Union blasts latest CPUC attack on PG&E wages

For the second time in three years, the wages earned by Local 1245 members at PG&E are under attack by the staff of the California Public Utilities Commission (PUC). The Union has responded with an intensive, highly-organized campaign which challenges this latest effort to interfere with the collective bargaining process.

The PUC's Division of Ratepayer Advocates (DRA), formerly known as the Public Staff Division (PSD), is responsible for studying requests for rate increases by utilities under its jurisdiction and making recommendations on whether the increases should be granted. The five-member PUC, appointed by the Governor, makes the final decision on the request. The DRA's function is to protect utility customers from unfair or unreasonable rate hikes.

Disturbingly, the PUC staff has begun to assert a right to judge the "reasonableness" of utility employees' compensation, and compounded the problem by using faulty data to reach misleading conclusions. About ten years ago, PSD tried to get the PUC to eliminate employee discounts on utility bills. And in 1986, during the hearings on PG&E's last rate increase application, the staff advocated huge wage cuts for Local 1245 members. In each instance, Local 1245 convinced the PUC to reject the staff recommendations, arguing that the government should not interfere with the collective bargaining relationship between labor and management.

In the current rate case, DRA is contending once again that PG&E wages are "too high." They claim that the wage survey data (which they obtained from PG&E) shows Clerical workers "overpaid by 18.42 percent" and Physical Unit members "7.78% over the market." An even more alarming development is that this year, for the first time, the DRA is trying to dictate the level of wage increases should be granted.

Utility Reporter
International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
April 1989 XXXVII NUMBER 4

Union wins NLRB decision on Arbor Tree election

Arbor Tree Surgery employees have waited a long time to get union representation, and now they are one giant step closer to their goal. On March 27, the National Labor Relations Board (NLRB) ruled against an appeal by Arbor management which was filed nine months ago. The decision directed that an election for representation by Local 1245 be held later this month among Arbor Tree employees who perform line clearance work for the company under contract with PG&E.

The Union won this round...
Catastrophic Health Act Unfair to Seniors?

IEBW Journal
Washington D.C.

Editor:

After reading the March issue of the IEBW Journal, I feel compelled to comment on the article "How Medicare Coverage Changes" [pages 18-19].

The article was incomplete and failed to tell the membership about the unfairness of the Catastrophic Health Act; the funding mechanism discriminates against seniors.

Young people with catastrophic illnesses such as AIDS or cancer will be covered. The Act will affect all Medicare-eligible persons and the IRS will be collecting the surtax that finances the program. Those retiring in the next few years will be interested in the change in law because the surtax is 15% of the income tax in 1989 and will increase to 20% in five years.

I am a member of a grassroots coalition working to repeal HR 2470 [the Las Vegas-based Seniors Coalition against the Act]. After some study I'm sure you will find it unfair to Seniors? 

I want to extend to each of you a very warm and genuine "THANK YOU" for all that you have done in getting our payback in line again. I am aware of the time and personal sacrifices made on our behalf, and of the frustration in dealing with the people that we have as managers.

Each of us is proud of our membership in Local 1245, and most of us have supported the Union all along. [Since the arbitration victory] We have gotten a tremendous response from non-members who want to join the Union, or rejoin after having dropped out at some time in the past. They finally realize what management was offering as opposed to what the Union was fighting for. They now understand how "well" management was "taking care of them."

I am happy to say that there is unity among our people again, and a sense of direction for the future. We are proud of all of you, and will continue to support you in times to come. Again, "thanks" for a job well done.

Respectfully Yours,
Jim Eastman
Communication-Instrumentation
Shasta Field Division

Memorial Fund Established

The A. Philip Randolph Memorial Fund was established to enable thousands of dedicated activists to participate in APIR programs which continue Randolph's work. Contributions enable APIR to develop new opportunities for blacks at the polling booth, in the local community, and in the workplace.

Sponsors of the A. Philip Randolph Memorial Fund receive a Certificate of Participation and notices of APIR activities. Commitments are renewable annually. Your tax-exempt donation in any amount is appreciated. Suggested levels of support by individuals are as follows: Sponsor—$25; Patron—$50; Benefactor—$200; Lifetime Benefactor—$1000.

Checks should be made payable to the American Public Retirees Institute and sent to 260 Park Avenue South, New York, NY, 10010. Please include your name and address and note whether you desire tax-exempt status for your donation. For more information call the Fund at the above address or call (212)533-8000.
Local 1245 leaders attend APRI conference

A large delegation of Local 1245 activists participated in the A. Philip Randolph Institute (APRI) of California's 8th Annual Conference last month in Sacramento. The theme of the conference was appropriately, "Survival For Today—Building For The Future.

Delegates to the meeting, held March 17-19 at the Capitol Plaza Holiday Inn, attended several workshops led by noted trade union leaders and other expert panelists. Workshops addressing the "Reality of Today" covered "Dealing with AIDS and Drugs" and "Dealing with Jobs & Gangs." Other workshops included "Creative Thinking" and "Coalition Building: Labor/Church/Law Enforcement and Politicians in the Community."

Guest speakers and panelists included APRI President Norm Hill; James I. Martin, Western Region Director of the NAACP; Assemblywoman Maxine Waters, California Labor Federation head Jack Henning; and Sacramento County Supervisor Grantland Johnson. Local 1245 was represented at the conference by Gail Alston, Dorothy Fortier, Danny Jackson, Ed Miles, Doris Preston, Norma Ricker, Shirley Roberts, Litha Saunders, Jessie Turner, and Gwen Wynn.

History of APRI

The A. Philip Randolph Institute and its educational arm, the A. Philip Randolph Educational Fund, were founded in 1965 to provide the vehicle by which the legislative gains of the civil rights movement could be translated into concrete change within local communities across the country. By serving as a liaison between the black community and the trade union movement, two crucial components of the civil rights coalition, the Institute seeks to advance the cause of human rights in our country and abroad.

1989 marks the one hundredth birthday of A. Philip Randolph (1889-1979), who founded the Brotherhood of Sleeping Car Porters and was one of this country’s foremost human and civil rights leaders. According to APRI President Norm Hill, "Randolph devoted a lifetime of effort to the struggle for social and economic justice for all people. He believed that the black community could only achieve freedom from oppression and exploitation in a society committed to the principle that everyone is entitled to a dignified and meaningful life. He further believed that the aspirations of all minorities could best be realized by supporting and participating fully in the electoral process and in working within the trade union movement to ensure that the promise of America becomes a reality."

What APRI does

To fulfill the ends espoused by A. Philip Randolph, the A. Philip Randolph Institute: works to increase the black franchise by conducting voter registration campaigns and get-out-the-vote drives in local communities; fosters closer ties between the Institute and the local community; and provides the vehicle by which the legislative gains of the civil rights movement could be translated into concrete change within local communities across the country.

See PAGE TWO

Local 1245 delegates to the 8th annual California APRI conference included, left to right: Shirley Roberts, Thelma Dixon, Gail Alston, Danny Jackson, Gwen Wynn, Litha Saunders, Jessie Turner, Ed Miles, Doris Preston, and Norma Ricker.
Local sponsors training seminars

San Jose

More than 125 shop stewards attended special training seminars sponsored by Local 1245 last month in Sacramento and San Jose. Business Manager Jack McNally brought both groups up to date on legislative and local union issues; participants were instructed on legal issues by staff attorneys Tom Dalzell and Jane Brunner. Assistant Business Manager Dorothy Fortier gave workshops on grievance handling procedures for stewards while Pete Guidry of UC Berkeley’s Labor Center coached highly experienced stewards in advanced grievance handling techniques.


Participants in the San Jose workshop, held on Saturday, March 18, included: Ann Agnew, Rich Bidinost, Bill Brill, George Naranjo, Landis Martilla, Gerald Rosa, Peter O’Driscoll, Dean Ericson, Steve Barrope, Barbara Saunders, Jeffrey Raynord, Wayne Freitas, Kathleen Campana, R.C. Morrison, Pat Soffer, Bob Dailey, James Horton, James Vermilyer, Fred de Aguaneaga, Daniel Fuller, Helen Munoz, Ed Fadiga, David Dow, Art Garza, Bob Watts, Ken Richards, Lonnie Crawford, and Vince Revino.
Workers Memorial Day and the history of OSHA

By Joel Shufro

On April 28, 1989, the AFL-CIO has called for a "Workers Memorial Day." Services will be held throughout the country by Central Labor Councils, local unions, and Councils for Occupational Safety and Health (COSH groups) in memory of workers who have been killed, injured or made sick because of workplace hazards. The observance marks the nineteenth anniversary of the Occupational Safety and Health Act (OSHA) and coincides with a day of mourning observed by the Canadian labour movement which inspired the Workers Memorial Day in the United States.

Passage of the OSH Act of 1970 was an historic first step in the fight for safer and healthier workplaces. The law recognized that the unregulated efforts of employers to protect worker safety and health were insufficient. For the first time in U.S.

Eight years of the Reagan Administration turned OSHA from a watchdog to a lapdog

history, the federal government required employers to provide workplaces "free of recognized hazards," obliged them to meet and maintain minimal health and safety standards, and established an inspectorate to enforce regulations with the power to fine or imprison employers not in compliance. While the OSHA Act was enacted to reduce the large numbers of workers killed on the job, the law was also intended to reverse the precedent of providing workers with remedies only after workplace tragedy. The law emphasized prevention of accidents and occupational illness before they occurred, not compensation to victims or their families after it was too late.

Yet nearly two decades later, workers face mounting workplace hazards. An estimated 115,000 workers die annually from job-related hazards; 5 million are injured and 300,000 contract an occupational disease. The latest data compiled by the Bureau of Labor Statistics (BLS) shows a dramatic increase in such occurrences during the last year. One in four workers is exposed to toxic substances, deafening noise, or other known hazards. Countless workers are exposed to a variety of chemicals which cause reproductive problems.

The last eight years of the Reagan Administration has turned OSHA from a watchdog to a lapdog. Rather than protect the interest of workers, the Reagan Administration appointed pro-business bureaucrats who were more concerned with corporate profits than with workers' health. Instead of fines for exposing workers to safety and health hazards, OSHA has encouraged employers to voluntarily comply with agency standards. Administrative procedures have been changed, making it more difficult for workers to get an inspection when they file a complaint about hazardous working conditions.

When the weakened OSHA does conduct an inspection, workers are discouraged from participating, and fines issued for life-threatening conditions have been so low that there has been little incentive for employers to obey the law. The average fine levied against an employer in cases where a worker was killed has been less than the fine for shooting a moose out of season in Maine.

Rather than issue stringent new standards protecting workers from known safety and health hazards, the Reagan Administration dropped its feet and issued standards only under threat of court order. For example, an estimated two thousand workers died needlessly since 1981 because of the agency's failure to issue a lockout standard which would have prevented the victims from being caught in the moving parts of machines.

Despite the attempt of the Reagan Administration to promote corporate profits at the expense of workers' life and health, the U.S. safety and health movement has been propelled forward by a growing public consciousness about the tragic toll of job-related cancers, reproductive problems and other diseases caused by exposure to toxic substances. Recent disasters in Bhopal, India and Institute, West Virginia have dramatized to workers and community members that these hazards cannot be ignored.

Occupational diseases and workplace accidents are preventable. By publicly calling attention on Workers Memorial Day to the tragic toll of unnecessary human suffering caused by corporate indifference and greed, the labor movement will be telling politicians in Washington that working men and women will no longer be forced to choose their lives and their jobs.

Joel Shufro is the Executive Director of the New York Committee for Occupational Safety and Health. This article copyright New York State Labor History Association, 1989.

PG&E asks state to allow barehanding and rubber gloving

PG&E has renewed its petition to the Cal/OSHA standards board to rescind prohibitions against barehand work on live transmission lines and rubber gloving on live high voltage distribution lines.

The Company's petition to dilute these longstanding safety provisions was filed in 1985 and was left in limbo when Governor Deukmejian eliminated Cal/OSHA. Since voters restored the state agency by passing Proposition 97 in November 1988, California's previous standards continue to apply. PG&E and other California utilities are asking the state to reconsider the barehanding and gloving regulations.

Local 1245 is strongly opposing any changes in Cal/OSHA regulations which could have any negative impact on worker safety. Although many other states have allowed the gloving and barehanding procedures sought by PG&E, the Union is preparing to defend California's higher standards in these areas.

Linemen represented by Local 1245 have made their overwhelming opposition to rubber glove work on live 12 kv and 21 kv lines very clear (see the Utility Reporter, December 1988). A recent article in PG&E Week tried to characterize the Local as out of step with the International Union on this issue claiming that IBEW is "supporting new federal OSHA electrical maintenance standards which retain provisions for both gloving and barehanding" (March 31, 1989, page 2).

The IBEW, however, by no means supports PG&E's proposed relaxation of the existing California standards. The International's realistic position on the federal standards is that an effort to tighten existing rules is impractical and has little chance of success this year.

Business Manager Jack McNally and more than a dozen Local 1245 Linemen attended a PG&E demonstration on barehand techniques earlier this month at the Los Banos substation. The Union is continuing to research the issue and to solicit members' opinions before developing a firm position on the controversial procedure.

McNally told the Utility Reporter that the membership will be kept informed of any new developments on the barehanding and rubber gloving issues.
CPUC ATTACK ON UNION WAGES
From PAGE ONE

mediated by the pacific utility commission to prohibit the PUC from interfering with collective bargaining in the future (see sidebar, page 7). Many Local 1245 members are attending public hearings around the state to contest the DRA threat to members' wages and benefits by deluging the PUC with evidence during its hearings on the rate case. The Union has also renewed its push for state legislation to provide the PUC from interfering with collective bargaining in the future (see sidebar, page 7).

Mediating with collective bargaining

"We typically bargain on a "package basis," treating the negotiating process as an integrated whole," McNally said. "Even though we only discuss one topic at a time and debate the merits of that topic independently, when it comes to making the final deal, we look at all the proposals as a package. We make the compromises we need to win the improvements we want as part of this final package.

"The practice of package bargaining means that the parties make compromises between wages and other cost items, and between wage and non-wage issues. Because of the way that we bargain with PG&E, it is meaningless to look at one contract provision, such as wages, out of the context of the entire contract, and make an educated judgement as to its reasonableness, without taking into consideration what the union and its members may have acceded to the employer on some other matter covered by the agreement."

Ben Hadnall, Business Manager of Engineers and Scientists of California (ES), raised similar concerns in testimony before the PUC hearing officer on behalf of PG&E's professional and technical employees. McNally's testimony was also supported by former California Supreme Court Justice Joseph Grodin, now a professor at Hastings College of the Law. Grodin emphasized that the salary surveys were "overpaid" PG&E workers. Under persistent cross-examination by Local 1245 attorney Jane Brimmer, the DRA staff member who had supposedly made the "proof" of higher wage rates was completely unable to justify her calculations. The DRA witness admitted that she had never seen the original surveys and conceded her ignorance of the methodologies used in the surveys, yet nonetheless claimed that the data she'd used was somehow relevant for comparison purposes.

"Is it the position of the DRA staff," asked Brimmer, "that a PG&E clerical worker in San Francisco should be paid based on a survey of a bank clerk in, let's say, Mississippi?" "Yes," the staff member replied bluntly, exposing DRA's offensive philosophy with her answer.

Without access to the surveys, Local 1245 witnesses testified, it is impossible for DRA to sustain their challenge to the collective bargaining. Without proof to the contrary, for example, it may be assumed that the salary surveys were national in scope; that the studies did not consider regional cost-of-living differences; that surveyed firms are mostly non-union; and that job responsibilities had not been accurately matched for surveyed classifications.

Testifying for Local 1245, UC Berkeley Business Administration Professor Jonathan Leonard explained that "the survey wage data may very well reflect discrimination in the external market, and simply by using and endorsing this data, the Commission may be implicitly endorsing discriminatory pay practices." Local 1245 also presented testimony from classification and compensation expert Eugene Hamilton which cast further doubt on DRAs use of the wage survey data comparisons.

Members' eloquent testimony

Local 1245 members Debbie Mazzanti and Jeffrie Van Hook prepared extensive statements for the Union's presentation and testified before Administrative Law Judge Gregg Wheatland in San Francisco on
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**Members' eloquent testimony**

Local 1245 members Debbie Mazzanti and Jeffrie Van Hook prepared extensive statements for the Union's presentation and testified before Administrative Law Judge Gregg Wheatland in San Francisco on April 17. Both members explained in detail the high degree of responsibility that distinguishes their position at PG&E from the type of jobs the secret wage surveys probably used as comparisons.

"I resent [being compared with a less senior clerical from another industry]," said Mazzanti. "I take it very personally because sixteen years ago, I decided to spend the rest of my life with this company and I feel that I have represented my family—PG&E—very well, and I feel like the PUC is now telling me that I am the adopted child who can very easily have their adoption papers revoked, and I resent that. I feel that's a slap in my face and that my family is now telling me, quite frankly, you're just not worth it, we can get someone to work at one-third the money."

Jeffrie Van Hook said that the PUC's attack on their wages has hurt clerical employees' morale. "It makes you mad as hell when you know the workload you have...you don't deserve that type of treatment; and especially when you've worked for a company so long, have the knowledge that we have to have, and then PUC comes in and knows nothing about the clerks that work for PG&E. I mean, we're human just like everyone else. We have our families, we have our kids we have to put through college...for them to come in and say PG&E is giving their employees too much pay makes me mad as hell."

Nearly sixty Local 1245 members attended the April 17 hearing in San Francisco on their own time to demonstrate their outrage over PUC meddling in established collective bargaining relations at PG&E. Several members made brief statements in support of the Union's position at the invitation of Administrative Law Judge Wheatland.

"I would like to see the people come out in favor of other employers matching the economic advantages that PG&E has and 1245 has worked and strive for their members," said Jim Findlay. "I would like to see those people come up to us, not us go down to them."

Physical unit Shop Steward Landis Marttila said clerical workers have had an especially hard time as the workforce has gotten smaller. According to Marttila, "there are many individuals here who are female single heads of households and they have a very tough row to hoe—and if [the PUC] can't help them at least they could leave them alone!"

Douglas Thorne, who works in payment processing, reminded the PUC that "I own stock too...I expect a return on my willingness to invest my time, my energy, my expertise in doing my job. That is my weekly paycheck...I am a utility ratepayer too, and in the 8 years I have worked for PG&E I have never had my rates go down re-
Legislative Alert

441 needs your support

Local 1245 is actively supporting legislation which would, if passed, virtually prohibit CPUC interference in collective bargaining agreements. In doing so, SB 441 would eliminate the Union's burden of constantly re-arguing the issue whenever utility rate case hearings are held. A similar bill, AB 2730, was passed by the California legislature last session but was vetoed by the governor.

The support of Local 1245 members has already been crucial in getting SB 441 moving in the State Senate. SB 441 was stalled in the Energy and Public Utility Committee, where it needed a fifth vote to be referred out; Senator Henry Mello (D-Watsonville), a committee member who is usually pro-labor, had voted against the measure.

In mid-March, at the request of Business Manager Jack McNally, Local 1245 shop stewards undertook a concerted letter-writing campaign, urging Mello to reconsider his vote. It seems clear that this outpouring of concern changed Mello's mind, because he switched his position in favor of SB 441 within a few weeks. The bill has been referred to the Appropriations Committee, where because of its minimal fiscal impact the bill will probably not require a vote and can be forwarded to the Senate floor.

McNally has requested that all Local 1245 members write letters or postcards to their State Senator in support of SB 441. A sample letter is available from your PG&E shop stewards and Business Representatives.

"Each member has a direct stake in enacting this law," McNally told the Utility Reporter. "SB 441 will prevent the type of lengthy, expensive battles to protect our wages and benefits that have become the norm in rate cases."

SB 441 would prohibit the PUC from reducing any item in a collective bargaining agreement. It requires that when setting utility rates, the PUC must presume that any collectively bargained wages and benefits are reasonable. Watch the Utility Reporter for information on the status of the bill.
ARBOR TREE

NLRB decision
from PAGE ONE

The NLRB hearing on the crew foremen began in July 1988 and continued into August. Following the hearing, the Union and the Company were required to file briefs on the dispute by September 21. It then took an unaccountable six months for the hearing officer to decide the case and have the decision approved by the NLRB Regional Director.

Next step: the election

At press time, the Arbor Tree election date had not been officially set, due to a dispute over the number of voting sites. Business Manager Jack McNally told the Utility Reporter that he expects that Local 1245 will win the election, but cautioned that the "long date caused by the NLRB might make it tougher for the Union to prevail than we had hoped when we first filed for the election nine months ago." There has been a tremendous turnover of employees while we waited for the NLRB to issue their rulings," McNally said, "so we have continued to work at organizing and educating these new workers to maintain the very high level of support within the workplace for Local 1245 representation."

Local 1245 Organizing Representative Jim Travis says he's convinced the company's strategy of delaying the election will backfire on Arbor management. "In some ways, I think the guys at Arbor are stronger than ever for the Union because of the games played by the company—no longer the threat of layoffs promises and too many years ago. Now they're angry because the company is using legalistic delaying tactics to prevent them from exercising their right to vote."

"Sure, it was incredibly frustrating all that time for the NLRB decision, but the men were remarkably patient under the circumstances," Travis told the Utility Reporter. "And then, when the NLRB case, we have regained the union momentum at Arbor which could carry us through to a victory in the representation election. We're watching management extra carefully now—given the history at Arbor, it wouldn't surprise me if the company tried to pull some new dirty tricks right before the men vote, trying to steal the election from us."

Why Crew Foremen are not Supervisors

Section 2(11) of the NLRA defines the term "supervisor" as "any individual having authority, in the interest of the employer, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to a great extent exercise supervision over them."

The company's "evidence" on this point consisted of testimony by several crew foremen that they believed they had such authority, based on an informal announcement by company vice president Rick Alvarez at a barbecue during the summer of 1986, and that they had exercised such authority. But the NLRB ruling pointed out that the Employers Handbook does not indicate that the foremen can hire and fire employees.

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Although Alvarez was called by the employer's counsel at the hearing, the company lawyer did not request testimony confirming that Alvarez made the "barbecue statement," nor did he ask him to testify on the employer's authority to hire and fire at all. "The Employer's failure to elicit testimony from Alvarez on this crucial issue suggests that such testimony would not have been favorable to the Employer's contentions in this regard," the hearing officer concluded.

Arbor Case highlights dismal NLRB record

Arbor Tree's 1988 flip-flop on the issue of including the foremen in the bargaining unit was an absolutely transparent ploy: it seemed almost breathtakingly obvious that the company was trying to manipulate the election results by disenfranchising a group of probable pro-union votes.

The simple fact that Arbor had welcomed its foremen's votes in the previous election should have demonstrated to anyone the company's true motive for protecting their inclusion in the unit two years later. But, due to the glacial pace of NLRB action, Arbor succeeded in delaying the representation election for more than nine months.

Drawing out the organizing process by frivolous appeals has become a staple tactic for Union-busting consultants. The backlog of cases and staff shortages combine with the already cumbersome procedural mechanisms within the NLRB to guarantee that appeals will result in substantial delays, as with the Arbor Tree case. Union busters rely on such delays to buy time by putting off elections (or certification of elections, or bargaining).

Although the NLRB gives workers the right to organize collectively without coercion, the penalties for employers who violate these rights are relatively minor. It normally takes years for the NLRB to decide an unfair labor practice case, and even when the Reagan-appointed Board rules for a union, such victories are often meaningless after so much time has passed. As a result, many management consultants actually advise employers that the advantages of breaking the law by interfering with workers' rights—e.g., making promises or threats, firing union supporters—far outweigh the risk or the result of punishment.

Relief in sight?

The near-paralysis of the NLRB is finally getting some attention in high places. Last year, the House of Representatives held hearings on the concerns of organized labor. As a result of vivid testimony at the hearings documenting countless NLRB horror stories, several congressional bills have called for NLRB reforms.

Union members need to encourage their elected federal officials to push for much-needed support legislation which will streamline NLRB procedures, provide adequate staff to the NLRB, stiffen penalties for violations of the Act, and require speedy hearings and decisions on matters before the Board. With such fundamental procedural reforms, efforts to restore fairer, more politically
Work vs. basketball
Union poet has advice for a top coach

Editor’s note: The following poem was written by Local 1245 Business Representative Mike Haentjens as an open letter to John Wooden, who spoke to employees at PG&E’s Diablo Canyon nuclear power plant recently on the topic of “leadership, teamwork and professionalism.” Wooden is best known as the former coach of the UCLA basketball team; during his 27-year tenure he led the team to ten National Championships.

Dear Mr Wooden,

I’ve been asked to comment
On a point or two
By the group I represent.

We don’t shoot from the free throw line;
No jumpers from the top of the key;
Our defense isn’t a zone or a man-for-man—
It’s a labor agreement, you see.

There are no Lew Alcindors,
No Waltons, Wicks or Roes;
No All-Americans, no shining stars;
Just many working man’s woes.

Like Patterson, Lucius Allen,
And Shackelford’s baseline shot,
It’s not the “god-given talent”
But the work ethic that we’ve got.

Wages, benefits and working conditions:
That’s the game we play;
The “assist” when no one’s looking,
The blood and sweat each day.

We try to do our jobs
In the best way that we can;
Sometimes we accomplish that feat,
Sometimes it’s not part of the plan.

Treat a man like a man,
Give him the respect that he’s due;
Have him build upon his own weaknesses,
Have him practice until he’s blue.

Trust in him, he’ll trust in you
And play percentage ball.
And slam dunk him when he falls.

We’ve come here to talk of success
And how to build a winning team.
The fundamentals aren’t that difficult—
Respect and self-esteem!

I hope this little poem
Will give you some insight
Into the Union members I represent
Who toil day and night.

We’ll be listening intently to your comments,
And I know they’ll do some good—
‘Cause as a kid growing up I admired Bruin basketball
And the “Wizard of Westwood”!

Rally for health care
May 17

The Local 1245 Retirees Club is inviting all concerned union members, retirees, and their families to attend the 19th annual rally for a just health care system in Sacramento on Wednesday, May 17 from 10:00 a.m. to 3:00 p.m. The event is sponsored by the National Council of Senior Citizens (NCSC), the California Labor Federation AFL-CIO, and dozens of other senior, church, labor and community groups.

The rally announcement calls for “Justice—now’s the time in ’89! Health care for all!” The rally coalition is united to fight for issues such as national and state health plans, protecting Social Security, improving and protecting Medicare and Medi-Cal, cost of living raises for the needy, aid for the homeless and hungry, local rent control, services for youth, and conversion to a peace-time economy.

The day will feature a march around the Capitol and visits to state legislators. Participants should bring a brown bag lunch for a picnic in the park.

Speakers will address topics such as the national and state health concerns of seniors, comprehensive and long-term health care, social security, labor perspectives, and counteracting violence on the streets. Honorees at the event will include Assembly Speaker Willie Brown, State Senator Henry Mello, and State Assemblyman Lloyd Connelly.

For your convenience, buses to the rally will be leaving from Pleasant Hill on May 17 at 8:30 a.m. sharp (Montgomery Ward Parking Lot, West Corner) and returning at 4:00 p.m. Bus tickets are only $7.00 per person. The deadline for bus reservations is May 10, 1988.

For information or bus reservations, call:
Concord—
Tom Riley, (415) 682-3693
Contra Costa County—
Gene Hastings, (415) 689-9923
Napa & Solano Counties—
Bill Harris, (707) 642-8869.

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Twelfth Annual Slow Pitch Softball Tournament
Saturday and Sunday, May 20 & 21, 1989
Willow Pass Park, Concord, California.

3 Divisions
Open
35 or Older Team
Women’s or Mixed Team
Family Members Eligible

$150 Entry fee
Due no later than
May 6, 1989

Individual Trophies for the
1st Place Teams
Team Trophies for
2nd & 3rd Place in All Divisions
Winner of Open Division to
Advance to State Championship
USSSA Umpires Provided

For more information contact:
Ed Caruso or Joe Valentino
(415) 933-6060
Hundreds of long-time Local 1245 members and their guests were honored recently at a series of "pin award" dinners for their lengthy commitment to the Union. Listed below are the names of all members recognized for membership of twenty years or more; not all attended the Union-sponsored dinners.

**East Bay**


**San Jose**


**25 years:** E. G. Coulter, A.P. Ferrari, Ralph Guerra, William Saunders, John Trucks, N. Volpi.

**San Jose**


**30 years:** P.D. Barone, Jesus Bravo, Bruno Guerriero, Jose Hernandez, Linda Lillehaugen, T.T. Magner, D.W. Mason, Marcos Torres.

San Jose


30 years: Willi Behr, Lawrence Carl, Frank Church, Joe Cintas, Donald Cook, Begnamino Dirdiorti, J.L. Farnham, Froylan Guerrero, Jim Hunt, Lee Knight, Russell Landino, William Schatz, Jack Sisemore, Robert Tiraley, D.L. Yeates.


40 years: Clarence Job, John Poulson, Paul Westerman.
Labor's big show is coming to the Bay Area

The 44th edition of American labor's showcase of quality products and services is coming to the Bay Area. The 1989 AFL-CIO Union Industries Show will be held June 9-12 in San Jose's new downtown convention center.

Admission is free! Complimentary tickets are now available through the Local 1245 office and through your Business Representative. Show hours are 1 p.m. to 10 p.m. Friday, Saturday, and Sunday and 11 a.m. to 7 p.m. Monday.

Local 1245 officers and the IBEW affiliate bodies are sponsoring displays of our skills, products, and services; the IBEW booths will be among the 300 colorful exhibits highlighting the quality and variety of American products and the unmatched skills of America's union workers. Most AFL-CIO affiliated unions will be represented in the show, and several of the federation's building trades unions will showcase the crafts of their members with live demonstrations.

Bay Area reception planned for Labor painter

Bay area trade unionists will get an opportunity to meet famed labor artist Ralph Fasanella at a series of special receptions around the region during the week of May 8. Local 1245 is a key participant in a labor group which is working to raise funds to purchase a painting entitled "Welcome Home Boys" for permanent public display in the Bay Area.

The California painting acquisition project is one of several around the country. The grassroots campaign seeks to keep Fasanella's work in the public domain for all to enjoy, and out of the hands of private collectors. This feat was first accomplished by a group in Lawrence, Massachusetts last year. Citizens saved Fasanella's most famous work, commemorating that town's 1912 "Bread and Roses" strike, to preserve it as a community treasure. Local 1245 was one of the earliest financial contributors to the California effort.

Museum-quality prints of "Welcome Home Boys," which depicts a post-World War II waterfront labor scene, are available as part of the fundraising effort. If you would like more information about the posters, or if you are interested in attending one of the receptions for the artist, please contact Jenny Lipow at the Local 1245 office, (415) 933-6000.

Annual poker run

Day on the Delta is May 13

You can enjoy a day in the sun on Saturday, May 13 at Local 1245's popular "Day on the Delta" poker run. Bring your whole family, and don't forget your boat.

The poker run will start and finish at the Brannan Island State Recreation Area boat ramp. The poker run features an "Interactive Island" event at Highway 160 just south of Rio Vista. Sign in at Brannan Island between 7:30 and 10:30 a.m. Then travel to each of the five designated locations: Herman and Helen's, Tower Park, Moore's River Boat, Spindrift Marina, and Frank's Fishing Resort.

At each location, you will pick up a numbered envelope. Return to Brannan Island Day Use Area (near the beach) by 4:00 p.m. The winners are the top poker hands drawn at Brannan Island. The prizes will be awarded to children under 16 and adults.

The cost of each poker hand is $2.00. There is no limit on the number of hands you may purchase. You need not be present to win the best poker hand. Just turn in the envelopes.

A ramp raffle will be conducted at 4:30 p.m. You must be present to win the ramp raffle.

For maps and additional information about the poker run, contact Local 1245 at (415) 933-6000.