Equality Treatment Demanded

IBEW clericals say No to PG&E contract offer

By Steve Diamond

The clerical members of IBEW Local 1245 sent a strong message to PG&E late last month when they once again rejected a contract offer which applied a wage increase to clerical workers in a manner different than that applied to IBEW physical members at the company.

While clericals' rejection of PG&E's first offer was close, this time the vote totals are overwhelming. More than sixty percent of the workforce voted against it. On this offer, almost 64% of those voting turned down the offer, while only a little over 36% voted for acceptance of the proposal.

Less than 50% of the Union's clerical members voted in response to the Company's first offer. Some 45% voted for the offer, while 55% voted to reject it.

"The level of participation and the strength of the rejection demonstrates that there is a deep concern about equal treatment among the clerical workforce," Jack McNally, IBEW Local 1245 Business Manager, said. "Our members do understand the problems that the Company says they face, but they are not willing to go backwards to solve those problems," McNally said.

"It's a matter of self-respect."

The vote shows that "the clerical workforce is adamant that they be treated the same as the rest of the workforce," Manny Mederos, head of the IBEW bargaining committee, added. "That's the major issue. Anything less and their worth is being diminished by the company. It's a matter of self-respect.

Mederos expects that the Union and Company will meet soon to see if an agreement acceptable to both parties can be reached.

The latest Company offer was forwarded to the members of the clerical unit with no recommendation by the IBEW Local 1245 negotiating committee. It differed from the Company's first offer because it provided a 2.75% lump sum payment to the clericals in a quarterly basis and would have been applied to the savings fund plans in which the clericals are enrolled.

See PAGE TWELVE

IBEW Local 1245's Dorothy Fortier honored

Our own Dorothy Fortier. Assistant Business Manager at the Local Union, was one of three trade unionists recently honored by the Contra Costa Chapter of the A. Philip Randolph Institute. The Institute said that the three deserved special recognition for their outstanding leadership in labor and community affairs and their dedication and support of the Institute.

The Institute, commonly known as the APRI, was founded in 1964 to foster the participation of blacks in the American trade union movement. It is named after the late A. Philip Randolph, a prominent black trade unionist for many years.

In addition to honoring Dorothy, the APRI also recognized the work of Charles K. Evans, Business Manager/Secretary-Treasurer of The Laborers' International Union Local 324, and Hank White, President of Amalgamated Transit Union Local 1555.

Dorothy was appointed Assistant Business Manager of Local 1245 on January 5, 1987. Her major duties include administration of the PG&E Physical and Clerical Agreement, and assisting in coordinating training conferences.

Since her initiation into IBEW Local 1245 in 1975, Fortier has participated extensively in a wide range of union educational and training programs on the local, state, national and international levels. She has also served as an instructor at various seminars and serves as an executive board member of the Alameda County Central Labor Council. She is a member of the APRI and the Coalition of Labor Union Women.

Dorothy began work at Local 1245 as a secretary. She subsequently worked as an administrative assistant and as managing editor of the Utility Reporter and Shop Stewards' newsletter. She then moved on to become a Business Representative.

Dorothy was one of 15 delegates See PAGE TWELVE

IBEW Local 1245's Dorothy Fortier honored

Cal/OSHA inspections down as campaign builds

The drive to qualify the labor-led initiative to restore Cal/OSHA escalated around the state just as startling new statistics highlighted a drastic decline in work safety inspections since Gov. Deukmejian turned California's worker protection program over to the federal government.

In the first six months after Cal/OSHA was axed, inspections of actual work site accidents dropped by 93 percent. Federal OSHA only conducted 95 accident inspections from July-December 1987. During the same months in 1986, Cal/OSHA inspected 1,443 job mishaps.

The latest figures come from Federal OSHA, which is sponsored by the California trade union movement, plans to submit 800,000 signatures to the petition to restore Cal/OSHA. Wal- ter Johnson, head of the San Francisco Labor Council, Jeff Greenendorfer, assistant to Johnson, and Jack Hen- ning, head of the California Labor Federation, look on.

San Francisco Mayor Art Agnos signs the petition to restore Cal/OSHA. Walter Johnson, head of the San Fran- cisco Labor Council, Jeff Greenendorfer, assistant to Johnson, and Jack Hen- ning, head of the California Labor Federation, look on.

Pat Collins, IBEW Local 1245 clerical member at PG&E and Advisory Council representative, wears the black armband of protest against the PG&E contract offer to clericals.

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Southern California IBEW starts child care program

Child care at the workplace has now become a reality at a major employer, thanks in part to the efforts of IBEW Local 18 in Los Angeles. Working with two other unions, including SEIU Local 547 and the Engineers and Architects Association, and their employer, the Los Angeles Department of Water and Power, the IBEW made this innovative program a reality last year.

The work began when the unions got the employer to agree to the idea in 1985. Annemarie Galaso, a business representative with Local 18, said that the unions agreed to handle the issue jointly with the employer outside of the formal bargaining structure.

Galaso said that the political climate contributed to the employer's willingness to deal with the issue. She pointed to pressure from Los Angeles Mayor Tom Bradley about the issue. "I think DWP wanted to be the first in the city to tackle the issue," Galaso said.

Survey shows need

The first step in the program was a survey of Department employees. There are 11,000 employees at DWP, of whom 9,000 are men and 2,000 are women. More and more, employers have begun to realize that child care is not a "woman's" problem, but a parental problem.

With joint custody more common today and with larger and larger numbers of families where both parents must work, employers realize that their productivity can be affected by the child care issue.

More than 4,000 of the Department's employees responded to the survey. The results showed that 36 percent (1,453 employees) had children 12 years old or younger. Sixty percent of these parents used child care and more than half said that providing child care was difficult. They pointed to high costs, breakdown of care, lack of care available in their area, or scheduling problems. There also appeared to be an additional problem for Black and Asian workers, who reported higher than average numbers of problems in obtaining child care.

The survey also revealed a bottom line problem for the employer: 7,318 work days were missed and $1 million in salary and benefits were lost due to problems with child care. Additionally, 7,318 work days were missed and $1 million in salary and benefits were lost due to problems with child care.

Pilot program begins

To begin to solve the problems found, the employer agreed to contract for spaces in already existing child care programs in two different locations. The employer agreed, as well, to subsidize parents for part of the cost of these programs. In addition the program reserves space in another center for mildly ill children. For the IBEW's Galaso "that is the most beneficial part of the program."

But the experimental nature of the program is a problem. Galaso says, "The child care centers have gotten off to a real slow start," she said. "Unless there's a problem with a current care program employees are not going to move their child." She points out that parents are not willing to move their children for a program that might be eliminated down the road. But all in all Galaso remains optimistic. The problem "can't be solved overnight" she said.
APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PG&E Clerical Ballot Committee
Vida Anderson
Olivia Mercado
Pat Collins
Norma Richer
Mary G. Coyle
Barry Claybaugh

Shasta Division Joint Grievance Committee
Russell Shelton

General Construction Joint Grievance Committee
Edward N. Loupy
(Alternate)

Geyser's Emergency Response Team Committee
Ocean
Richard Brown
Alain MacLean
Fred W. Doster

SHASTA DAM AREA PUD
Shasta Dam Area PUD Negotiating Committee
Dennis Daly

CITY OF LODI
City of Lodi — Utility Department Negotiating Committee
William R. Schmer, Sr.
Albert M. Smatsky, Jr.
Darel Clark

TRI-DAM PROJECT
Tri-Dam Project Negotiating Committee
Daniel W. Childres
Jack Carrillo

CENTRAL LABOR COUNCILS
San Francisco Labor Council
Gwen Wynn
Perry Zimmerman

Unit corrections listed

Here are the recent changes in the Unit Meeting Schedule:

Unit corrections
#2315 — Livermore
1st Thursday
April 7
May 5
June 2

#2314 — Hayward/Fremont
1st Friday
April 1
May 6
June 3

Unit changes
#3318 — Elko
2nd Tuesday
April 12
May 10
June 14

Unit disbanded:
#3316 — Reno
2/26/88

For a second time, the members of the Clerical bargaining unit of PG&E have rejected the offer to conclude bargaining for the next three years. It may be that the situation to determine where we are.

From the outset of bargaining, PG&E pushed hard to rearrange the Clerical wage rate structure to, in the Company's words, "bring the rates more in line with the market." The Company based their argument on their own surveys as well as those of the CPUC. During the course of bargaining the Company proposed three possible ways to meet their desires. First, they proposed establishing, from the very top, the lowest, a two-tier wage rate system. This system would have meant that two employees, one hired before the contract date and the other after, who would work side-by-side, would have different rates of pay for doing the same work. This would have applied for all rates and classifications and would have been in effect until all employees hired before the contract date left the Company.

Second, they proposed an area differential wage structure. Had this proposal been accepted, your wage rates would have been based on where you worked regardless of what work you performed. The intent would have been to provide a cheaper rate for rural areas, which allegedly have a lower cost of living and lower labor rates.

Third, the Company proposed to freeze the wage rates, in this case for two years, and apply a bonus to current employees. In effect, this last method would allow for the closing of the gap between the market and the Clerical rates while still applying a quick fix for current employees.

The Company argues that restructuring the Clerical rates is necessary because of CPUC pressures and the pressures of other businesses in both metropolitan and rural areas. In their surveys, they show that the PG&E Physical workers' and management wage rates are approximately 10% higher than the market, while the Clerical rates are approximately 30% higher than the market rates. The Company believes that the bonus concept will move the Clerical rates relatively closer to the market, in line with the Physical and management rates.

Your Negotiating Committee resisted these proposals throughout the course of bargaining. We argued, in part, that wages should provide a decent standard of living, Clerical rates were established long ago for the work being performed, and PG&E Clerical wage rates were not necessarily out of line. We also suggested that wages paid for clerical work by other businesses were too low based on those workers' value and today's standard of living in this country.

The Company refused to move away from their desire to address the Clerical wage rates. Finally, the parties reached a tentative agreement with the least undesirable method of addressing the Clerical wage rate issue. The Clerical workforce rejected the first offer by a vote of 1,004 to 813. Some minor improvements were made and resubmitted to the members, where it again was rejected — this time by 1,450 to 828, with 461 additional members casting votes.

Both times these offers were submitted to the members without a recommendation from the Negotiating Committee to vote for or against. The Negotiating Committee felt that because of this departure from the Physical Agreement, they could make no recommendation on how the Clerical members should vote.

Obviously, the Clerical members have decided for the second time. It is significant that more members voted the second time, and even more significant is the fact that more members voted to reject the offer than the first time. Our Clerical members are the group of employees in PG&E who are on the low end of the income scale. As a group they are predominantly female, and in many cases are single heads of households. Our Clerical members are the group that meets the customers face to face and over the telephones. In recent years the customers have become much more demanding and irate over gas and electric service. Our Clerical members take this heat and have to make excuses for the failures of the Company. Our Clerical members are the ones who pay the meters and process the bills to keep the money coming in. Our Clerical members are the ones who process the payroll to see that all employees are paid. Our Clerical members are the ones who many times are taken for granted by all other

IBEW 1245 Business Manager
Cal/OSHA inspections down as campaign builds

from PAGE ONE to submit 800,000 signatures to ensure that its measure qualifies for the general election ballot.

"We still have a long way to go. We must redouble efforts to gather signatures and raise money for the Cal/OSHA campaign," Henning said.

The initiative also picked up important new support from outside the ranks of organized labor as health, environmental and public interest groups endorsed the proposal. They include the American Cancer Society, the American Lung Association, the Sierra Club, the California Medical Association, the California Public Interest Research Group, the California Trial Lawyers Association, the California District Attorneys Association, the League of Women Voters, and the California Nurses' Association.

"Labor is, of course, involved because of our commitment to protect the health and safety of working people," Henning said. "But Cal/OSHA affects every Californian because of the ever-present threat of toxic contamination."

Cal/OSHA's regulation of toxic chemicals is regarded as far superior to standards enforced by Federal OSHA. Before Cal/OSHA ceased covering private sector workers last July 1, it regulated 170 dangerous toxins which the Federal Government ignores. And Cal/OSHA enforced much stricter standards on 97 other toxics than its federal counterpart.

California's occupational cancer law, which only Cal/OSHA enforced, is much tougher than federal statutes and the state agency regularly updated its toxic standards to reflect new chemicals, technological advances, and fresh data on toxic materials. Federal standards, adopted in 1970, are rarely revised.

"Organizations representing health, conservation and consumer interests are rightly concerned because toxic contamination which affects workers doesn't stop at the plant gate," Henning said. "It stops in your lungs.

Do you want to help qualify the Cal/OSHA initiative? Sign the initiative petition. Make sure your friends, neighbors and family members sign too. And volunteer to help circulate petitions through your local union or other organizations.

Cal/OSHA coalition grows

The campaign to restore funding for Cal/OSHA gained strong allies this month when the California Medical Association, the League of Women Voters and the California Nurses' Association endorsed the labor-led initiative effort.

These groups joined dozens of other political figures, public interest organizations and labor unions in the effort to gather the signatures necessary to put the Cal/OSHA initiative on the November ballot.

Some of the other groups include: the California State Employees' Association, the California Teachers' Association, the Sierra Club, the American Lung Association, the American Cancer Society, Asbestos Victims of America and the California Trial Lawyers' Association.

In addition to these groups were present, along with IBEW Local 1245, in a recent meeting held in San Francisco to map strategy for the campaign. The Coalition has already gathered close to 500,000 signatures. It hopes to gather a total of over 800,000 by early April.

IBEW Local 1245 would like to gather as many signatures as possible for the campaign. The official green petitions are available from Safety Committee Members and Business Representatives in your area. Sign for Safety Today!

Injured workers' bill of rights aims for November ballot

In an effort to reform the California Workers' Compensation system, the California Workers' Initiative Campaign is now collecting signatures to get its "Injured Workers' Bill of Rights" on the November 1988 ballot. The initiative has been endorsed by the California AFL-CIO and IBEW Local 1245.

The "Bill of Rights" includes nineteen basic reforms of the Compensation system. It would raise disability benefits from the current $224 per week to $540 with automatic adjustments each year as the cost of living rose. It would also provide a due process system in the administration of claims and the labor agency which administers the Workers' Compensation system.

"Too many workers lose their jobs, health, families, and even their lives because of an injury on the job—and worse still—because of neglect and administrative harassment after the injury," Kevin McCarthy, campaign manager for the initiative, said.

McCarthy, a Workers' Compensation attorney, argues that politicians in Sacramento have failed for years to deal with the reform measures put forth by labor, which are now presented directly in the initiative proposal.

"Any long political deadlock just erodes the entire benefit structure of Workers' Compensation," says another campaign activist, injured worker Dave Manley, "because benefits for injured workers do not increase with the escalating cost of living. However, the doctors and insurers get their rate increases regularly. For example, there have been six rate increases for insurers in the past three years alone, and a seventh is now pending.

Lowest in benefits, highest in costs

"This is why," Manley continues, "the California Workers' Compensation system now ranks among the lowest in the nation in benefits, and among the highest in the nation in costs."

In addition to the increased benefits for injured workers, the Bill of Rights would permit a worker to file suit for bad faith in the processing or handling of a Workers' Compensation claim, and would establish statutory guarantees for injured workers, and tighter administrative standards for processing claims.

Both disability benefits to workers and medical bills to doctors, for example, would have to be paid within specified time limits, and claims hearings would have to be conducted on a timely basis. The initiative would make additional funding available to the Workers' Compensation Appeals Board and the Division of Industrial Accidents to carry out these administrative requirements and would thus speed up the entire claims processing system.

"At the heart of the initiative," says McCarthy, "is the mandate that before disability benefits can be terminated, a formal hearing must be held. There is no requirement to present pre-termination hearings before an employer or an insurer can cut off an injured worker's disability benefits.”

See PAGE FIVE
Injured workers' bill of rights aims for November ballot

From PAGE FOUR

Link to Cal/OSHA Campaign made

The Bill of Rights organizers point out that the goal of their campaign is similar to that of the major effort underway to restore Cal/OSHA. "The issues are the same," says Bruce Poyer, a U.C. Berkeley labor educator who is backing the campaign. "Both campaigns are asking voters to take a stand for safer jobs and a fairer job process." To obtain signature petitions or further information about the Injured Workers' Bill of Rights, contact the California Workers' Initiative Campaign, Station A, P.O. Box 2467, Berkeley, CA 94702, or call the campaign's headquarters in Santa Rosa at (707) 529-4533.

Cal/OSHA vs. Federal OSHA

...State guideline and regulations afford greater worker protection.

I. Occupational Safety and Health Standards (Partial List)
   - Work with or near high voltage lines
   - Short handled hoe in agriculture
   - Logging and Sawmill Operations
   - High hazard tunnelling operations
   - Petroleum drilling and production
   - Accident Prevention Programs
   - Cranes and crane certification

II. Required registration of carcinogen use in the workplace
III. Worker right-to-know about hazardous substances in the workplace
IV. High hazard construction safety permit system for trenching, excavation, high rise construction and demolition, and diesel engine use underground and for asbestos related work of 100 sq. ft. or more.
V. Procedure to stop work until serious imminent hazards are corrected

VI. Worker complaints:
   - Complaint may be made over the telephone to save time
   - Required agency response times:
     - Imminent hazards
     - Serious violations alleged
     - Nonserious violations alleged
       - Actual response times (based on Federal OSHA study):
         - Imminent safety or health hazards (in calendar days)
         - Serious safety or health violations alleged (in calendar days)
         - Nonserious safety or health violations alleged (in calendar days)

VII. Civil penalty maximum:
   - Serious Violations
   - Repeat/Willful Serious Violations
   - Nonserious Violations
   - Repeat/Willful Nonserious Violations

VIII. Criminal sanctions permitted in serious cases

IX. Notification of occupational death, or serious injury or illness

Cal/OSHA
   - Extensively Regulated
   - Banned
   - Excluded

Fed/OSHA
   - Minimal or No Regulation
   - Not Regulated
   - Minimal or No Regulation
   - Not Regulated
   - Minimal or No Regulation
   - Not Regulated

Toxic substances pamphlet available

Understanding Toxic Substances: An Introduction to Chemical Hazards in the Workplace is now available from the Hazard Evaluation System and Information Service, California Occupational Health Program, 2151 Berkeley Way, Berkeley, California 94704. Their phone number is (415) 540-3136. The pamphlet contains the following information:
   - Explains how chemicals can affect the body;
   - Suggests what to look for when reading health information;
   - Describes the different types of exposure limits for chemicals in the workplace;
   - Offers some tips on how to know if you are exposed and what you can do to reduce exposure;
   - Lists some additional sources of information; and
   - Provides a glossary of commonly used technical terms.

* Per: Fran Schreiberg, California State-Fed Representative, State Building and Construction Trades Council
Actions speak louder than...
In words! Save Cal/OSHA

1245 AFL/CIO
The Wobblies failed to unionize mass production workers. Someone else wanted to, not because a union contract said he had to. It was an excellent victory for the IWW.

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 book STRIKEMAKERS & STRIKEBREAKERS (E.P. Dutton, New York, 1985).

1919 Steel Strike

Corporations...are fast becoming the people's masters.
— President Grover Cleveland

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?

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's book for donation to Northern California public libraries. We will reprint selections from Len's book in the Utility Reporter over the next several months.

From the book Strikemakers and Strikebreakers by Sidney Lens. Copyright (c) 1985 by Sidney Lens. Published by arrangement with Lodestar Books, a division of E.P. Dutton. Available from your local bookstore or for $13.95 plus $1.50 shipping and handling from Lodestar Books, 2 Park Avenue, New York, NY 10016.
rights guarantee that when there is to be a layoff, the senior employee stays on the job and the employee with least seniority is laid off. The senior employee is also entitled to other benefits. In a subsequent arbitration, the amalgamated union won other concessions for the 125,000 meat-packing workers—an 8-hour workday with the same 10 hours’ pay, plus additional raises of 10 to 25 percent. “It’s a new day,” Fitzpatrick told jubilant workers in Chicago.

Encouraged by the results in the meat-packing industry, Foster turned his attention to the most important mass production industry in the country: steel. No one had to tell Foster he would be facing a powerful adversary. U.S. Steel workers in Chicago.

With thousands of its members being fired and no signs from management coming in daily. At the end of the drive, Foster reported that 156,702 members had paid initiation fees, and 100,000 more had signed application cards for the union. About half the industry was now enrolled for the strike. Near the American Steel & Wire plant in Farrell, Pennsylvania, one striker and one strikebreaker were killed, and two state troopers injured. At New Castle, seven unionists were shot. All told, twenty-two people would die in the long strike. Twenty of them strikers, hundreds were injured, and many hundreds more jailed.

In September 1918, while World War I was still on, Foster began his drive in four cities around Chicago: Joliet, Gary, South Chicago, and Indiana Harbor. He borrowed organizers from the more progressive AFL unions, such as the United Mine Workers, and he ultimately assembled a staff of a hundred organizers. The results were sensational. Fifteen thousand steel workers attended the first meeting in Gary, and 749 paid their initiation fee right then. Another federation of steel unions had enough members to fully paralyze all the mills in the Chicago area, if it wanted to. Foster didn’t call his strike at this time because the hub of the industry was around Pittsburgh and Youngstown. Shutting down the Chicago area would not be enough.

Alarmed by the union drive, Judge Gary put into effect a “basic 8-hour day” with time and a half after 8 hours. This did not reduce the workday—since the men still had to labor 12 hours—but did add 2 hours’ pay every day to the paycheck. 100,000 Steelworkers had joined the union by June 1919, and more were coming in daily. At the end of the drive, Foster reported that 156,702 workers had paid initiation fees, and 100,000 more had signed application cards for the union. Almost half the industry was now enrolled for the campaign for “8 hours and the union.” But Judge Gary refused to consider recognizing the union. A letter from Samuel Gompers, asking Gary, to meet with a committee of six, including himself and Foster went unanswered. With thousands of its members being fired and no signs from management of a willingness to talk, the National Committee decided to strike in late September. President Woodrow Wilson appealed for a two-week postponement, but the appeal came a day or two after police had killed three strikers engaged in a work stoppage at the Standard Steel Company of Hammond, Indiana.

The steel strike of 1919 was part of an immense strike wave that included a city-wide walkout in Seattle, a work stoppage by Boston Police, and strikes in the coal and clothing industries—altogether more than four thousand walkouts.

The steel strike, however, was the most important. As it began, it resembled mobilization for a real war. Thousands of men were recruited in Pittsburgh as deputy sheriffs, and three thousand more at McKeesport. Along the Monongahela River, in towns from Pittsburgh to Clairton, twenty-five thousand men were selected, armed, and paid by the steel corporations but called deputies so they could claim official authority. The deputies were to serve two purposes: to prevent workers from leaving their jobs and to protect strikebreakers.

Yet, despite the corporations and the government, the response to the strike was impressive. On September 22, Foster reported 275,000 men had walked out. By the middle of the week, according to the U.S. Department of labor, 367,000 men and women were on strike in seventy major centers. In the Chicago and Buffalo areas, the stoppage was 100 percent effective. Even in the Pittsburgh area, three-quarters of the mills had left their jobs.

Judge Gary’s counterattack consisted of a combination of fear and force. Mayor John A. Toomey of Buffalo denounced the strike as an attempt by “bolshieviks” to spread the “red” doctrine among the foreigners. The Chicago Tribune reported in its strike story that “Foster’s plan of a social revolution is revealed.”

Propaganda, however, was mixed with action. Even on the first day of the strike. Near the American Steel & Wire plant in Farrell, Pennsylvania, one striker and one strikebreaker were killed, and two state troopers injured. At New Castle, seven unionists were shot. All told, twenty-two people would die in the long strike. Twenty of them strikers, hundreds were injured, and many hundreds more jailed.

On the fourth day of the stoppage, John Fitzpatrick offered to send the strikers back to work if the company would agree to arbitration—having the issue decided by an impartial third party. Judge Gary scorned the offer; the newspapers played it down as insignificant. Instead they carried fictitious stories of workers returning to work and the morale of strikers sagging. Detective agencies started whispering campaigns pitting one group of foreign workers against another. The Sherman Service, for instance, sent a memo to its agents: “We want you to stir up as much bad feeling as you possibly can between the Serbians and Italians. Spread data among the Serbians that the Italians are going back to work…. Urge them to go back to work, or the Italians will get their jobs.”

The first few weeks of the strike were a stalemate, neither side sure of winning. For a while the owners’ back-to-work pleas failed, raising Foster’s hopes of ultimate victory. But the longer the strike lasted, the more remote victory became. “The only way to beat the strikers,” Foster observed, “is to starve them out.” There was nowhere near enough money in the strike fund. The twenty-four unions in the amalgamation contributed only $101,000 to the strike fund; other unions, such as the garment workers’, men’s clothing workers’, and furriers’, contributed more—$180,000. The AFL itself gave nothing. All told, the strike committee netted $418,000 for strike expenses and relief, hardly enough to feed hundreds of thousands of people.

Foster estimated that he needed 82 million a week for relief, but the best he could do was open forty-five commissariats which distributed food twice a week to those in dire need. The inadequate supply of strike funds was without question the most important factor in the failure of the strike.

As of mid-November, the steel mills around Chicago had recruited enough strikebreakers and former strikers to operate at 50 to 85 percent of normal. Everywhere, the ranks were thinning appreciably. Foster and Fitzpatrick tried one more ploy. They asked the Interchurch Commission, representing forty-two Protestant denominations, to contact Judge Gary and settle the strike on any terms it could. On December 5, three nationally respected clergymen met with Judge Gary at his New York office. Gary was unshakable, in fact he accused the commission itself of harboring “red radicals” in its ranks. Concerning the strike, he told them there was nothing to discuss. The steelworkers were back at work and happy, he said. The few that remained out were “nothing but a group of red radicals whom we don’t want anyhow.” That was the last gasp of the 1919 steel strike. As of December 10, there were still 109,300 workers out, according to Foster, but the number continued to dwindle rapidly. On January 8, 1920, after three and a half months, the strike was called off, and in the Chicago and Buffalo areas, the stoppage was 100 percent effective. Even in the Pittsburgh area, three-quarters of the mills had left their jobs.

The first national strike of mass production workers had been defeated by a combination of government and management strikebreaking, and by hunger in the strikers’ homes.
Government Coordinating Council #1 Assembles in Reno

By Richard Hafner

The Government Coordinating Council #1 held its winter meeting in Reno, Nevada, on January 21 and 22, 1988. Many items of mutual interest were discussed including drug testing. There has been no recommendation made to the D.O.E. that any craft positions be subject to drug testing. At this time, it looks like other non-IBEW positions may be on that list of random testing but it is too early at this time to be specific. It is expected that testing will begin sometime this summer.

Mike Groves, Director of the Division of Operation and Maintenance, a guest of the Council, gave a status report on the productivity review for Transmission Line Maintenance. The recommendations that were made still need some fine tuning. It was indicated that any reductions of staffing would most likely be made through attrition.

U.S. STEEL-POSCO

Jesse Jackson to speak at rally against union busting

Democratic Presidential Candidate Jesse Jackson will lead a labor rally and march to protest union-busting at the U.S. Steel-POSCO steel mill on Saturday, March 19. The rally will begin at 10 a.m. at Los Medanos College, 2700 East Leland Road, Pittsburg, California (Use Loveridge Road exit off Highway 4). The event is sponsored by the Contra Costa County Central Labor and Building Trades Council. U.S. Steel has joined with a South Korean firm to modernize their Pittsburg Steel works — but with non-union labor. They argue that they will save $42 million, but an investigation of that claim by or-

Medanos College, 2700 East Leland Street, Los Angeles, CA, 90012; and Senator Dennis DeConcini, United States Senate, Washington, D.C. 20510.

In other GCC#1 news, the impasse arbitration was won by the GCC#1 at the end of 1987. All issues were decided in the Union's favor except that the Union will pay for their participation in joint surveys of wages in future negotiations. For further details, contact your Business Manager or Business Representative.

Lobbying efforts by the IBEW have finally paid off in our paychecks. The Union has been successful in removing the pay cap for fiscal year 1988 with the passage of Public Law 100-200, signed into law by President Reagan on December 22, 1987. Our thanks, in letters, should be addressed to U.S. Representative Edward Roybal (Dem.-CA.), 300 North Los Angeles Street, Los Angeles, CA, 90012; and Senator Dennis DeConcini, United States Senate, Washington, D.C. 20510.

The above attended a recent meeting of the Government Coordinating Council held in Reno, Nevada. From left to right are: Buster B. Bostman, Chief of Labor-Management and Employee Relations; Neil J. Krogh, IBEW Local 2159; Richard T. Barrus, International Representative, IBEW Ninth District; Tom Shearer, IBEW Local 2159; Gary Maynard, Assistant Business Manager, IBEW Local 640; Brian H. Pieper, IBEW Local 1959; James L. Simmons, International Representative, Eleventh District, IBEW; Jim Healy, IBEW Local 1759; Randy Rau, Business Manager, IBEW Local 1759; Mike Groves, Director, Division of Operation-Maintenance.

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Walnut Creek, CA 94596

San Francisco Unit 2412 Chairman Rudy Woodford, and his family: son, Maurice; daughter, Monique; and wife, Jackie, model handsome T-shirt and sweatshirts that the Unit is selling to raise funds for Unit activities. To order, please fill out the form, and mail to the Local Union headquarters where Business Representative Ed Caruso will process the orders for the San Francisco Unit.

Protest against anti-union contractors

IBEW members were among the 5,000 union building trades workers who joined in a protest on March 7 at the convention of the Associated Builders and Contractors held at San Francisco's George Moscone Center. This organization relies heavily on non-union labor at major construction sites around the country.

The San Francisco Bay Area continues to be one of the last strongholds of union construction work in the country. The protest was said to be the largest ranked and file union members in the city in over 40 years. Many of the protestors had taken time off from work on construction sites around the city to participate in the demonstration. Thanks to IBEW Local 1245 Business Representative Joel Elliot for the photograph and report.

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Wage dispute at USBR

Management at the United States Bureau of Reclamation is taking a hard line on wages, reports IBEW Local 1245 Business Representative Pete Dutton. The Union and the Bureau agreed on December 18, 1987 to abide by the 1987 wage cap of 2 per cent.

On December 22, 1987, President Reagan signed new legislation, Public Law 100-200, which lifted the four year old wage cap on USBR wages.

When the Union became aware of the new legislation, it requested a reopening of negotiations with the Bureau. But the Bureau has so far refused to reopen discussions of wages, Dutton told the Utility Reporter.

Dutton said the Union was “exploring all possible avenues” in response to the new situation. Dutton pointed out that management for the Western Area Power Administration, where IBEW Local 1245 also has members, negotiated on the basis of the new law.

The wage freeze was introduced four years ago, but IBEW members were initially exempt. The Bureau agreed to continue to pay the prevailing wage rate for the highly skilled labor of the IBEW membership. The new law signed by President Reagan followed pressure organized by the IBEW to restore the prevailing wage rate policy.

IBEW Local 1245 represents 160 members at the Bureau. They work on canal maintenance, power plant maintenance and operation, and dam maintenance. Members of the IBEW Local 1245 bargaining committee include: Bill Chambers, Jim Mallenbug, Barry Vandermosten, Richard Pender, Robert Gonzalez, Al Wright, and Pete Dutton.

Deadline April 4

Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attend a trade or technical education.

1. The grants will be as follows:
   $500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1988. A copy of your diploma or a letter from your high school stating that you will graduate in 1988 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.

3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed below.

4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, (other than correspondence schools) which are accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.

5. Applications must be mailed to IBEW, Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be postmarked no later than April 4, 1988.

6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.

7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.

8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

Northern California Catholic Labor Committee Forms

Catholic trade unionists can now join hands in the newly formed Northern California Catholic Labor Committee. The Committee is intended to serve as a link between the Catholic faith and the daily labors for the union movement.

The Committee is open to all union members, officers, staff, labor attorneys, educators, clergy and union sympathizers. The Committee is now starting a membership drive, according to its recent bulletin, Solidarity. "If we hope to have our committee be something real and meaningful in this world and the Bay Area, then we must generate some participation and involvement," the bulletin said.

Interested unionists should contact Mike Ayres of the United Food and Commercial Workers for more information. He can be reached at (415) 863-3823. The mailing address for the Committee is Northern California Catholic Labor Committee, P.O. Box 31547, San Francisco, California 94131. The Committee will hold its next meeting on Friday, April 15, 1988, at 8:45 a.m. at the Cathedral Hill Hotel, Van Ness and Geary, in San Francisco. Committee members can assemble for the 8:00 mass at St. Mary's Cathedral, Geary and Gough (chapel behind the main altar) before the meeting. RSVP to Mike Ayres at the above phone number.

May 14, 1988

Save this day for
The Day on the Delta Poker Run

Enjoy a day in the sun with fun. Swimming, skiing, fishing, or just riding around on a Saturday.

The Poker Run sign-up is at Brannan Island State Recreation Area boat ramp located on California Highway 160 just South of Rio Vista. Sign in between 7:30 and 10:00 a.m. Travel to the five designated Marinas or locations and pick up your numbered envelope. Return to Brannan Island Recreation Area Day Use Area by 4:00 p.m. and see how well you did on the Poker Run. The top winner is the person with the best poker hand.

The cost of each poker hand is $2.00 with no limit on the number of hands. You may purchase tickets for the ramp raffle to be held at the Day Use Area at 4:00 p.m. You need not be present to win the best poker hand, just turn in the envelopes. You must be present to win the Ramp Raffle.

A picnic of Hot Dogs and Beans will be served, and utensils and drinks. Have a great day by joining us at this annual event.

Application for the Local 1245 Trade and Vocational School Grant For Members' Children Enrolling in Technical, Industrial, or Trade Schools

Sponsored by Local Union 1245
International Brotherhood of Electrical Workers, AFL-CIO

P.O. Box 4790
Walnut Creek, CA 94596

APPLICATION FOR THE LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, is my natural, legally adopted, or a legal ward of a member of Local Union 1245.

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, is my natural, legally adopted, or a legal ward of a member of Local Union 1245.

IBEW 1245 UTILITY REPORTER/MARCH 1988 11
SEIU to argue for women's pay in court

By Mary King, U.C. Berkeley Labor Center Reporter

"The state of California must defend pay rates for common workers in Federal court," says Judge Marilyn Patel. Judge Patel found that SEIU Local 1000, which represents state workers, had "presented sufficient evidence" to defend their pay claims on behalf of 100,000 state workers.

SEIU, also known as the California State Employees Association or CSEA, filed suit against the State in November, 1984. They charged the State, Governor, the Legislature, and the State Department of Personnel Administration (DPA) with paying discriminatory wages on the basis of sex.

Pay Equity on the Agenda

Winning the suit will "put pay equity back on the agenda nationwide," Marlene Kim, a CSEA research analyst, said. "Since many regard California's Civil Service as a leader in personnel issues, evidence of ongoing discrimination here should have a major impact elsewhere."

The suit became possible in 1981 when then-Governor Jerry Brown signed into law a policy mandating that the salaries for state jobs held mostly by women be equal to those of other state jobs involving similar levels of skill, effort, responsibility and comparable working conditions; and (2) that the Department of Personnel Administration report annually on progress toward this goal.

After the DPA's first report indicated that women's jobs were paid significantly less than were other comparable jobs, the Legislature approved spending $77 million to bring up women's depressed wages.

But the newly-elected Governor, George Deukmejian, vetoed the Legislature's attempt to compel state "women's jobs" more fairly, despite a $1 billion surplus in the Treasury. In the ensuing negotiations, the Governor implied that pay equity legislation must come out of other people's salaries. At this point the union sued the State for violations of the Federal Civil Rights Act.

SEIU is Optimistic

SEIU's Marlene Kim is optimistic about the outcome of the suit although one recent court decision went against women workers. In September, 1986, a Federal Appellate Court in California held that the State of Washington did not violate women's rights to the law in its lower pay rates for women. That case was argued on behalf of women workers by the American Federation of State, County, and Municipal Employees (AFSCME).

But SEIU's Kim argues that unions have learned they must show more than statistical evidence to win their claims. In the SEIU case, Judge Patel ruled that "job evaluation studies and comparable worth statistics must be supplemented by independent evidence of discrimination in order to establish discriminatory intent." The court also held that the State to discriminate against women with evidence that the State's original salary structure set up in the 1930's explicitly took into account sex, in establishing pay rates, implying that women should and would be paid less than men.

This allegedly discriminatory salary structure was never overhauled. In fact, State personnel policy requires that it be maintained, according to the State. Women would not be consistently underpaid by the State of California. This effort has cost the union over $1 million. Marlene Kim predicts that winning the case will give women and their unions greater bargaining power on pay equity issues, and establish a new direction.

Most importantly, in Kim's eyes, it confirms the fact that women are paid less than men simply because they are women. This knowledge by itself gives women workers more strength to fight for the higher wages they deserve.