

## Vietnam Wall comes to Reno



Photo by Mack Wilson

At a recent meeting in Reno, Unit 3316 Chair, Jan Davis, left, presented a \$500.00 donation from the Local Union to member Patty Gray, center, which she turned over to a Vietnam Memorial coordinator, right. Gray had earlier sought support for the Vietnam Wall Memorial. A replica of the Washington, D.C. Memorial Wall will be in Reno, March 21 to 29. The Wall will be set up in the Rose Garden at Idlewild Park, and be open 24-hours around the clock.

#### REMAINING HEARINGS OF THE SENATE INDUSTRIAL RELATIONS COMMITTEE ON THE IMPACT OF ABANDONING Cal-OSHA

- (1) Cal-OSHA -vs- Federal OSHA; Protection From Carcinogens and Other Toxic Chemicals in the Workplace  
March 20, 1987 - 10:00 a.m.  
State Office Building, Auditorium  
100 Paseo de San Antonio, San Jose
- (2) Cal-OSHA -vs- Federal OSHA; Sanctions For Exposing Employees to Hazards in the Workplace  
March 27, 1987 - 10:00 a.m.  
State Office Building, Room 1138  
107 South Broadway, Los Angeles
- (3) Cal-OSHA -vs- Federal OSHA; Establishing Occupational Health and Safety Standards and Granting Variances  
April 3, 1987 - 10:00 a.m.  
City Hall Council Chambers  
300 East Chapman Avenue, City of Orange

- (4) The Enforceability of State Occupational Health and Safety Statutes and Standards If Cal-OSHA is Abandoned  
April 9, 1987 - 2:00 p.m.  
State Capitol, Room 3191, Sacramento
- (5) Cal-OSHA -vs- Federal OSHA; The Admissibility of Standards and Citations in Third Party Personal Injury and Wrongful Death Actions  
April 24, 1987 - 10:00 a.m.  
State Capitol, Room 4203, Sacramento
- (6) Cal-OSHA -vs- Federal OSHA; The Appeals Process  
May 1, 1987 - 10:00 a.m.  
State Capitol, Room 4203, Sacramento





# OUTSIDE LINE

## Utility Reporter

MARCH 1987

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& Executive Editor  
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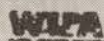
**Ron Field**

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## Non-union contractor picketed

Local 1245 members in Outside Line recently picketed work being performed by a non-union contractor at a Southern California site in Phelan.



Members walk ...



... and walk ...



... the picket line.



## Outside Line wage opener talks begin

By Darrel Mitchell

Negotiations on the economic items of the Outside Line Agreement started on February 25 between Local 1245 and Western Line Constructors in Claremont, California.

The Union initially was seeking increases in wages and pension, plus an uniform application to subsistence.

The contractors have been seeking a decrease in the wage schedule, reducing the number of holidays by one, reducing some show-up pay provisions. The contractors were also proposing changes to Article X of the Agreement which deals with penalty

provisions for being delinquent in the payment for various benefit funds.

The talks continued on February 26 with the issues being narrowed to discussion on wages and Article X, delinquencies. The contractors were still seeking a moderate wage cut on the basis of their belief such a move is necessary to keep the work with the utilities. Local 1245 has been arguing that circumstances warrant a wage increase rather than a cut.

Negotiations will continue on March 19 in Sacramento.

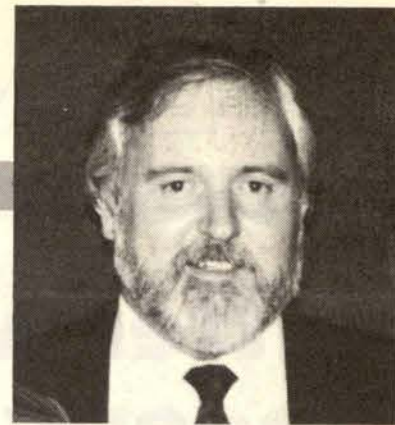
## BULLETIN

Outside Line Seventh Step Apprentice, Mike Pruitt, nephew of Lineman Harold Pruitt, survived an estimated 40-foot fall with only a fractured leg, on January 26. Reports indicate that more than luck was with him: he was wearing a hard hat, his fall was broken, and crew members applied immediate first aid prior to a helicopter evacuation to a medical center. Full details including a report from the Union's Safety Committee will be in the next issue of the Utility Reporter.



By Jack McNally

IBEW 1245 Business Manager



## Calendar

### MARCH

19 Trustees  
20 Safety Committee  
20-22 AFL-CIO Western Regional  
Conference: St. Francis  
Hotel, San Francisco.  
20-22 State Conference, A. Philip  
Randolph Institute: Oakland  
Hyatt Regency Hotel.  
23 Executive Board

### APRIL

2 Trustees  
16 Trustees

### APRIL

24 Executive Board  
24 Safety Committee  
30 Trustees

### MAY

2-3 Advisory Council  
7-10 A. Philip Randolph Institute  
National Conference:  
San Francisco Hilton Hotel.  
14 Trustees  
15 Safety Committee  
22 Executive Board  
28 Trustees

## APPOINTMENTS

### SYNTRONICS, INC.

Syntronics, Inc. Negotiating Committee  
Terry L. Woods  
Shirley A. Dippel

### OUTSIDE LINE

Outside Line Negotiating Committee  
Tube Dudley  
Robert Springer  
Michael Lynch  
Lon Peterson

### SPECIAL EVENTS

Annual Boy Scouts of America Eagle Scout Banquet  
Robert Stark  
Mobilization for Peace, Jobs and Justice  
Millie Phillips  
Dave Walters

## Legal Questions ?

Contact IBEW Local 1245's  
Legal Service Plan



In California  
(800) 652-1569

In Nevada  
(702) 358-1086

## Deregulations, 'downsizing' threaten economic security for today's workers

The 1980s will go down in history as a period in which for the first time a generation of Americans will probably not do as well as their parents.

In the last five years, over 13 million workers have lost their jobs as a result of plant closures and other layoffs.

In the last five years employment in construction and manufacturing has declined by more than one-half million jobs.

Since 1980 the trade deficit has dramatically increased. For manufactured goods alone, the United States has gone from a surplus of \$17 billion to a deficit of \$148 billion. The trade deficit is the dollar difference between goods we export and goods we import.

In the last six years 58 percent of newly created jobs paid less than \$7,000 a year, and 36 percent paid less than \$11,000 a year — the poverty line.

Since 1980, the unemployment rate has been running between 7 percent and 10 percent. This has provided a market very favorable to employers and, as a result, has encouraged and established a cheap nonunion workforce.

All of the above have contributed in one way or another to the latest scheme to attack the middle class of America. In the last two or three years, corporations across the United States are "restructuring", "reorganizing", "resizing", or "downsizing" their business in order to be more "productive", "efficient", or "competitive." What this really means is layoffs. The idea is to reduce the workforce to the extent that outside contractors are available to cover needs. The structure is then set to get the work done with cheap labor by replacing well-paid union jobs and good fringe benefits with contract, low-paid, nonunion jobs and no fringe benefits. This is a quick fix to improve business and increase profits.

This scheme can have serious consequences, however. If continued, it will reduce the size of the middle class in America; the rich will get richer, the ranks of the poor will grow dramatically.

This reorganizing scheme goes hand in hand with the deregulation of historically regulated industries, the nonenforcement of labor health and safety laws, and the blocking of any improvements in minimum wage and industrial disability programs.

This is the program of the Reagan Administration — to get government off the people's back, which really means abolish all regulation on business, and have readily available a cheap workforce.

The abuses and excesses of the corporate and industrial barons in the early part of this century brought about laws and regulations to protect our society. What is it that makes some think these abuses and excesses won't happen again?

In Unity,

*Jack McNally*



## Letter to Local 1245 from State Legislator

### Letter writing underway

Our members have been writing state legislators and the Governor to protest the elimination of Cal/OSHA by Governor Deukmejian. Local 1245 encourages members to keep the letters going, and also encourages circulation of petitions, which when signed and returned to the Local Union will be delivered to the Governor.

### Save Cal/OSHA Petition to the Governor

We the undersigned California citizens and workers petition you to reconsider your proposal to dismantle CAL/OSHA and to transfer jurisdiction over workplace health and safety to the federal government. Federal OSHA does not provide a comparable level of protection. The savings of \$8 million out of a budget of \$39 billion will hardly be worth the increase in deaths, injuries and serious illnesses that will result.

Several hazardous occupations that are extensively regulated by CAL/OSHA are subject to no or minimal regulation under federal OSHA. CAL/OSHA has established strict workplace exposure limits for 170 toxic substances that are completely unregulated by federal OSHA. Inspection timetables for hazardous workplaces are slower, and penalties for willful violations of worker safety are weaker, under federal OSHA.

There is no reason to believe that Congress, facing Gramm-Rudman budget constraints, will appropriate adequate funds to offset the 366 skilled CAL-OSHA safety engineers, industrial hygienists and other personnel eliminated under your budget proposal. We respectfully urge you to restore the full funding of an agency that is vital to the health and safety of California's workers.

Signature	Print Name	Address
1. _____		
2. _____		
3. _____		
4. _____		
5. _____		
6. _____		
7. _____		
8. _____		
9. _____		
10. _____		
11. _____		
12. _____		
13. _____		
14. _____		

Please return to: Assistant Business Manager Ron Fitzsimmons  
IBEW Local 1245  
P.O. Box 4790  
Walnut Creek, CA 94596

### Assembly California Legislature

JACKIE SPEIER  
ASSEMBLYWOMAN, NINETEENTH DISTRICT

February 13, 1987

Mr. Jack McNally  
Business Manager  
IBEW LOCAL UNION 1245  
P.O. Box 4790  
Walnut Creek, CA 94596


Dear Jack:

You can count on my unequivocal support to save the California Division of Occupational Safety and Health and its appropriate funding requirement. Cal/OSHA is too vital a program to be simply blue penciled by the Governor. The Governor's proposal however, to drastically cut Cal/OSHA funding, has not been met with substantial legislative support.

I plan to be actively involved in the debate now emerging in response to the Governor's erroneous proposal.

Please keep me informed on any steps you take regarding this matter. I look forward to working with you on this and other issues.

All the best,

  
K. JACQUELINE SPEIER  
JS:kh

Here is one of the many letters Business Manager Jack McNally has received from legislators in response to his appeal to keep the state's Cal/OSHA program intact.

### Letters from members to the Governor

Dear Governor:

I am very concerned over your proposal to eliminate CAL-OSHA. As an employee I benefited from the immediate and exhaustive investigation made on my behalf in a complaint against my employer and immediate supervisor. Several citations were issued and the most crucial one was a serious citation that my employer chose not to appeal.

To be an effective safety enforcement agency, close proximity for communication with complainant, immediate response, and local office availability must be available to employees who seek help. I do not believe that an effective safety enforcement program can be administered from a remote federal level...

I am in favor of streamlining government and cutting cost, but not at the expense of worker safety.

I would ask you to please reconsider and grant workers such as myself, and Unions the opportunity to testify in behalf of CAL-OSHA.

CAL-OSHA is one state agency that can certainly be worthy of support and praise.

Sincerely,  
Robert J. Clayton

Dear Governor Deukmejian,

I am deeply troubled by your recent action to cut the budget of CAL/OSHA.

This state has always been a leader in safety. By this action you have taken, I feel you have taken a large step backwards.

As an employee for PG&E in the state of California I urge you to please reconsider your decision and restore the program. We do not need any more interference from the federal government.

Again I urge you to please reconsider.

Sincerely,  
Runell Shelton



# Legislators' District Addresses

## MEMBERS OF THE SENATE, NAMES, ADDRESSES

Name	Party	Dist.	Counties	District Address
Alquist, Alfred E.	D	13	Santa Clara	100 Paseo de San Antonio, San Jose 95113
Ayala, Ruben S.	D	34	Los Angeles, San Bernadino	515 N. Arrowhead Ave., Suite 100, San Bernadino 92401; 2545 S. Euclid Ave., Ontario 91761
Bergeson, Marian	R	37	Imperial, Orange, Riverside, San Diego	140 Newport Center Dr., #120, Newport Beach, 92660
Beverly, Robert G.	R	29	Los Angeles	1611 S. Pacific Coast Highway, Suite 102, Redondo Beach 90277; 638 S. Beacon St., #508, San Pedro 90731
Boatwright, Daniel	D	7	Contra Costa	1035 Detroit Ave., #200, Concord 94518; 420 W. Third Street, Antioch 94509; 100-37th St., County Health Bldg., #117, Richmond 94805
Campbell, William	R	31	Los Angeles	1661 Hanover Rd., Suite 203, City of Industry 91748; 23161 Lake Center Dr., #205, El Toro 92630
*(Vacancy)		33	Los Angeles, Orange	
Craven, William A.	R	38	San Diego	2121 Palomar Airport Rd., Suite 100, Carlsbad 92008
Davis, Ed	R	19	Los Angeles, Santa Barbara	11145 Tampa Ave., #21B, Northridge 91326
Deddeh, Wadie P.	D	40	San Diego	430 Davidson St., C, Chula Vista 92010
Dills, Ralph C.	D	30	Los Angeles	16921 S. Western Ave., #201, Gardena 90247
Doolittle, John T.	R	1	El Dorado, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Sierra, Siskiyou, Sutter, Trinity, Yolo, Yuba	720 Sunrise Ave., Suite 110D, Roseville 95678
Ellis, Jim	R	39	San Diego	2755 Navajo Rd., El Cajon 92020
Garamendi, John	D	5	Alpine, Amador, Calaveras, Mono, Sacramento, San Joaquin, Tuolumne, Yolo	31 East Channel St., Room 440, Stockton 95202
Greene, Bill	D	27	Los Angeles	8514 S. Broadway, Los Angeles 90003
Greene, Leroy F.	D	6	Sacramento	P.O. Box 254646, Sacramento 95825
Hart, Gary	D	18	Los Angeles, Santa Barbara, Ventura	1216 State St., Room 507, Santa Barbara 93101; 801 S. Victoria Blvd., Suite 301, Ventura 93006; 4881 Topanga Canyon Blvd., #202, Woodland Hills 91364
Keene, Barry	D	2	Del Norte, Humboldt, Mendocino, Solano, Sonoma	533 G St., Eureka 95501; 631 Tennessee St., Vallejo 94590
Kopp, Quentin L.	I	8	San Francisco, San Mateo	363 El Camino Real, Suite 1, South San Francisco 94080
Lockyer, Bill	D	10	Alameda	22300 Foothill Blvd., Suite 415, Hayward 94541; 4725 Thornton Ave., Suite 104, Fremont 94536; 7475 Starward Dr., Suite 103, Dublin 94568
Maddy, Ken	R	14	Fresno, Madera, Mariposa, Merced, Monterey, San Luis	3433 West Shaw Ave., Suite 119, Fresno 93721; 19901 W. 1st Street, Suite 2, Hilmar 95324; 864 Osos St., #C, San Luis Obispo 93401
Obispo, Santa Barbara				Room 2043, State Bldg., 350 McAllister St., San Francisco 94102; 30 N. San Pedro Rd., Suite 160, San Rafael 94903
Marks, Milton	D	3	Marin, San Francisco	100 Paseo de San Antonio, Suite 211, San Jose 95113; 1020 15th St., Suite B, Modesto 95354
McCorquodale, Dan	D	12	Santa Clara, Stanislaus	1200 Aquajito Road, Monterey 93940; 701 Ocean St., Room 318A, Santa Cruz 95060; 240 Church St., Room 115, Salinas 93901; 92 Fifth St., Gilroy 95020
Mello, Henry	D	17	Monterey, San Benito, Santa Clara, Santa Cruz	11001 E. Valley Mall, Suite 204, El Monte 91731
Montoya, Joseph B.	D	26	Los Angeles	800 Menlo Ave., Suite 100, Menlo Park 94025
Morgan, Rebecca Q.	R	11	San Mateo, Santa Clara	1074 East Ave., Suite N, Chico 95926
Nielson, Jim	R	4	Butte, Colusa, Glenn, Lake Napa, Shasta, Sonoma, Tehama	1700 Second St., Suite 315, Napa 94558
Petris, Nichols C.	D	9	Alameda, Contra Costa	2400 Washington Ave., Suite 120, Redding 96001; 300 B Street, Santa Rosa 94501
Presley, Robert B.	D	36	Riverside	1111 Jackson St., Room 7016, Oakland 94607
Richardson, H.L.	R	25	Inyo, Los Angeles	3600 Lime St., #111, Riverside 92501; 72-811 Highway 111, Suite 201, Palm Desert 92260
Robbins, Alan	D	20	Los Angeles	211 S. Glendora Ave., C, Glendora 91740; 1323 W. Colton Ave., #209, Redlands 92373
Roberti, David	D	23	Los Angeles	6320 Van Nuys Blvd., #404, Van Nuys 91401
Rogers, Don	R	16	Kern, Kings, Los Angeles, San Bernadino	3800 Barham Blvd., Suite 218, Hollywood 90068
Rosenthal, Herschel	D	22	Los Angeles	1326 H St., Bakersfield 93301
Royce, Ed	R	32	Orange	1950 Sawtelle Blvd., #210, Los Angeles 90025
Russell, Newton R.	R	21	Los Angeles	1661 North Raymond Ave., No. 211, Anaheim 92801
Seymour, John	R	35	Orange	401 N. Brand, Suite 424, Glendale 91209
Torres, Art	D	24	Los Angeles	1360 South Anaheim Blvd., Suite 140, Anaheim 92805
Vinch, Rose Ann	D	15	Fresno, Tulare	548 South Spring St., Suite 500, Los Angeles 90013
Watson, Diane	D	28	Los Angeles	124 West Shaw, Suite B, Fresno 93704

## MEMBERS OF THE ASSEMBLY, NAMES, ADDRESSES

Name	Party	Dist.	District Address
Agnos, Art	D	16	1064 State Bldg, 350 McAllister St., San Francisco 94102
Allen, Doris	R	71	5911 Cerritos Ave., Cypress 90630
Areias, Rusty	D	25	140 Central, Salinas 93901
Bader, Charles W.	R	65	203 West G St., Ontario 91762
Baker, William	R	15	1243 Alpine Rd., #102, Olympic Plaza Bldg., Walnut Creek 94596
Bane, Tom	D	40	5430 Van Nuys Blvd., Van Nuys 91401
Bates, Tom	D	12	1414 Walnut St. Berkeley 94709
Bradley, Bill	R	76	125 West Mission Ave., Suite 101, Escondido 92025
Bronzan, Bruce	D	31	2115 Kern St., #250, Fresno 93721
Brown, Dennis L.	R	58	1945 Palo Verde Ave., Suite 203, Long Beach 90815
Brown, Willie L., Jr.	D	17	540 Van Ness Ave., San Francisco 94102
Calderon, Charles M.	D	59	1712 West Beverly Blvd., Suite 101, Montebello 90640
Campbell, Robert	D	11	2901 MacDonald Ave., Richmond 94804
Chacon, Peter R.	D	79	1129 G St., San Diego 92101
Chandler, Chris	R	3	1227 Ridge St., Suite D-1, Yuba City 95992
Clute, Steve	D	68	3600 Lime St., Mission Financial Center, Suite 716, Riverside 92501
Condit, Gary A.	D	27	948-11th St., Suite 10, Modesto 95354
Connelly, Lloyd G.	D	6	2705 K St., Suite 6A, Sacramento 95816
Cortese, Dominic L.	D	24	100 Paseo de San Antonio, Suite 300, San Jose 95113
Costa, Jim	D	30	1111 Fulton Mall, Suite 914, Fresno 93721
Duplissee, William	R	20	666 Elm St., San Carlos 94070
Eastin, Delaine	D	18	39245 Beacon St., Suite M, Fremont 94538
Eaves, Jerry	D	66	241 East Baseline, Suite D, Rialto 92376
Elder, Dave	D	57	245 West Broadway, Suite 300, Long Beach 90802
Farr, Sam	D	28	1200 Aguajito Rd., Monterey 93940
Felando, Gerald N.	R	51	1514 Cabrillo Ave., Torrance 90501
Ferguson, Gil	R	70	4667 MacArthur Blvd., Newport Beach 92660
Filante, Bill	R	9	30 N. San Pedro Rd., Suite 135, San Rafael 94903
Floyd, Richard E.	D	53	16921 South Western Ave., Suite 220, Gardena 90247
Frazee, Robert C.	R	74	3088 Pio Pico Dr., Suite 200, Carlsbad 92008
Friedman, Terry B.	D	43	18321 Ventura Blvd., Tarzana 91356
Frizelle, Nolan	R	69	17195 Newhope St., Suite 201, Fountain Valley 92708
Grisham, Wayne	R	63	13710 Studebaker Rd., Room 202, Norwalk 90650
Hannigan, Thomas	D	4	113 D Street, Davis 95616
Hansen, Bev	R	8	50 Santa Rosa Ave., Suite 205, Santa Rosa 95405
Harris, Elihu M.	D	13	1111 Jackson St., Oakland 94607
Harvey, Trice	R	33	2222 E Street, Suite 2, Bakersfield 93301
Hauser, Dan	D	2	State Bldg., 50 D Street, Suite 450, Santa Rosa 95404
Hayden, Tom	D	44	1337 Santa Monica Mall, Suite 313, Santa Monica 90401
Hill, Frank	R	52	15111 East Whittier Blvd., Suite 385, Whittier 90603
Hughes, Teresa	D	47	3253 So. Hoover Ave., Los Angeles 90007
Isenberg, Philip	D	10	1215 15th St., Suite 102, Sacramento 95814
Johnson, Ross	R	64	1501 N. Harbor Blvd., Suite 201, Fullerton 92635
Johnston, Pat	D	26	31 East Channel St., Room 306, Stockton 95202
Jones, Bill	R	32	1285 W. Shaw Ave., Suite 104, Fresno 93711
Katz, Richard	D	39	9140 Van Nuys Blvd., Suite 109, Panorama City 91402
Kelley, David G.	R	73	41555 E. Florida, Suite E, Hemet 92344
Killea, Lucy	D	78	2550 5th Ave., Room 1020, San Diego 92103-6691
Klehs, Johan	D	14	2450 Washington Ave., Suite 270, San Leandro 94577
La Follette, Marian	R	38	11145 Tampa Ave., Suite 17A, Northridge 91326
Lancaster, Bill	R	62	362 E. Rowland St., Covina 91723
Leonard, Bill	R	61	1323 West Colton Ave., Suite 101, Redlands 92374
Leslie, Tim	R	5	1098 Melody Lane, Suite 101, Roseville 95678
Lewis, John R.	R	67	626 East Chapman Ave., Orange 92666
Longshore, Richard	R	72	10495 Balsa, Suite 202, Westminster 92683
Margolin, Burt M.	D	45	8425 West 3rd St., Suite 406, Los Angeles 90048
McClintock, Tom	R	36	350 North Lantana St., Suite 222, Camarillo 93010
Mojonnier, Sunny	R	75	3368 Governor Dr., Suite C, San Diego 92122
Molina, Gloria	D	56	5261 East Beverly Blvd., Los Angeles 90022
Moore, Gwen	D	49	3731 Stocker St., Suite 106, Los Angeles, 90008
Mountjoy, Richard	R	42	406 South 1st Ave., Arcadia 91006
Nolan, Pat	R	41	143 South Glendale Ave., Suite 208, Glendale 91205
O'Connell, Jack	D	35	Studio 127, El Paseo, Santa Barbara 93101
Peace, Steve	D	80	430 Davidson, Suite B, Chula Vista 92010
Polanco, Richard	D	55	5200 York Blvd., Los Angeles 90042
Quackenbush, Charles W.	R	22	456 El Paseo de Saratoga, Santa Fe 95130
Roos, Mike	D	46	625 South New Hampshire Ave., Suite 100, Los Angeles 90005
Seastrand, Eric	R	29	1012 Mill Street, San Luis Obispo 93401
Sher, Byron	D	21	785 Suite C Castro St., Mountain View 94041
Speier, Jackie	D	19	510 Myrtle Ave., Suite 107, South San Francisco 94080
Statham, Stan	R	1	429 Red Cliff Dr., Suite 200, Redding 96002
Stirling, Larry	R	77	7777 Alvarado Rd., Suite 377, San Diego 92041
Tanner, Sally	D	60	11100 Valley Blvd., Suite 106, El Monte 91731
Tucker, Curtis R.	D	50	P.O. Box 6500, Inglewood 90306
Vasconcellos, John	D	23	100 Paseo de San Antonio, #106, San Jose 95113
Waters, Maxine	D	48	7900 S. Central Ave., Los Angeles 90001
Waters, Norman S.	D	7	250 Main St., Placerville 95667
Wright, Cathie	R	37	250 E. Easy St., Suite 7, Simi Valley 93065
Wyman, Philip D.	R	34	5405 Stockdale Highway #112, Bakersfield 93309
Zeltner, Paul E.	R	54	16600 Civic Center Drive, Suite 233, Bellflower 90706

## OFFICERS OF THE ASSEMBLY

Name	Title	Mailing Address
Brown, Willie L., Jr.	Speaker	540 Van Ness, San Francisco 94102
Roos, Mike	Speaker pro Tempore	625 South New Hampshire Ave., Suite 100, Los Angeles 90005
Isenberg, Philip	Assistant Speaker pro Tempore	1215 15th St., Suite 102, Sacramento 95814
Hannigan, Thomas	Majority Floor Leader	113 D Street, Davis 95616
Nolan, Pat	Minority Floor Leader	143 South Glendale Ave., Suite 208, Glendale 91205
Bell, Charles	Sargeant at Arms	State Capitol, Room 3171, Sacramento 95814
Hamilton T. Boswell	Chaplain	225 Water St., Point Richmond 94801



# Strikemakers & strikebreakers

By Sidney Lens

The history of American labor has been a turbulent one. Tens of thousands of people have been arrested, injured, or even killed in strikes that have pitted employees against management and often government, and inflamed the public. What could cause workers to leave their jobs and join the picket line, risking their livelihood and sometimes their lives? How are strikes carried out? How are strikes broken?

Sidney Lens, well-known writer and longtime union official, explores this history of strikes, from the formation of the first labor unions to the present day in his recently published book *STRIKEMAKERS & STRIKEBREAKERS* (E.P. Dutton, New York, 1985).

As part of its ongoing effort to keep our membership and the public aware of the serious issues now confronting the labor movement, the Local Union purchased six copies of Lens' book for donation to Northern California public libraries. We will reprint selections from Lens' book in the *Utility Reporter* over the next several months. This month's selection describes the heroic efforts of the Molly Maguires nineteenth century coal miners who tried to establish a lasting labor organization. Of them Herbert Harris wrote: "Theirs was a barbarous protest against barbarity."

## The Molly Maguires

**N**o one was killed in the shoemakers' strike of 1805 or in the air controllers' strike of 1981. That was generally true of strikes that occurred from 1794 to the Civil War and from 1939 to the present. But in the seven decades from 1870 to 1939, thousands of workers were killed and wounded in the course of work stoppages, and scores of thousands jailed.

It was a period of violence, between the strikers on the one hand and employers and the government on the other, such as the nation had never seen before or since. The *New York Tribune* of 1877 called the railroad strike of that year a labor war, an apt term for almost all of the major strikes of the ensuing decades. They were just that — little wars.

*Outlook* magazine in 1804 made a study of strikes and strikebreaking during a period of thirty-three months. It found that 198 pickets had been killed; 1,966 wounded; 6,114 arrested. The number of strike-related deaths in this short period was about half what the United States suffered in the Spanish-American War; the number of wounded was slightly higher than American casualties in that war. And this was for a period of less than three years!

One of the groups that had more than its share of labor wars was the coal miners. Not much coal was used in the early days of America. Farmers preferred wood for their fireplaces, and iron manufacturers preferred charcoal. From 1808 to 1820, only twelve thousand tons of coal were mined. But in 1833, Frederick W. Geisenheimer took out a patent for smelting iron with anthracite coal, and soon coal mining turned into a large-scale industry in an area of eastern Pennsylvania 120 miles by 50 miles. By 1840, production of the precious fuel had grown to a million tons a year, and just before the Civil War, to eight and a half million tons. It was a typical American success story.

**I**n step with this expansion, Welsh, English, German and Irish settlers converged on the five anthracite counties of eastern Pennsylvania to find work. The Irish were the largest of these groups — and by far the most abused. Two million of them had fled to America in the first half of the nineteenth century, 1.2 million from 1846 to 1854 alone. Being unskilled, they had to take menial jobs on turnpikes and canals, sometimes far from their families, at wages as low as 62, 75 or 87 cents a day. Hundreds died annually from the illnesses of poverty such as tuberculosis. Yet, because these immigrants were so spirited and fought against injustice so militantly, many employers didn't want to hire them. In their want ads, employers sometimes inherited the clause: Irish need not apply.

It was no wonder then that many Irishmen sought work in the mines of Schuylkill and its neighboring counties in the anthracite area, and that they were willing to work under harsh conditions. At the center of their lives was the company — the mining company that owned the mine, the land, the streets, and usually the little three room apartments lacking plumbing or other amenities, in which they were housed.

The streets were patrolled by company police; the local store was owned by the company; the doctor who brought children into the world was a company doctor; the church and school were run by men who did the company's bidding. If you didn't shop at the company store or if you were a troublemaker, there was a good chance you would be fired.

Mining itself was terribly unpleasant and unsafe. Workers spent hours stooped in the damp and smelly air below ground and were subject to all

kinds of health hazards — noxious fumes such as stinkdamp, rotten gas, carbon monoxide, and coal dust, which caused bronchial catarrh. The rate of accidents from explosions, falling rock, fire, and suffocation was far greater than in other industries. In one seven-year period, 566 miners were killed and 1,655 injured in Schuylkill County alone. Tens of thousands of men worked in semidarkness, sometimes knee-deep in water, always in fear of cave-ins or explosions. As one mining clerk put it, their lot was "little better than semislavery." One quarter of them were children age seven to sixteen, paid \$1 to \$3 a week to separate coal from slate as it came down the chutes.

**I**n this unhappy situation, the Irish miners sought help and protection, trying to claw their way up through mutual aid societies, unions, and politics. The Ancient Order of Hibernians (AOH), to which thousands of the Irish flocked, was the largest mutual aid society in the nation at the time. Its stated purpose was to "promote friendship, unity, and true Christian charity among the members." Among its tasks were raising money to aid "the aged, sick, blind and infirm members" and acting as a gathering place for parties and social activities.

Like many other such organizations at the time — including unions such as the Knights of St. Crispin or the Knights of Labor — the AOH adopted secret rituals and passwords that lent an air of mystery to it. The organization was also the meeting ground for Irish miners who wanted to form unions (as most of them did) or beat up particularly unjust foremen. In time these militant members of the Hibernians were dubbed "Molly Maguires" by the mining companies and the Pinkerton Detective Agency, which was hired by the company to spy on the miners. Legend has it that the Mollies was named after a widowed Irish lady in Ballymena, County





Antrim, who in 1839 fought off bailiffs trying to evict her from her home. But there is considerable doubt that there ever was any miners' group in the United States that called itself the Molly Maguires; more likely it was a sarcastic name given to AOH members who challenged the coal operators.

In any case, the Molly Maguires were quick to use physical violence against company supervisors who tormented them. In 1862, F.W. Langdon, a mine foreman who supposedly was guilty of short-weighting (giving the miners credit for less coal than they actually mined), was beaten and stoned at a Fourth of July celebration in Carbon County; he died the next day. A mine owner named George K. Smith, hated for similar reasons by the miners, was shot through the head by a group of men with blackened faces, while his family looked on in horror.

**M**urders were carefully planned, often committed by an AOH member from another county. From January 1, 1860, to April 1, 1867, according to a tally by the *Miners' Journal*, at least sixty-three unsolved murders took place in eastern Pennsylvania, most of them acts of vengeance against mine owners and their supervisors. There were, in addition, many times that number of threats. Typically, a pencilled note with a rough picture of a coffin and a pistol was delivered to a mine boss. It read: We will give you one week to go, but if you are alive on next Saturday, you will die.

This was a period when unionism in the coal field was temporarily on the wane. It revived in 1867 when a talented immigrant named John Siney led a small strike of four hundred diggers at the Eagle Colliery in protest against a 10 percent wage cut. By a stroke of good fortune, the strike was successful and the cut rescinded. Siney was able to bring together a number of local union groups to form the Workingmen's Benevolent Association (WBA), with himself as president. The WBA soon had thirty thousand members, four-fifths of the miners in the Pennsylvania anthracite region.

One man was intensely determined, however, to demolish both the union and the Molly Maguires. His name was Franklin Benjamin Gowen. He was a young, clean-shaven second generation Irish American whose father had made a fortune selling groceries and liquor. Gowen himself enjoyed a sensational career in law and politics, emerging at age thirty-three as the president of the Philadelphia and Reading Railroad, popularly known as the Reading.

Gowen was typical of a group of business people of that era whom historians have called the robber barons. Like Jay Gould and Cornelius Vanderbilt, who used unethical means to carve out empires in the railroad industry, Gowen used his control of the Reading Railroad to dominate the coal industry. Since all coal had to be shipped by barge or rail — more and more of it by rail — Gowen had great leverage in gaining control of the anthracite industry.

**H**e formed a mine owners' association called the Anthracite Board of Trade. Like the Society of Master Cordwainers almost a century earlier, Gowen's organization sought to control both the price of coal to the retailer and the wage rates of coal miners. If any owner refused to accept his terms, Gowen would raise shipping charges or refuse to ship the coal altogether. By this technique, from 1871 to 1874 the Reading railroad was able to buy a hundred thousand acres of coal lands in the southern sector of the anthracite region, and to dominate the industry.

Gowen hired a detective named Allen Pinkerton to smash the Molly Maguires, the radical wing of the union. Some of the Mollies, like Thomas Munley, had fought for liberty in Ireland and seen some of their friends hanged for wearing of the green. They were a thorn in Gowen's side. Unlike Siney, who now was advocating arbitration rather than strikes as a means of settling disputes with the coal companies, the Mollies insisted on more militant action.

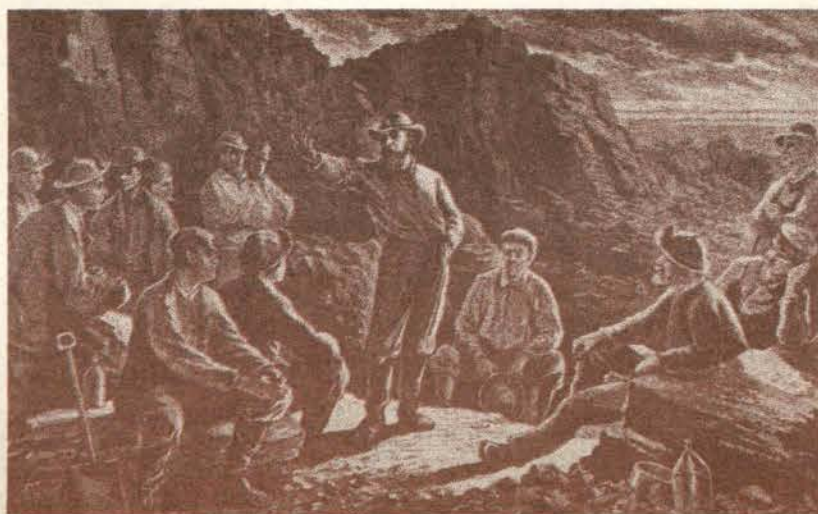
**P**inkerton was just the man for the job. An immigrant from Scotland and a former radical himself, he had been in the detective business for a long time. But his agency was in such severe straits during the depression of 1873, he was afraid it would go bankrupt. Paid \$100,000 by Gowen and his associates, Pinkerton insinuated dozens of spies into the



union's ranks. Today that would be illegal, but in 1873 there were no laws protecting unions from such devilry. One of the spies, P.M. Cummings, became an official of the WBA and a close associate of Siney's.

The most effective Pinkerton agent, it turned out, was James McParlan, a twenty-nine year old native of Ireland, who assumed the name James McKenna. A charming extrovert, with red hair and a fine tenor voice, McParlan danced a tolerable jig, told a smutty story, drank with the best of them, and used his fists handily. Posing as a counterfeiter and a murderer on the lam, McParlan passed himself off as a member of the AOH from another section of the country and was duly initiated into the Shenandoah Lodge of AOH, which had two hundred members. He traveled widely, seeking evidence of murder plots, always flashing a big bankroll and buying drinks.

In March 1875, during a long miners' strike, Edward Coyle, a union leader and AOH chief, was murdered at the Plank Colliery, which belonged to the Reading. Another AOH activist was killed by a mine engineer at Mine Hill Gap. One mine boss, Patrick Vary, shot indiscriminately into a group of three hundred strikers, leaving as Gowen later said, "a long trail of blood behind them." Vary was never brought to trial. Vigilantes and a mine boss fired their guns at a hundred miners in Tuscarora, killing one digger and wounding others. One assailant was arrested and tried, but found not guilty on the ground that he was protecting himself. Colliery foreman, as well as strikebreakers and such hoodlum gangs as the Modocs, were given guns by the operators to brandish at strikers.



**T**he coal diggers responded in kind. Strikebreakers were sometimes found dead in ditches. Hungry and desperate, the miners chased the "blacklegs," calling them traitors and beating them whenever they could find them.

After five months, the strikers were at last forced to give up. Short of money and food, and drained by strikes in previous years, they could no longer hold out. "Since I last saw you," a striker wrote to a friend, "I have buried my youngest child, and on the day before his death there was not one bit of victuals in the house with six children."

With the strike over, James McParlan's two years of espionage activities were put to greater use. He compiled a list of AOH members — 347 names in all — including 14 who were described as murderers and accessories accused of killing various people. A number of Mollies were arrested and charged with capital crimes.

The first trial of the accused began in Mauch Chunk in January 1876. But the proceedings in May received the greatest publicity. Five so-called Mollies were accused of killing policeman Benjamin F. Yost on July 5 the year before, while he was putting out a gas lamp near his home at Tamaqua. As the trial opened, Gowen himself appeared in court as a special prosecutor. He dominated the trial, as he dominated the coal and rail industries of his area. At Gowen's command, a few of the defense witnesses were arrested as they left the stand and charged with perjury.

One after another in various trials nineteen men were found guilty and executed. Others were given prison terms.

June 21, 1877, was called Pennsylvania's Day With the Rope. On that day, ten miners, allegedly members of the Molly Maguires and convicted as murderers, were executed. First to mount the double gallows was James Boyle, an American-born miner who had worked for five years at the Number 5 Colliery in the Panther Creek Valley, and Hugh McGeehan, a young Irishman who had been blacklisted by the coal owners for his role in the long strike of 1875. "Good-bye, old fellow," Boyle said to McGeehan, "we'll die like men." In McGeehan's buttonhole were two roses, one pink and one white. In one hand he held a brass crucifix; in the other, a porcelain statuette of the Blessed Virgin. Boyle carried a huge red rose, which fell to the ground as the trap was sprung.

**W**orkers in New York held a meeting to protest the hangings. The group adopted a resolution denouncing the testimony of the stool pigeon McParlan, and accused the operators of trying to divert "attention from their own cruel and outrageous robbery of the workmen." Demonstrators in Philadelphia decried "the hasty and inhuman manner in which the so-called Molly Maguires have been sentenced to death."

After the last execution, a *New York World* reporter wrote: "The demeanor of the men on the scaffold, their resolute and yet quiet protestations of innocence . . . were things to stagger one's belief in their guilt. . . . They were arrested and arraigned at a time of great public excitement, and they were condemned and hanged on 'general principles.'"



# FINANCIAL STATEMENT

February 18, 1987

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

We have examined the statements of cash receipts and disbursements of your Local Union for the year ended December 31, 1986 and the related statement of assets, liabilities and equity at December 31, 1986. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements on a cash basis. The basis of its statement of assets, liabilities and equity is described in the note thereto.

The savings account and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1986, the entire amount in the fund was a liability to present and former employees and the Local had no equity in the fund.

In our opinion, the above-mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1986 and the equity of Local No. 1245 at December 31, 1986 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

DALMAS & LU  
Certified Public Accountants

## EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY December 31, 1986

### ASSETS

#### Cash Accounts and Stock Fund at cost:

##### General Fund:

Wells Fargo Bank	
& Bank of America—checking accounts	\$ 10,567.99
Wells Fargo Bank—market rate account	46,138.11
Wells Fargo Bank—savings account	625,659.09
American Savings & Loan—certificates of deposits	1,814,003.90
Cash funds	5,200.00
<b>Total General Fund</b>	<b>\$2,501,569.09</b>

#### Savings Accounts and Stock Fund at cost— Supplemental Retirement-Severance Fund Checking Account—Political Donation Fund

	76,280.02
	4,613.02
<b>Total cash and Stock Fund at cost</b>	<b>2,582,462.13</b>

#### 200 shares PG&E common stock—at cost Air Transportation deposit Loan receivable from Energy Workers Center, Inc.

	3,388.17
	425.00
	143,759.70

#### Fixed assets:

Automobiles (47) at cost	523,438.30
Less: allowance for depreciation	(381,918.84)
	141,519.46
Furniture and office equipment—at cost	324,798.85
Less: allowance for depreciation	(238,132.84)
	86,666.01
<b>Total assets</b>	<b>\$2,958,220.47</b>

### LIABILITIES AND EQUITY

#### Liabilities:

IBEW per capita portion of December receipts to forward	\$ 139,317.83
For supplemental Retirement-Severance	76,280.02
	<b>\$215,597.85</b>

#### Equity:

General Fund	2,738,009.60
Political Donation Fund	4,613.02
<b>Total liabilities and equity</b>	<b>\$2,958,220.47</b>

NOTE: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid and prepaid operating expenses are not included in this statement.

## EXHIBIT B INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1986

### SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance, December 31, 1985		\$ 68,514.11
Receipts:		
Interest	\$ 5,156.99	
Dividends	2,135.08	
Long-term capital gain distribution reinvested	2,351.84	9,643.91
<b>Total receipts and balance</b>		<b>78,158.02</b>
Disbursements:		
Direct payment made to former employee		1,878.00
<b>Balance, December 31, 1986</b>		<b>\$ 76,280.02</b>
Details of Balance:		
Five American Savings & Loan Accounts	\$ 58,281.94	
One Dodge & Cox Fund Account—at cost	17,998.08	
<b>Total as above</b>		<b>\$ 76,280.02</b>

## EXHIBIT C INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1986

### POLITICAL DONATION FUND

Cash balance, December 31, 1985		\$ 13,056.02
Receipts:		
Portion of Local Union dues deposited directly to this Fund		21,697.00
<b>Total receipts and balance</b>		<b>34,753.02</b>
Disbursements:		
Californians for McCarthy	\$ 600.00	
Senate Pro Tem 1986	300.00	
Nick Petris Campaign Committee	500.00	
Santa Clara Cope	350.00	
Garamendi Committee	100.00	
Citizens for Deigan	250.00	
Delaine Easton Committee	250.00	
Mike Nebin for Assembly	250.00	
Dick Floyd Campaign Committee	500.00	
Labor Leader Committee	180.00	
Alameda Central Labor Council	450.00	
Nevada State AFL-CIO Cope	1,000.00	
Friends of Tom Bradley	7,000.00	
Senator Bill Greene	250.00	
Lockyer for Senator Committee	250.00	
McCorquodale Committee	500.00	
Senate President Pro Tem 1986	1,000.00	
Friends of Don Hauser	250.00	
Mary Jadiker for Assembly	250.00	
Tom Bates Campaign	250.00	
Committee for John Klehs	250.00	
Willie Brown Campaign Committee	1,000.00	
Friends of Phil Isenberg	500.00	
Committee to Retain Justice Grodin	1,440.00	
Bob Campbell for Assembly	250.00	
Idaho State AFL-CIO Cope	500.00	
San Mateo CLC Cope Annual Banquet	90.00	
Contra Costa Cope Dinner	500.00	
Campaign to elect Jan Evans	1,000.00	
Len Nevin	1,000.00	
Richard Bryan	500.00	
Don Mello	1,000.00	
Bob Sader	1,000.00	
Paul Prengaman	500.00	
Courtney Swain	500.00	
Dick Floyd	1,000.00	
Campaign to confirm Joe Grodin	1,000.00	
Rose Bird	1,000.00	
Cruz Reynoso	1,000.00	
Kern-Inyo—Mono CLC	200.00	



# FINANCIAL STATEMENT

Committee to elect Vivian Freeman	500.00	
Committee to elect Cliff Wilcox	500.00	
Labor Rally Task Force Against Prop 64	200.00	
Democratic Party of Contra Costa	230.00	30,140.00
Cash balance, December 31, 1986— Wells Fargo checking account		<u>\$ 4,613.02</u>

## EXHIBIT D INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1986

### GENERAL FUND

Cash balance, beginning December 31, 1985		\$2,124,384.02
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 79,962.44	
"BA" members' dues	5,501,001.53	
Initiation fees	17,567.58	
Reinstatement fees	770.00	
Agency fees	37,174.42	
Working dues—Outside Line	1,060,235.25	
Difference in dues	6,219.63	
Difference in fees	14.00	
Retirement Club dues	9,357.00	
Less: Prepaid dues received in prior year, allocated above	(400,000.00)	6,312,301.85
Reimbursements to General Fund:		
Receipts held for credit or to be refunded	2,685.22	
Interest	162,696.67	
Dividends	376.00	
Refunds and reimbursements:		
Loan payments—Energy Workers Center:		
Interest	13,064.74	
Principal	18,135.26	
Health and welfare	788.65	
Sale of used autos	17,950.00	
Workers compensation dividend	37,093.17	
Various other expenses	4,734.92	
Sale of baseball caps, pins and other	6,200.81	
Previous outstanding disbursements	20,434.84	284,160.28
International portion of receipts:		
"A" members' per capita	257,194.40	
"BA" members' per capita	1,196,684.35	
Initiation fees	17,567.58	
D.B.A.F. fees	328.00	
Reinstatement fees	1,820.00	
Agency fees	12,314.31	
Difference in fees	14.00	
Difference in per capita	684.60	1,486,607.24
Total receipts		8,083,069.37
Total balance and receipts		10,207,453.39
Disbursements, per Page 10 of Utility Reporter		7,705,884.30
Cash balance, December 31, 1986, Details in Statement of Assets, Liabilities and Equity		<u>\$2,501,569.09</u>

### GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers	\$1,502,526.43	
San Francisco C.L.C.	3,480.00	
Santa Clara C.L.C.	5,460.00	
Alameda C.L.C.	7,680.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	3,010.00	
Nevada State Electrical Association	420.00	
Sacramento C.L.C.	6,470.00	
Contra Costa C.L.C.	4,500.00	
California Federation of Labor	48,125.00	
California State Association of Electrical Workers	10,500.00	

### GENERAL FUND

Marin County C.L.C.	819.00
San Joaquin and Calaveras C.L.C.	2,100.00
Butte-Glenn C.L.C.	780.00
Napa-Solano C.L.C.	1,284.00
Kern-Inyo-Mono C.L.C.	1,350.00
Fresno-Madera C.L.C.	3,000.00
Sonoma, Mendocino, Lake C.L.C.	1,932.00
Merced-Mariposa C.L.C.	1,125.00
Stanislaus-Tuolumne C.L.C.	1,116.00
Marysville C.L.C.	240.00
Humboldt-Del Norte C.L.C.	603.00
Five Counties C.L.C.	852.00
Monterey County C.L.C.	576.00
Government Coordinating Council	1,200.00
San Mateo C.L.C.	2,100.00
Boise, Idaho AFL-CIO	109.20
Collision California Utility Workers	2,700.00
Joint Executive Conference— S.C. Electrical Workers	630.00
Joint Executive Conference— N.C. Electrical Workers	100.00
Forum—C.C. Napa, Solano	20.00
Congress of California Seniors	20.00
9th District Manufacturing	120.00
California Labor Federation-Retiree Dues	6.00
	<u>1,616,603.63</u>
Staff expenses:	
Salaries	2,179,855.18
Expenses	182,113.48
Automobile expenses	98,799.48
Automobile purchases	185,116.63
Relief staff	2,939.88
	<u>2,648,824.65</u>
Research and Education:	
Public relations	\$ 2,508.99
Subscriptions and publications	12,312.86
Scholarship fund	2,500.00
Legislative & education	300.00
Health & safety	384.19
Dues for membership to:	
International Labor Communication Association	100.00
Consumer Federation of California	100.00
National Safety Council	100.00
KQED membership renewal	100.00
National Council of Senior Citizens	8.00
International Foundation Employee Benefit Plan	350.00
California Council for Environmental & Economic Balance	1,440.00
Western Labor Press	25.00
Stanislaus—Tuolumne	20.00
American Public Health	60.00
Other	25.00
	<u>20,334.04</u>
Office salaries:	
Administration office salaries	196,665.61
Bargaining unit salaries	332,015.43
	<u>528,681.04</u>
Office expenses:	
Rent	103,441.90
Telephone	153,621.40
Postage and meter expense	46,348.62
Supplies/Printing/Wang word processor	88,385.63
Equipment maintenance	13,823.93
Data processing	90,255.92
Equipment rental	4,263.34
Mileage, office duties	337.46
Office utility, Los Angeles	1,647.62
Office equipment purchase	3,663.03
Wang word processor purchase	29,257.70
Utility Reporter	115,429.84
Miscellaneous	6,314.03
Notary expense	104.78
Bank service charges	1,075.57
Christmas cards	315.21
	<u>\$ 658,285.98</u>

See NEXT PAGE



# FINANCIAL STATEMENT — CONTINUED

## GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$18,383.97	\$ 12,823.63	\$ 31,207.60
Central Labor Council	103.08	357.84	460.92
Advisory Council	12,925.32	46,701.63	59,626.95
Trustee Committee	10,468.80	2,218.44	12,687.24
Review Committee	8,897.22	2,424.99	11,322.21
Safety Committee	7,071.27	2,851.21	9,922.48
Local Election Committee	30,690.67	15,115.95	45,806.62
Outside Const. Conference	734.88	1,661.65	2,396.53
Shop Steward Conference	7,488.28	22,518.61	30,006.89
Other Conferences	10,297.91	42,884.12	53,182.03
Unit Officer	3,755.34	32,071.17	35,826.51
	<u>110,816.74</u>	<u>181,629.24</u>	<u>292,445.98</u>

Various Other Committees:			
Sacramento Regional Transit	3,414.88	5,928.14	9,343.02
Citizen Utility	19,421.95	14,384.39	33,806.34
Sierra Pacific Power	38,393.24	35,325.15	73,718.39
U.S. Bureau of Reclamation	3,618.76	4,568.15	8,186.91
Lynch Communication	2,553.99	667.44	3,221.43
Pacific Tree Expert	740.55	1,555.18	2,295.73
Outside Line Const.	10,349.96	11,646.64	21,996.60
Sacramento Municipal Utilities District	3,239.99	2,827.83	6,067.82
Merced Irrigation District		2,019.48	2,019.48
Tri-Dam		27.08	27.08
A.C. Transit District	2,514.40	342.65	2,857.05
Sonic TV Cable	4,987.53	4,149.97	9,137.50
Davey Tree	2,891.75	4,474.39	7,366.14
City of Roseville		7.00	7.00
City of Santa Clara	1,805.79	870.94	2,676.73
City of Lodi		27.00	27.00
CP National-Elko	914.76	1,564.05	2,478.81
CP National-Lassen	744.00	1,244.63	1,988.63
Modesto I.D.		630.32	630.32
Truckee Donner Rec. & Park		30.00	30.00
Group W. Tahoe	1,639.17	1,755.34	3,394.51
Nevada Irrigation District		379.82	379.82
City of Redding		31.11	31.11
Monterey Peninsula Cable		99.45	99.45
Shasta Dam PUD		1,082.31	1,082.31
Bureau of Elect., Alameda		212.40	212.40
Bella Vista		28.00	28.00
Pacific Gas Transmission		976.54	976.54
City of Berkeley		72.92	72.92
City of Healdsburg		226.03	226.03
City of Oakland		1,270.96	1,270.96
Mt. Wheeler	131.50	317.70	449.20
Other Organizing Exp.	163.51	1,323.23	1,486.74
Western T.V. Cable	692.72	97.03	789.75
Wells Rural Electric Co.	915.84	340.67	1,256.51
Plumas-Sierra Rural Elec.		133.04	133.04
So. San Joaquin Irr. Dist.	844.48	170.18	1,014.66
CP National-So. Lake Tahoe		423.92	423.92
I.O. Convention	3,594.89	1,755.62	5,350.51
Group W-Lompoc	4,018.26	1,176.81	5,195.07
Group W-Reno		373.64	373.64
Group W-Santa Maria		70.00	70.00
Group W-Santa Cruz		471.20	471.20
Group W-Ukiah		199.60	199.60
Group W-Fort Bragg	113.24	505.36	618.60
State TV Cable	315.70	63.43	379.13
CP National-Needles	2,984.36	977.31	3,961.67
	<u>111,138.26</u>	<u>106,691.01</u>	<u>217,829.27</u>

	Salaries Paid or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Reimbursable wages for 1984	118,877.62		118,877.62
Reimbursable wages for 1985	136,552.48		136,552.48
Departmental:			
Clerical	45,582.69	16,095.36	61,678.05
Arbitration	1,673.50	13,320.35	14,993.85
Gas Serviceman	2,700.87	426.92	3,127.79
Meter Readers	1,279.68	651.57	1,931.25
Grievance, L.I.C./F.F.		5,154.96	5,154.96
Labor Management		1,319.95	1,319.95
Review		2,349.12	2,349.12
Jt. Grievance and Review	8,156.63	13,055.45	21,212.08
Metering Electronics Tech	562.08	148.99	711.07
Pipe Line Operations	615.33	491.41	1,106.74
Diablo Canyon	1,086.22	264.77	1,350.99
G.C. Apprentice Gas Tech	2,470.34	481.65	2,951.99
Geyser	397.92	165.32	563.24

Steam Gen. Crew		35.79	35.79
Switch and Clear Crew	1,091.52	267.17	1,358.69
Misc. neg. expenses		556.09	556.09
Safety	210.96	24.67	235.63
Benefits	726.80	2,633.75	3,360.55
Re-Rate		332.70	332.70
Mat. Consolidation		177.17	177.17
Receivable Accounting	466.38	204.59	670.97
Sacramento Gas Prod. Neg.		28.00	28.00
12-Hour Shift Committee	466.35	197.70	664.05
Backhoe Operating Training	496.00	325.10	821.10
	<u>\$ 323,413.37</u>	<u>\$ 58,708.55</u>	<u>\$ 382,121.92</u>

## GENERAL FUND

Membership supplies:		
Supplies-Local		\$7,573.95
Supplies-Intl.		6,004.75
Shop steward supplies		405.36
		<u>13,984.06</u>

Membership benefits:		
Group life insurance		109,913.16
Pin award dinners		19,466.90
Unit meeting prizes		550.00
Unit drawing award		650.00
Unit fund, refreshments		9,600.00
Flowers		133.55
Award-life savings		884.64
Tournament, baseball		653.40
Donation in lieu of flowers		225.00
		<u>142,076.65</u>

Payroll taxes:		
Employee portion:		
U.S. income tax withheld		\$ (452,539.85)
California income tax withheld		(108,094.23)
FICA withheld		(172,877.11)
SDI withheld		(13,069.53)
U.S. income tax forwarded		452,539.85
California income tax forwarded		108,094.23
FICA forwarded		172,877.11
SDI forwarded		13,069.53
Local Union portion:		
FICA		172,715.86
California Unemployment		7,469.98
U.S. Unemployment		4,642.40
		<u>184,828.24</u>

Employee benefits:		
Health and Welfare plans		254,253.70
Group life insurance		33,497.59
Staff pension plan		357,999.05
Bargaining unit pension		47,734.05
Administration rate fees, pension plan		13,380.29
Administration trustee, pension plan		1,425.00
Other costs, pension plans		1,855.81
		<u>710,145.49</u>

Other disbursements:		
Legal fees		\$48,446.51
Hall rentals		40,593.39
Workmen's compensation insurance		88,004.42
Refunds		1,627.55
Audit fees		11,800.00
PRD fees		5,023.17
Union jackets & caps		4,530.11
Election expense		33,360.78
P.U.C. case		(222.73)
Other taxes		22.50
Insurance—auto		28,122.65
Insurance—bond		5,390.00
Charitable donations		6,025.00
Insurance—prof. liability		17,000.00
		<u>289,723.35</u>

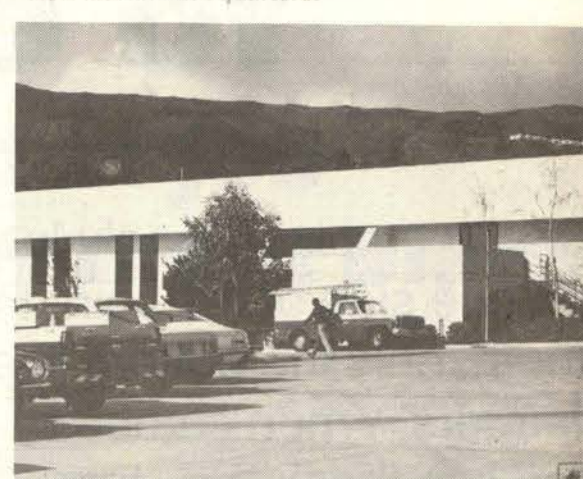
Total General Fund Disbursements \$7,705,884.30



Old Potrero plant, now closed.

Shotwell headquarters.

New Martin headquarters.



Historically headquarters rotations were routine for for OH Electric Department between the Old Potrero Headquarters and Shotwell. No agreement existed on Shotwell and Martin Headquarter rotations.

## Dispute settled, members to recover ...

From PAGE ONE

The arbitrator's initial decision cancelled out the Company's arguments that a 1967 "Headquarters" Letter of Agreement allowed such rotations, as well as invalidating the Company's position that the rotations were covered under the provisions of 206.17: Relocation Other Than for Lack of Work.

Kagel had ruled that the rotations were covered instead by 202.23 of the contract: temporary Headquarters Commuting.

With 202.23 the basis of the finding, the arbitrator affirmed that individuals in Overhead Electric T&D who had been rotated between the two headquarters, were to be paid for the time travelled from home to headquarters, plus personal vehicle use, as specified in Section 201.6.

Staff Attorney Tom Dalzell, who represented the Local in the Arbitration hearing said, "The outcome of this issue further stresses the importance of staying on top of the contract, and being willing to move

on a grievance, and then to persevere. In this instance the arbitrator ruled that the Company had violated the Agreement, and remanded the issue to the Local and PG&E to address the question of liability. Those negotiations fell through, so we went back to the Arbitration board to come up with a remedy. It was a time-consuming process, but definitely worth the effort for our members."

With the announcement of the final remedy, the local computed figures for the affected individuals, and the dollar amounts are now in the hands of PG&E for verification. Stalcup said that amounts to specific individuals will vary, with one person receiving over \$30,000, and others receiving amounts ranging from virtually pocket change to \$10,000.

San Francisco Business Representative Joe Valentino said calls started coming into the Local the day after word of the award was released one call from as far away

as Texas.

This arbitration issue, though seemingly simple on the surface, has an extensive fact file which has been maintained by Assistant Business Manager Stalcup, and traces the lengthy history of the Local's activity on behalf of our members.

The initial grievance filed by Business Representative Frank Saxsenmeier on March 31, 1983; called for the Company to pay for time travelled, and vehicle allowance from home to headquarters for a shop steward who was being shuttled between Martin and Shotwell Headquarters at the will of the Company. Historically, some rotations between the old Potrero Headquarters, which was closed many years ago, and Shotwell had been routine. There were no provisions however for rotations between the newly constructed Martin location, and Shotwell for the Overhead Electric T&D department. The Company persisted with

the rotations despite the Local's protests.

Finally in November 1985, the Company decided to reestablish Shotwell as a regular headquarters, and put the jobs there up for bid, so that those who wanted to go to Shotwell on a permanent headquarters basis were able to bid the jobs.

With this move to fill positions in the Overhead Electric T&D department at Shotwell under Section 205 of the contract, the Company's final liability, under Arbitrator Kagel's findings, ceased at this time. The Company's liability for Arbitration No. 134 specifically covers the period of March 8, 1983 to November 13, 1985.

"Our members in Overhead were allowed in mid-November 1985 to exercise their rights under Title 205: Job Bidding, and anyone who had been displaced was granted accelerated bidding rights," Representative Valentino said.

## Jobs, Justice March scheduled April 25

From PAGE ONE

peace, anti-intervention, and anti-apartheid organizations.

The Mobilization will be focusing on: No U.S. Intervention in Central America and the Caribbean • Ending U.S. Support for South African Apartheid • Jobs and Justice, Not War • Freezing and Reversing the Nuclear Arms Race.

There is broad support for the Mobilization among labor affiliates nationally, and in the Bay Area.

Representing Local 1245 at the planning meetings have been Shop Stewards David Walters, Potrero Power Plant, and Shop Steward Millie Phillips, Hunter's Point Power Plant.

Rallying details for Local 1245 members will be announced in the next issue of the Utility Reporter.

## Guarantees gained in job security, early retirement plans

From PAGE ONE

ing unit who is willing and able to accept retraining in another line of work and who is willing to relocate if necessary. If relocation is necessary, the Company will provide a relocation allowance of up to \$10,000 for each relocated employee. This increased allowance does not apply to relocations under Title 206 (Physical) or Title 19 (Clerical) of the existing agreement between the Union and the Company.

To those employees subject to layoff under provisions of Title 206 or Title 19, PG&E will offer a retraining package which will be followed by a job offer for vacancies to qualified employees.

If no employee accepts such a vacancy, the employee with the least amount of service will be laid off. However, this laid-off employee will be eligible for a special sever-

ance package including four weeks' pay plus one week's pay for each year of service or major fraction thereof. The employee's medical plan coverage (including currently enrolled dependents) will continue for one year or until the employee is covered by another group health plan.

Retrained employees who fill a new job classification will be paid at the rate of the new classification.

An employee who chooses layoff or is unable to pass a test required for changing line of work (and who would then be laid off) will be eligible for preferential rehire for up to one year upon meeting the requirement for such transfer. Upon meeting such requirement, the employee will be either placed in a vacancy or into the retraining pool.

The letter of agreement also offers new protections to General Construction employees. The Company agreed to "continue to use General Construction employees, where possible, ahead of contractors for its construction work." The Company will also "use its best efforts in cooperation with the Union to place General Construction employees who are subject to layoff."

### Looking to the Future

"This agreement is the result of months of discussion by both parties at PG&E," Jack McNally said. "The Union is pleased with the initial gains in the job security of its members. Our members look forward to maintaining such productive discussions as we approach contract talks later this year."



# There are two sides to every coin . . .

Many employers only look at one side of the coin. For them, only the bottom line matters. When competition hits them, they turn on their own workers. Layoffs, forced retirement, speed-up and strained labor relations

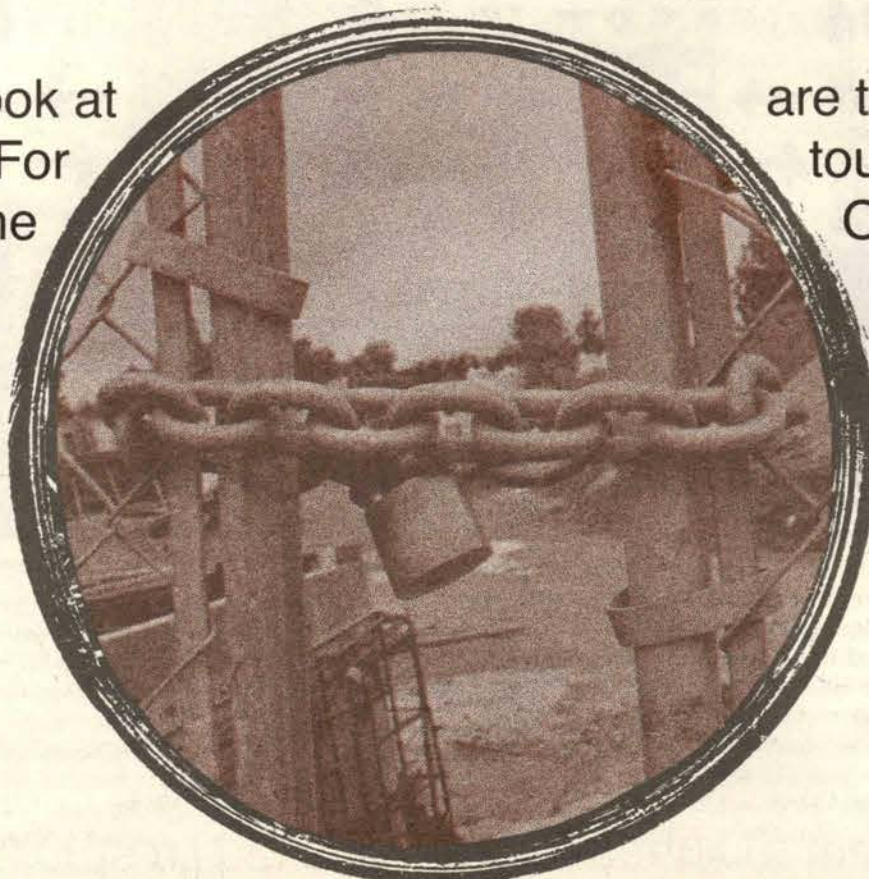
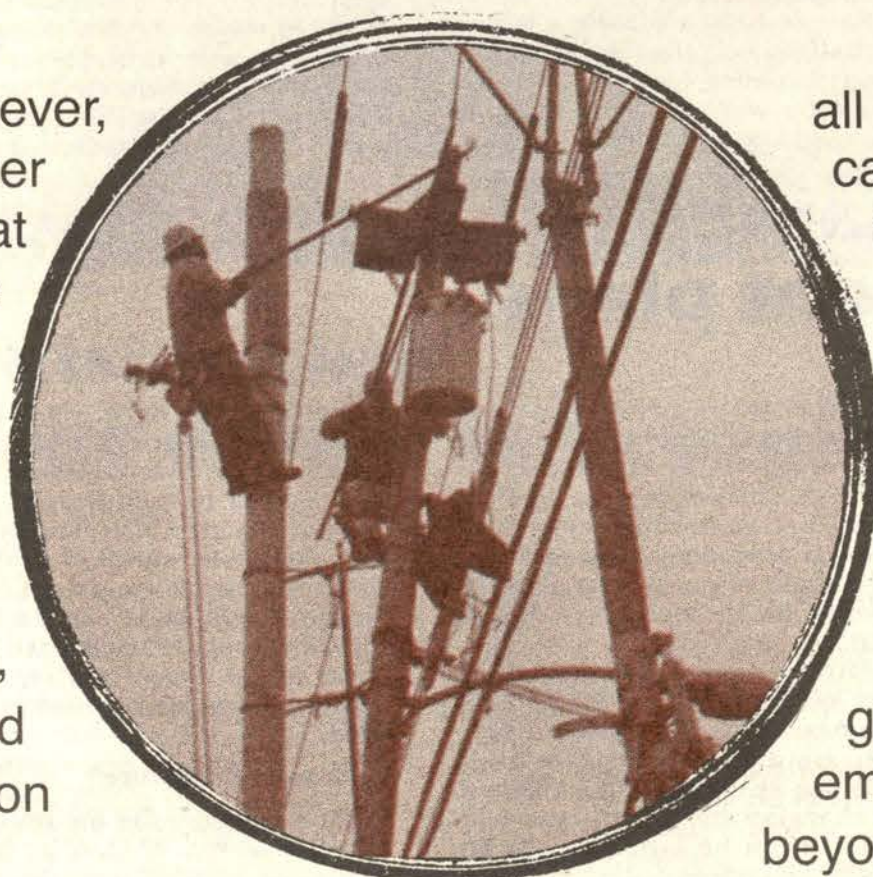


Photo: Kua Patten

are the answers they give to tough economic times. Often these policies are packaged to look modern and farsighted. Slick words like "down-sizing," "streamlining" or "market-driven" are used.

To the employee these words all have the same meaning: the economic security they hoped came in return for a job well done, is no longer there.

IBEW Local 1245, however, thinks there is another side to this coin. What many companies argue is in the best interests of management can actually backfire. Far-sighted can become short-sighted. Without job security morale, productivity, and motivation



all decline. An employer can no longer count on the POSITIVE contribution that every union worker makes. An IBEW worker offers a productive and stable contribution to every workplace. To guarantee success, employers should look beyond the bottom line.

## IBEW Local 1245