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 Shoewell 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 Manager Jack McNally and PG&E Manager of Industrial Relations T.W. Bonbright implement 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 ineligible bargaining unit employees in the Steam Generation Department (excluding Humboldt Bay or Diablo Canyon Power Plants), Computer Operations Department, and Departments reporting to the Vice President and Comptroller its Voluntary Retirement Initiative (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 benefit. 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 workers for lack of work. Any Division employee in a bargaining.

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

Any person who desires to testify at any of the 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

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, who 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 26. The Wall will be set up in the Rose Garden at Idlewild Park, and be open 24-hours around the clock.

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 T.W. Bonbright implements job security guarantees and a voluntary retirement incentive program for selected groups of PG&E employees.

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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.

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 Contractors 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.
Calendar

MARCH
19 Trustees
20 Safety Committee
20-22 AFL-CIO Western Regional Conference; St. Francis Hotel, San Francisco.

APRIL
2 Executive Board
24 Executive Board

APPOINTMENTS

SYNTRONICS, INC.
Sytronics, Inc. Negotiating Committee
Terry L. Woods
Shirley A. Dippel

OUTSIDE LINE
Outside Line Negotiating Committee
Tub Dudley
Robert Springer
Michael Lysh
Lon Peterson

SPECIAL EVENTS
Annual Boy Scouts of America Eagle Scout Banquet
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?
Letter to State Legislator

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

CQUrine SPEIER

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.

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.

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Please return to: Assistant Business Manager Ron Fitzsimmons
IBEW Local 1245
P.O. Box 4790
Walnut Creek, CA 94596
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<td>Hill, Frank</td>
<td></td>
<td>31</td>
<td>1215 15th St., Suite 102, Sacramento 95814</td>
</tr>
<tr>
<td>Hill, Frank</td>
<td></td>
<td>31</td>
<td>1215 15th St., Suite 102, Sacramento 95814</td>
</tr>
</tbody>
</table>
The Molly Maguires

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).

No 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 1877 that left 40 workers dead an apogee 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; 1,566 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.

In 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 Londonderry.

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: “Their was a barbarous protest against barbarity.”
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-weighing (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.

Murders were carefully planned, often committed by an AOH member from another county. From January 1, 1880, to April 1, 1887, 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 penciled 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 of it by rail — Gowen had great leverage in gaining control of the anthracite industry.

He formed a mine owners’ association called the Anthracite Board of Trade. Like the Society of Old 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 Molly’s, 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 Molly’s insisted on more militant action.

Pinkerton 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 instigated dozens of spies into the union’s ranks. Today that would be illegal, but in 1873 there were no laws protecting unions from such devoty. 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 handy. Posed 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 a Gowen letter, 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 assaulstant was arrested and tried, but found not guilty on the ground that he was protecting himself. Colliery foreman, as well as strikebreakers and such hoodlums as the Modocs, were given guns by the operators to brandish at strikers.

The 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, “well 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.

Workers 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 workingmen.” One of the American Federation of Labor members who spoke later said, “the base 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.'
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 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

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Accounts and Stock Fund at cost:</td>
<td></td>
</tr>
<tr>
<td>General Fund:</td>
<td></td>
</tr>
<tr>
<td>Wells Fargo Bank &amp; Bank of America—checking accounts</td>
<td>$10,567.99</td>
</tr>
<tr>
<td>Wells Fargo Bank—market rate account</td>
<td>46,138.11</td>
</tr>
<tr>
<td>Wells Fargo Bank—savings account</td>
<td>625,659.09</td>
</tr>
<tr>
<td>American Savings &amp; Loan—certificates of deposits</td>
<td>1,614,003.90</td>
</tr>
<tr>
<td>Cash funds</td>
<td>5,200.00</td>
</tr>
<tr>
<td>Total General Fund</td>
<td>$2,501,569.09</td>
</tr>
<tr>
<td>Savings Accounts and Stock Fund at cost—Supplemental Retirement-Severance Fund</td>
<td>76,280.02</td>
</tr>
<tr>
<td>Checking Account—Political Donation Fund</td>
<td>4,913.02</td>
</tr>
<tr>
<td>Total cash and Stock Fund at cost</td>
<td>2,582,462.13</td>
</tr>
<tr>
<td>200 shares PG&amp;E common stock—at cost</td>
<td>3,388.17</td>
</tr>
<tr>
<td>Air Transportation deposit</td>
<td>425.00</td>
</tr>
<tr>
<td>Loan receivable from Energy Workers Center, Inc.</td>
<td>143,759.70</td>
</tr>
</tbody>
</table>

Fixed assets:
- Automobiles (47) at cost: 523,438.30
- Less: allowance for depreciation (361,918.84) 141,519.46
- Furniture and office equipment—at cost 304,798.85
- Less: allowance for depreciation (238,132.84) 66,666.01
- Total assets $2,958,220.47

LIABILITIES AND EQUITY

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities:</td>
<td></td>
</tr>
<tr>
<td>IBEW per capita portion of December receipts to forward</td>
<td>$139,317.83</td>
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<tr>
<td>For supplemental Retirement—Severance</td>
<td>76,280.02</td>
</tr>
<tr>
<td>Total liabilities and equity</td>
<td>$2,501,569.09</td>
</tr>
</tbody>
</table>

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 10% 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.
## GENERAL FUND

### Cash balance, beginning December 31, 1985

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash balance, beginning December 31, 1985</td>
<td>$2,124,384.02</td>
</tr>
</tbody>
</table>

### Receipts:

- **Local Union portion of receipts:**
  - "A" members' dues $79,062.44
  - "BA" members' dues 5,501,001.53
  - Initiation fees 17,567.58
  - Reimbursement fees 770.00
  - Agency fees 37,174.42
  - 1,060,235.25
  - 257,194.40
  - 162,696.67
  - 20,434.84
  - 17,567.58
  - 12,314.31
  - 37,174.42
  - 332,015.43

### Disbursements:

- **Total balance and receipts** $7,705,884.30
- **Receipts held for credit or to be refunded** 5,501,001.53
- **Participated in various activities** 264,160.28
- **Previous outstanding disbursements** 20,434.84
- **Less: Prepaid dues received in prior year, allocated above** (400,000.00)
- **Reimbursements to General Fund** 6,313,301.85
- **Interest** 162,696.67
- **Dividends** 376.00
- **Office expenses:**
  - **Office salaries:** 13,064.74
  - **Health and welfare:** 18,135.26
  - **Sale of used autos:** 17,950.00
  - **Salary of baseball caps, pins and other:** 6,200.81
  - **Previous outstanding disbursements** 20,434.84

### Statement of Assets, Liabilities and Equity

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total receipts</td>
<td>6,083,069.37</td>
</tr>
<tr>
<td>Total balance and receipts</td>
<td>10,207,453.39</td>
</tr>
<tr>
<td>Disbursements, per Page 10 of Utility Reporter</td>
<td>7,705,884.30</td>
</tr>
<tr>
<td>Cash balance, December 31, 1986, Details in Statement of Assets, Liabilities and Equity</td>
<td>$2,501,569.09</td>
</tr>
</tbody>
</table>

### GENERAL FUND

- **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

### Statement of Cash Receipts and Disbursements

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash balance, December 31, 1986 - Wells Fargo checking account</td>
<td>$4,613.02</td>
</tr>
</tbody>
</table>

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**EXHIBIT D**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**LOCAL NO. 1245**

**STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**

For the Year Ended December 31, 1986

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL FUND</strong></td>
<td></td>
</tr>
<tr>
<td>Cash balance, beginning December 31, 1985</td>
<td>$2,124,384.02</td>
</tr>
</tbody>
</table>
| Receipts:
  - Local Union portion of receipts:
    - "A" members' dues $79,062.44
    - "BA" members' dues 5,501,001.53
    - Initiation fees 17,567.58
    - Reimbursement fees 770.00
    - Agency fees 37,174.42
    - Working dues - Outside Line 1,060,235.25
    - Difference in dues 6,219.65
    - Difference in fees 14.00
    - Retirement Club dues 9,357.00
    - Less: Prepaid dues received in prior year, allocated above
      - Total balance and receipts $7,705,884.30
      - Receipts held for credit or to be refunded 5,501,001.53
      - Participated in various activities 264,160.28
      - Previous outstanding disbursements 20,434.84
      - Less: Prepaid dues received in prior year, allocated above
        - Reimbursements to General Fund 6,313,301.85
        - Interest 162,696.67
        - Dividends 376.00
        - Office expenses:
          - Office salaries 13,064.74
          - Health and welfare 18,135.26
          - Sale of used autos 17,950.00
          - Salary of baseball caps, pins and other 6,200.81
          - Previous outstanding disbursements 20,434.84
          - Less: Prepaid dues received in prior year, allocated above
            - Total receipts 6,083,069.37
            - 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 $2,501,569.09

**GENERAL FUND**

- **Marin County C.L.C.** 819.00
- **San Joaquin and Calaveras C.L.C.** 2,106.00
- **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.** 503.00
- **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
- **5th District Manufacturing** 120.00
- **California Labor Federation - Retiree Dues** 6.00

**Staff expenses:**

- **Salaries** 2,179,855.18
- **Expenses** 10,433.48
- **Automobile expenses** 98,799.48
- **Automobile purchases** 185,116.63
- **Relief staff** 2,508.99

**Research and Education:**

- **Public relations** $2,508.99
- **Subscriptions and publications** 12,912.86
- **Scholarship fund** 2,500.00
- **Legislative & education** 500.00
- **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
  - KOED 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

**Office salaries:**

- **Administration office salaries** 196,665.91
- **Bargaining unit salaries** 332,215.43
- **Relief staff** 528,691.04

**Office expenses:**

- **Rent** 120,441.90
- **Telephone** 153,621.40
- **Postage and meter expense** 46,346.62
- **Supplies/Printing/Wang word processor** 86,365.63
- **Equipment maintenance** 13,823.93
- **Data processing** 90,255.92
- **Equipment rental** 4,265.34
- **Mileage, office duties** 337.46
- **Office utility, Los Angeles** 1,167.62
- **Office equipment purchase** 3,663.03
- **Wang word processor purchase** 29,257.70
- **Utility Reporter** 115,429.84
- **Miscellaneous** 3,614.03
- **Notary expense** 104.79
- **Bank service charges** 1,075.57
- **Christmas cards** 315.21

**Total expenditures** $658,285.98
### GENERAL FUND

<table>
<thead>
<tr>
<th>Salaries Paid</th>
<th>Reimbursed</th>
<th>Expenses</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>$18,393.97</td>
<td>$12,829.63</td>
<td>$31,207.60</td>
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<tr>
<td>103.08</td>
<td>357.84</td>
<td>460.92</td>
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<td>12,925.32</td>
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<td>59,626.95</td>
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<td>10,688.80</td>
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<td>12,945.24</td>
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<td>6,897.22</td>
<td>2,454.99</td>
<td>11,352.21</td>
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<td>7,071.27</td>
<td>2,851.21</td>
<td>9,922.48</td>
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<td>30,690.67</td>
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<td>734.88</td>
<td>1,661.65</td>
<td>2,396.53</td>
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<td>7,488.28</td>
<td>22,518.61</td>
<td>30,006.89</td>
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<tr>
<td>10,297.91</td>
<td>42,884.12</td>
<td>53,182.03</td>
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</tr>
<tr>
<td>3,755.34</td>
<td>30,071.17</td>
<td>35,826.51</td>
<td></td>
</tr>
</tbody>
</table>

**Committee salaries and expenses:**
- Executive Board meetings: $31,207.60
- Central Labor Council: $460.92
- Advisory Council: $59,626.95
- Tri-Dam: $2,851.21
- Review Committee: $11,352.21
- Safety Committee: $9,922.48
- Local Election Committee: $45,806.22
- Outside Const. Conference: $2,396.53
- Shop Steward Conference: $30,006.89
- Other Conferences: $53,182.03
- Unit Officer: $35,826.51

**Various Other Committees:**
- Sacramento Regional Transit: $9,343.02
- City of Lodi: $9,343.02
- City of Roseville: $6,076.82
- Merced Irrigation District: $2,019.48
- A.C. Transit District: $2,857.05
- Sonic TV Cable: $19,421.95
- Davey Tree: $7,071.27
- City of Santa Clara: $2,857.05
- City of Healdsburg: $7,071.27
- City of Oakland: $7,071.27
- City of Stockton: $7,071.27
- City of South San Joaquin: $7,071.27
- City of Stockton: $7,071.27
- Modesto I.D.: $630.32
- Truckee Donner Rec. & Park: $30.00
- Group W: $30.00
- Nevada Irrigation District: $379.82
- City of Redding: $31.11
- Monterey Peninsula Cable: $9,494.55
- Shasta Dam PUD: $10,062.31
- Bureau of Elect., Alameda: $212.42
- Bell Vista: $28.00
- Pacific Gas Transmission: $976.54
- City of Bakersfield: $72.92
- City of Healdsburg: $226.03
- City of Oakland: $1,270.96
- M. Wheeler: $317.70
- Other Organizing Exp.: $1,323.23
- Western TV-Cable: $97.03
- Weils Rural Electric Co.: $340.67
- Plumas-Sierra Rural Elec.: $133.04
- So. San Joaquin Dist.: $170.18
- CP National-Sl. Lake Tahoe: $453.92
- L.O. Convention: $453.92
- Group W-Long: $1,755.62
- Group W-Lompoc: $5,195.07
- Group W-Reno: $373.84
- Group W-Santa Maria: $70.00
- Group W-Santa Cruz: $471.20
- Group W-Ukiah: $199.80
- Group W-Fort Bragg: $506.36
- State TV Cable: $63.43
- CP National–Nedles: $977.31
- $111,558.26 |
| $106,691.01 | $217,829.27 | $232,413.37 |

### FINANCIAL STATEMENT — CONTINUED

#### Steam Gen. Crew
- Switch and Clear Crew: $1,091.52
- Misc. neg. expenses: $556.09
- Safety: $210.96
- Benefits: $726.80
- Re-Rate: $320.70
- Mat. Consolidation: $177.17
- Receivable Accounting: $466.39
- Sacramento Gas Prod. Neg.: $390.00
- 12-Hour Shift Committee: $197.70
- Backhoe Operating Training: $459.00

**Total Reimbursed:** $362,121.92

### GENERAL FUND

<table>
<thead>
<tr>
<th>Salaries Paid</th>
<th>Reimbursed</th>
<th>Expenses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$323,413.37</td>
<td>$58,708.55</td>
<td>$382,121.92</td>
<td></td>
</tr>
</tbody>
</table>

#### Membership supplies:
- Supplies-Local: $109,913.16
- Supplies-Intl.: $550.00
- $13,984.06

#### Membership benefits:
- Group life insurance: $217,829.27
- Pin award dinners: $550.00
- Unit meeting prizes: $225.00
- $142,076.65

#### Payroll taxes:
- Employee portion:
  - U.S. income tax withheld: $(542,593.25)
  - FICA withheld (172,877.11)
- $13,069.53

#### Miscellaneous payments:
- Charitable donations: $6,025.00
- U.S. income tax withheld: $(452,539.85)
- $653.40

#### Employee benefits:
- Health and Welfare plans: $257,999.05
- Staff pension plan: $1,340.00
- $257,999.05

#### Other disbursements:
- Legal fees: $376,446.51
- Hall rentals: $40,593.39
- Workmen's compensation insurance: $46,955.42
- $701,045.49

### Payroll:
- $362,121.92
- Employee portion:
  - U.S. income tax withheld: $(452,593.25)
  - FICA withheld (172,877.11)
- $13,069.53

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- $701,045.49
Historically headquarters' rotations were routine for OH Electric Department between the Old Potrero Headquarters and Shotwell. No agreement existed on Shotwell and Martin Headquarters rotations.

Dispute settled, members to recover ...

From PAGE ONE

The arbitrator's initial decision canceled 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.

Ragel 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 traveled 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...

Guarantees gained in job security, early retirement plans

From PAGE ONE

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."

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 Milite Phillips, Hunter's Point Power Plant.

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