

UTILITY REPORTER

SEE INSERT FOR
FULL TEXT OF PROPOSED
BAREHANDING AGREEMENT

Union explores agreement on barehanding, rubber gloving

Local 1245 and PG&E have taken the first step toward a tentative agreement on barehanding and rubber gloving.

The proposed letter agreement, reached on Feb. 13, could finally resolve years of wrangling between PG&E and the union over the controversial work practices. Agreement became possible,

finalized.

The tentative agreement provides for oversight of barehanding and rubber gloving policy by a joint labor-management "overview committee." The agreement contains strict job security provisions, and includes a 6 percent premium for all journeymen who become certified for rubber gloving.



Photo: Kus Patten

Members of the union's line committee working on the rubber gloving/barehanding issue were (standing, from left) Dan Robertson, Darrel Mitchell, Arlis Watson, and Ken Richards; (seated, from left) Loran Davis, Cary McDermott, William Bouzek II, and Dan Mayo.

McNally emphasized that no final agreement would be approved by the union unless all rubber gloving and barehanding policy issues can be worked out to the union's satisfaction.

according to union officials, when the parties reached accord on a wide range of safety concerns, including virtually all of the suggestions proposed by the union's special lineman advisory committee.

Senior Assistant Business Manager Darrel Mitchell emphasized that the complete package, including future developments in the proposed agreement, will be presented to the affected members for their consideration before any agreement is

However, the heart of the proposal, in the union's view, is a provision that gives journeymen at the job site sole authority over whether or not to utilize the rubber gloving or barehanding techniques. Another provision requires the company to keep a full complement of live line tools on all line trucks, thus insuring that journeymen will retain a genuine option to perform the work by traditional means.

"We've made sure that par-

ticipation in this program is going to be completely voluntary," said Local 1245 Business Manager Jack McNally. "If the journeymen on the job site don't have a consensus to go with barehanding or rubber gloving, then they can use live line tools. It's strictly their choice. The company will either make those hot sticks available or they won't get that job done."

In addition to the overview committee, separate committees will be set up to develop policy on a wide variety of is-

issues pertaining to both rubber gloving and barehanding, including: safety rules, work procedures, training programs, certification procedures, training programs for instructors, and crew size, among other issues. McNally emphasized that no final agreement would be approved by the union unless all rubber gloving and barehanding policy issues can be worked out to the union's satisfaction.

See PAGE TWO

Transit talks produce agreement

Over a year of bargaining has produced a settlement between Local 1245 and the Sacramento Regional Transit District.

Upon ratifying the agreement Feb. 28, RT employees received a 5 percent wage increase based on gross wages reported on W-2 forms for the 1989 tax year. An additional 5 percent took effect the following day, March 1. An additional 5 percent takes effect March 1, 1991.

The protracted negotiations also made improvements in health/welfare and

retirement, according to Local 1245 Business Rep. Jack Osburn. Under the amended contract, members and dependents will no longer be required to make co-payments on the Kaiser basic medical plan. The \$133.33 Social Security offset provision was eliminated from the retirement plan calculation.

Additional improvements were made for rail maintenance workers (formerly called track workers), who will receive a total wage hike of \$3.97, an increase of approximately 30 percent. Linemen gained a 25-cent per hour hike in addition to the

general wage increase. The rail maintenance and lineman adjustments were made to bring their wage rates closer to comparable workers at other transit properties.

The new contract provides a tool allowance ranging between \$100 and \$200.

The agreement also instituted a progressive pay and benefits schedule in which new employees will be hired in at 70 percent of scale and progress by increments to 100 percent over a 3-year period.

Members ratified the agreement 98-18. ■



Drug testing and individual rights:
Union members speak their minds
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CALENDAR

March

24 - North Coast Valley Shop Stewards' Conference

April

7 - Redwood Region Shop Stewards' Conference

19 - Colgate Division Pin Dinner

26 - Drum Division Pin Dinner

27 - Redwood Region Pin Dinner (new date)

May

19 - Annual Poker Run

19 & 20 - Softball Tournament



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Union explores agreement on barehanding, rubber gloving

from PAGE ONE

The 6 percent premium would apply to any eligible journeyman who chooses to volunteer for rubber gloving training. (See box for details). Once certified, journeymen would receive the premium on all compensation, including paid time, overtime, pension, life insurance, 401K, and LTD. Receiving the premium pay would not change the voluntary nature of using barehanding or rubber gloving: the certified journeymen would retain the right to perform the work in the more traditional manner.

Incumbent journeymen who elect not to volunteer for rubber gloving training would not lose any current established rights, such as bidding, demotion, overtime

rights or retention of journeyman status.

The permanent "overview committee," consisting of three members each from the union and management, would review issues of system-wide concern (such as electro-magnetic field effects and safety issues), resolve such issues, and provide overall guidance for the agreement. The committee would also have the ability to cancel the agreement for cause. For example, cause would exist if it were demonstrated that safety was being compromised on a continuing system-wide basis, or electro-magnetic fields were proven to create health risks.

The tentative agreement was reached following two

days of meetings in mid-February between PG&E and the union's line committee. Serving on that committee for the union were Arlis Watson, Ken Richards, Dan Mayo, Loran Davis, William Bouzek II, Dan Robertson, Cary McDermott and Darrel Mitchell.

"We were surprised, quite frankly, at how quickly the tentative agreement was reached," said Mitchell.

Clearly PG&E has put a high priority on the barehanding and rubber gloving issue. The company had been seeking a variance from Cal-OSHA to permit the new practices. The union, in turn, had advocated legislation to prevent such a variance from being granted.

But given the current political climate in Sacramento, it is quite possible that PG&E would eventually have secured some sort of variance from Cal-OSHA.

"Rather than run the risk of being forced into rubber gloving and barehanding without any say in the matter," said Business Manager McNally, "we decided we should figure out the most ironclad safeguards we could dream up. That's what we did and that's what we got."

Classifications affected by proposed agreement

Under the tentative agreement with PG&E, rubber gloving training of incumbent journeymen will be limited to volunteers in the following classifications:

- In the Distribution Unit: 0740 Electric Crew Foreman, 0739 Electric Crew Foreman, 2535 Transmission Troublemaker, 2540 Troublemaker, 1100 Lineman, 1103 Unassigned Lineman, 1109 Utility Lineman-Oakhurst.

- In General Construction: 0650 Subforeman A, 0653 Subforeman B, 1100 Lineman. ■

"It's not always enough to change with the times," McNally added. "Sometimes you have to get out in front of the times and protect yourself against the thing you know you're going to face tomorrow. That's what we did by forming the lineman advisory committee and they did a great job." ■

APPOINTMENTS

Enid Bidou
Ken Ball

PACIFIC GAS AND ELECTRIC CO.

General Construction Joint Grievance Committee

Lynda Holloway
Charles McAlister
(Alternate)

CONFERENCES AND CONVENTIONS

A. Philip Randolph Institute State and Regional Conventions

Dorothy Fortier
Norma Ricker
Thelma Dixon
Shirley Roberts
Danny Jackson

Congress of California Seniors 13th Annual Convention

Tom Riley
Gene Hastings

IBEW Regional Utility Conference

Jack McNally
Howard Stiefer
Jim McCauley
Barbara Symons
Ed Mallory
Mike Davis
Ron Blakemore
Kathy Tindall
Darrel Mitchell
Roger Stalcup
Tube Dudley
Bob Gibbs

Joint Executive Conference of Southern California Electrical Workers

Richard Dunkin
Bobby Blair
Tube Dudley

Joint Executive Conference of Northern California

Tom Heyl

California Labor Federation COPE Conference

Jim McCauley
Mike Davis
Bob Martin

IBEW Construction Conference

Jack McNally
Tube Dudley

OUTSIDE LINE CONSTRUCTION

Safety Committee

Jeff Madigan

CENTRAL LABOR COUNCILS

Central Labor Council of Santa Clara and San Benito Counties

David Mackley

Napa-Vallejo Central Labor Council

Larry Pierce

Workers Comp seminar

Workers can learn about their rights under workers compensation law at a seminar sponsored by the Labor Center at the University of California, Berkeley. The seminar will cover available benefits, what to do if bene-

fits are stopped and how to get your maximum benefits. The date is Saturday, April 21, 9 a.m.-4 p.m. The cost is \$20 for workers and business reps. For reservations, contact the Labor Center at (415) 642-0323. ■

Workers Memorial Day

from PAGE THREE

workers, many states do not.

- **Strengthen the Standards:** In 20 years OSHA has set only a handful of new safety and health standards. The law should direct OSHA to move quickly on serious hazards and limit political interference by the White House Office of Management and Budget in the standard setting process.

- **Tougher Enforcement:** Penalties and criminal sanctions for violations should be increased and OSHA should be granted the authority to shut down jobs where there is imminent danger.

- **Construction Safety and Health:** Contractors should be required to have safety and health programs and construction safety specialists for each project. The law should give OSHA authority to shut down dangerous operations and to respond to catastrophic accidents.

- **Better Injury and Illness Reporting:** Twenty years after the passage of OSHA, there still are no complete and accurate statistics on occupational injuries, illnesses or even fatalities. New systems of reporting are needed. ■



Clifford Wimberly (right) displays the Life Saving Award he received from the International Brotherhood of Electrical Workers for saving the life of Jerry Braxmeyer (left).

Life Saving Award given to Wimberly

Local 1245 member Cliff Wimberly has been presented with the Life Saving Award by the International Brotherhood of Electrical Workers.

Wimberly, who is currently serving time at the minimum security prison in San Luis Obispo, is the first inmate to receive the prestigious union award.

The award grew out of an incident in December 1988 when Wimberly and two other inmates were working with Electrical Supervisor Jerry Braxmeyer on a malfunctioning electrical panel. Braxmeyer was electrically shocked with 227 volts while tightening the breakers in the electrical panel.

Without hesitation, Wimberly searched for a pulse on Braxmeyer and, finding none, began

mouth-to-mouth resuscitation. A second inmate administered chest compression on Braxmeyer while the third inmate, despite his own injuries, ran for assistance.

According to prison officials, Braxmeyer would probably have suffered serious injury or death had it not been for the prompt actions of Wimberly and the other inmates. Wimberly received training in CPR from the union.

Business Manager Jack McNally presented the award to Wimberly, who is scheduled to be released in May. ■

POINT OF VIEW

Workers Memorial Day: labor honors its dead

Jack McNally, IBEW 1245 Business Manager

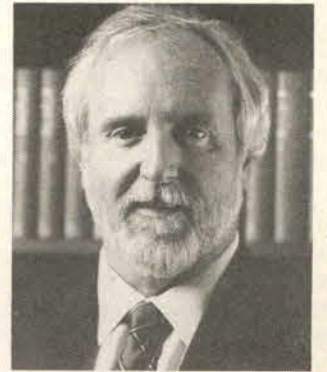
Mary "Mother" Jones, the famous gray-haired labor organizer, urged workers in the early part of this century to "Pray for the dead and fight like hell for the living."

Although the national conscience seems to be moved by everything from the plight of endangered species to the violence of drug traffickers, very little attention is paid to the violence taking place at the nation's job sites. Toxic substances, explosions and unsafe conditions in the workplace kill and injure more than 20,000 American workers. That's not each year—that's each day.

Acting on the advice of Mother Jones, the AFL-CIO is sponsoring a Workers Memorial Day on April 28 to help the nation remember the workers who have been killed or injured on the job. This is the second year for Workers Memorial Day and already there is movement in some state legislatures to make it an official holiday.

Of course, to some extent accidents are a fact of life, an unavoidable part of having a large and healthy economy. The members of our local union certainly understand that there are some inherent risks in the work we do.

But many job site hazards are avoidable. That's why Workers Memorial Day isn't just for mourning the dead. It's important to "fight like hell for the living," too. Unions do it every day. But we can't do it alone, especially in an era when new toxic substances are being introduced into the workplace every day. A government of the people, by the people, and for the people has a proper role to



play in protecting the health and safety of people.

Mother Jones, who became involved in the labor movement in 1880 when she was 50 years old, "fought like hell for the living" until she was nearly 100. She wouldn't sit still for the reckless endangerment of workers and neither should we. We can all do our part by joining the AFL-CIO's call for Congress to strengthen the Occupational Safety and Health Act.

Among the steps that ought to be taken are:

- **Legislate a Worker's "Right-to-Act":** When workers learn about toxic hazards on the job, they need the "right-to-act" on that information. Worksite safety committees with full worker participation ought to be required by law. Those committees should have the right to conduct inspections, investigate accidents and shut down dangerous jobs.

- **Extend Coverage to All Workers:** Millions of workers, including many public employees, transportation workers and DOE nuclear workers, currently have little or no legal protection under federal OSHA law. Although some states, like California, offer additional protection for such

See PAGE TWO

Meeting changes

The location of Unit 1112 (Bakersfield) meetings has been changed to Shuddys at the EconoLodge (the old Holiday Inn) at 2700 White Lane, Bakersfield, Ca. The meeting time has been changed to 5:30 p.m.

The location of Unit 3711 (Marin County) meetings has been changed to Roundtable Pizza, 1565 S. Novato Blvd., Novato, Ca. ■

WORKERS MEMORIAL DAY

**FIGHT
FOR THE
LIVING**

afl-cio

Arbitrator backs union position on wage survey

WAPA employees awarded 3.77 percent pay hike

Employees of the Western Area Power Administration represented by the IBEW Government Coordinating Council No. 1 won a 3.77 percent wage increase when an arbitrator ruled in favor of the union's position on how wage surveys should be used in conducting negotiations.

The arbitrator, John P. DiFalco, also ruled that the pay hike should be retroactive to the first pay period in October 1989 as requested by the union, instead of a November date sought by the employer.

The decision gives an important boost to the efforts of WAPA employees to keep their wage rates similar to the wages paid for comparable work in the private sector.

The proper use of wage surveys was at the heart of the dispute. The Civil Service Reform Act mandates that the wages of GCC#1 employees shall be negotiated "in accordance with prevailing rates." However, because wage rates in the private sector are continually changing, usually upward, the survey results will depend very much on the time period being surveyed.

In this instance, the em-

ployer wanted the wages that were in effect at the time of the survey (July 1989) to be the data on which GCC#1 wages would be based. The union argued that two of the surveyed employers were scheduled to give pay raises in October of 1989 and that these wage hikes should be factored into the wage survey.

Although the dispute may appear like quibbling over statistics, for WAPA journeyman lineman/electrician employees it meant the difference between a 3.4 percent pay hike and a 3.77 percent hike.

The arbitrator found the union's position most nearly coincided with the law, which requires maximum parity at the last point at which prevailing rates in the private sector can be firmly established. The arbitrator suggested that the parties to the dispute should, in the future, establish in advance a specific cut-off date for including wage hikes in the survey.

The arbitrator ruled that the 3.77 percent hike should be retroactive to October, the start of the contract year. To delay the retroactive hike to November, as the company had sought, would put pressure on employees to reach a contract agreement by a cer-



The 1990 wage survey was a lively topic of conversation at the winter meeting of the Government Coordinating Council No. 1 meeting Jan. 25 and 26. In attendance were (from left) Mark A. Harens, GCC#1 recording secretary, Local 2308; Mike Rumbaugh, Local 2159; Sam Spencer, Local 640; Rich Perry, Local 1245; Buster Boatman, WAPA chief labor relations officer; Brian Pieper, Local 1959 Business Manager; Carl Nyquist, Local 1759; James Simmons, IBEW International Rep.; Dennis Schurman, WAPA chief line and substation branch; William Ross, Local 1759; Tom Shearer, Local 2159. Not pictured: Richard Hafner.

tain date for fear of losing wages if they did not. That, the arbitrator ruled, would have a coercive effect on "innocent employees who are merely exercising their right to collectively bargain."

In a related decision, the arbitrator ruled that the employer could continue pay-

ing electronic equipment mechanics (EEM) and meter relay mechanics (M&R) a differential rate of 105 percent of the journeyman lineman/electrician rate. The union had sought a 106 percent differential, the formula that had been used prior to 1987. The arbitrator noted that there

was insufficient wage survey data to justify the union's position.

The arbitrator's decision virtually guarantees that the use of wage surveys in bargaining will continue to be a matter of keen interest to both the employer and the union. ■

Airspace Technology workers vote for Local 1245

Operations and maintenance personnel at Airspace Technology Corp. have voted overwhelmingly for union representation by Local 1245.

Following a campaign of about seven months, 32 Airspace workers voted in favor of unionizing, while seven voted against and three did not vote.

Airspace Technology employees Rick Sidman and Earl Jones acted as observers for the election. Sidman played a key role as an in-plant organizer during the campaign, according to Local 1245 Business Rep. Corb Wheeler.

The company, which did not actively campaign against the union, has union contracts with the CWA in San Diego and with IBEW in Hawaii.

Negotiations for a first contract will begin following certification of the new bargaining unit by the NLRB. Serving on the negotiating committee will be Sidman, Don Lafay and Christa Rockell, along with Local 1245 Business Rep. Joe Valentino.

Wheeler said that wages and benefits were key factors in prompting the Airspace workers to organize. ■

Bargaining roundup

C. P. National, union to tussle over benefits

C. P. National has notified Local 1245 that it will cancel the current benefits agreement at the end of its current term on April 30.

C. P. National, which was recently purchased by AllToll, "will probably propose to put the AllToll package into effect" in place of the current benefits package, said Local 1245 Assistant Business Manager Orv Owen. Employees not covered by the union contract have already been placed under the AllToll package, which is inferior, Owen said, to the union-negotiated package currently in place.

The union is in the process of appointing members to the negotiating committee for bargaining sched-

uled to begin March 28. The talks will also cover implementation of a drug testing program mandated by the federal Dept. of Transportation.

Local 1245 represents C. P. National employees in Elko, Nev., and Needles and South Tahoe, Calif. The union was recently requested by the company's clerical employees in South Tahoe to petition the NLRB for union representation.

Wells REC in northeastern Nevada dropped its demand to eliminate the union dues deduction provision of the contract, paving the way for a new one-year agreement. The contract, retroactive to Jan. 1, provides a 4 percent wage hike, plus a 75-cent "inequity adjustment" on electrical wage rates.

Bureau of Reclamation employees, by a 72-16 margin, ratified a new agreement last month that provides wage increases of 8 to 9 percent.

Citizens Utility employees are currently voting on a new 3-year agreement by mailed ballot. The ballots were scheduled to be counted March 16. About 300 workers in Redding, Burney, Susanville, Alturis, Elk Grove and Ferndale are covered by the agreement.

Multivision is currently looking at the union's proposal for a collective bargaining agreement. The union, which represents 28 employees, anticipates a counterproposal soon. Multivision operates out of Rohnert Park and Sonoma, Ca. ■

Union sticks by embattled organizer

Peter Thorell understands that working for the good of the whole sometimes involves personal sacrifice.

When Local 1245 set out to organize GEO Corp. of Santa Rosa, a geyser operation, Thorell put his heart into the battle, serving as an in-plant organizer. The union lost the first election, but a second effort produced a "Yes" vote for union representation. Assistant Business Manager Orv Owen called Thorell a "prime mover" in the organizing drive.

Which may explain why GEO laid Thorell off. The company claims Thorell got his walking papers because the shutdown of a well necessitated cutbacks. Local 1245

believes that Thorell, who ranked sixth in seniority out of 28 employees, was punished for his union activities.

Thorell wasn't the first GEO employee to be laid off in conjunction with the two union elections. Charles Davis, an activist in the first union drive, was terminated in late 1988.

Responding to the company's discriminatory behavior, the union filed an NLRB complaint last fall charging GEO with unfair labor practices.

After getting a pink slip, a lot of people might have been tempted to reconsider their commitment to the union. Not Thorell. A native of Sweden, where over 90 percent of the eligible workforce is unionized, Thorell considers

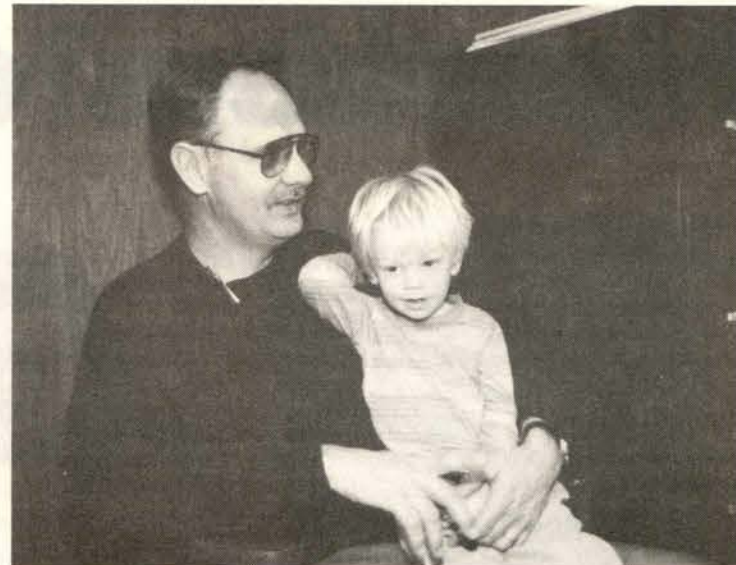
unionism a part of his heritage. He decided to keep on fighting.

And the union found just the place for Thorell: in negotiations. Thorell may not currently have a place at the company but the union has made a place for him at the bargaining table. Call it a reminder to the company that some people you just can't get rid of so easily.

"They gotta look at him every time we sit down at the bargaining table," observes Owen.

Bargaining is now proceeding under the auspices of a federal mediator. Meanwhile Thorell, and the union, wait for the NLRB to set a hearing date on the unfair labor practice charges.

If Thorell is sticking with



Peter Thorell and son Joshua

the union, the union is doing its best to stick with Thorell, who doesn't mind at all being referred to as "The Swede." In February Thorell was presented with the proceeds of a

collection taken up at the union's Advisory Council meeting to help him and his family weather the storm.

Thorell's letter of appreciation is reprinted on this page.

Open letter to members of Local 1245:

Thank you for the gift, for me and my family.

After [you have] not been working for four months you start to feel how it is to be out of work.

Orv and I were informed that the company was planning to settle the dispute with us, and I was going back to work.

The offer they gave me was not even one month salary! My wife's answer was, "That is an insult."

The battle will go on. I am surprised to see how many people will sell their soul to the company. I am from a country where you are proud to be a member of a trade union.

Sincerely,
Peter Thorell

Lineman's niece needs help

The 4-year-old niece of Local 1245 lineman Calvin Moss could use some help from her uncle's union brothers and sisters. Amy Moss, diagnosed with leukemia in January 1989, needs a bone marrow transplant, but medical insurance will not nearly cover the costs involved. Union members wanting to assist the Moss family can make contributions to: Amy Moss Medical Fund, Heart Federal Savings & Loan, P.O. Box 20, Burney, CA 96013. For more information, call (916) 335-2279 or 335-2220. ■

5 Divisions

- Open
- "B"
- "C"
- 35 or Older Team
- Women's or Mixed Team

(provided enough entries are received)



Family Members Eligible

\$150 Entry Fee
Due no later than:
May 11, 1990

IBEW Local 1245

Thirteenth Annual Slow Pitch Softball Tournament

Saturday and Sunday, May 19 & 20, 1990
Willow Pass Park, Concord, California

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

For more information contact: Ed Caruso
(415) 933-6060

Members challenge drug tes

Virginia Delgadillo, gas fieldman:

Your private life is your private life. After drugs it will be something else, just to keep going and get into your life. I think [your private life] should be separate. It's starting to get to where you don't have any rights. ... It's more of a put-down towards individuals, I think. It's like 'We don't trust you, we're going to test you anyway.'...I just hope those who do use have the sense to stop. I think at this time those people that might have a problem, that never thought they had a problem, are going to find out that they do.



Virginia Delgadillo

Leo Myers, gas fieldman:

I don't use drugs. [Drug testing] wouldn't bother me.

Editor's note:

As the date draws nearer for the Ninth Circuit Courts decision on drug testing for pipeline workers, the Utility Reporter asked Local 1245 members at the PG&E Shotwell facility in San Francisco to give their views on drug testing and workers' rights. Here are some of their responses.

Drug testing could start April 21 for pipeline workers

Pipeline workers for PG&E, Sierra Pacific and PGT will be subject to drug testing beginning April 21 under rules set by the U.S. Dept. of Transportation.

Although the International Brotherhood of Electrical Workers is fighting the DOT regulation in the Ninth Circuit Court, chances of success are highly uncertain. The companies are on the verge of gaining the right to intrude into the private lives of workers. That means the time has come for workers to prepare themselves for the new situation.

Local 1245 attorney Jane Brunner offered this advice to union members: if you use drugs, stop now. If you wait until

the last minute, drug residues could remain in your system and be detected in a drug test.

Some union members may believe that drug testing is no longer a threat because a jury last month granted a big award to a person who had been subjected to a random drug test. Unfortunately, that case does not have any affect on the DOT regulations under which Local 1245 members can be tested after April 21.

The union will complete its briefs in the Ninth Circuit court later this month. If the court rejects the union's position, pipeline workers at PG&E, Sierra Pacific and PGT could find themselves being tested for drugs before the next issue of Utility Reporter is published.

Take heed. ■

Lenny Price, gas fieldman:

I don't think they should have testing because of our constitutional rights. If you let them go that far then they'll keep going further and further. ... They're going to be dictating our lives.

Lenny Price



Roger Hawkes

Roger Hawkes:

I think they ought to test everybody, even management. All the way up. Otherwise don't do it at all ... It's an invasion of privacy. It's just not right—asking somebody to urinate in a cup, take somebody's bodily fluids. ... You come to work sober, straight, and do the job, our own time is our own time. They have no right to invade our privacy.

Will Durnick, gas serviceman:

I see it as just another example of the erosion of our personal rights. There should be a different way of approaching this problem. ... I haven't heard too much how this drug testing program is going to be implemented. There are a lot of concerns, like false positives. ... Just randomly picking people out—there can be an abuse of power in that. What if somebody doesn't like a specific person? Are you going to say this random drug testing cannot be used to pick on that one person?

Will Durnick



Gordon Blackburn

Gordon Blackburn, gas fieldman:

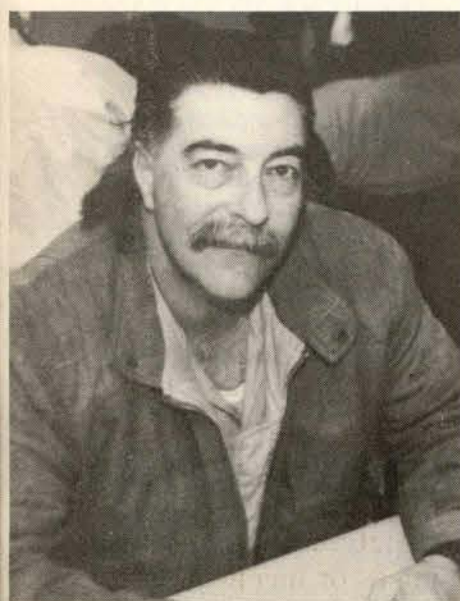
I'll go along with drug testing as far as "just cause," if somebody's really screwing up. But as far as random testing... I think it's an infringement on constitutional rights. The companies are dipping into [employees'] personal lives and I think that's wrong.

Testing as invasion of privacy

Tom Fromm, shop steward:

I think our own safety record basically speaks for itself. We haven't had any problems. I think their butting in isn't really necessary.

Tom Fromm



Larry Lynch

Larry Lynch, gas serviceman, shop steward:

I don't think it's their right to take a body fluid and test us and invade our privacy. They shouldn't take your rights away from you. The more rights they take away, sooner or later you won't have any. ... They've never had a problem here before, why all of a sudden do they want to do it?



Delano Walker

Delano Walker, gas fieldman:

I think it's an invasion of your privacy for sure. Once you start invading people's privacy you can take it where you want to. I think it may end up being a racial and an ethnic thing. ... I think everybody is [against random testing], but will people stand up and say that?... How many people would be willing to stand up for their rights?

Xandra Bindervoet, gas fieldman:

I'm totally against. I think what they do on their own time is their own business. I think this is just a crackdown against the workforce. Intimidation. I think in terms of safety that a lot of conditions here at PG&E are unsafe, not because of the workforce, but because of cost-cutting measures and using contractors. I figure if anything does happen out there, a situation where somebody gets hurt, they want to blame it on somebody, so maybe drug testing might be part of that. It's just like the airlines. You have these planes that've been up in the air for 20 years and they need new planes and they push all this drug testing because they want to blame it on somebody else, not their greed for profit-making. ... We have constitutional rights. Whatever happened to so-called democracy?

Xandra Bindervoet



Phil Salazar

Phil Salazar, gas fieldman:

I think it's an infringement on our rights. I don't think it's right at all. ... Say you walk into a concert or something. There might be somebody smoking marijuana 10 feet away from you and you're breathing this and you come up positive. Just for being someplace.

Anonymous, gas fieldman:

There's definitely a [drug use] problem. ... I'm a recovering drug addict. I know the feeling. I know for a fact I can be using cocaine on a Saturday night and come back to work the next week and that whole week I'm not completely 100 percent there. In a high safety atmosphere that we're always emphasizing ... you put yourself in a real danger situation. I think the invasion of privacy is a good point, but if you're not breaking the law then why the hell do you care about it?

William Bouzek, PG&E electric department:

While the gas department is subject to federal regulations at this point in time, there's no boundary that can stop the expansion of the regulations over to the electric. As you expand it out to the electric it's removing one of your rights under the Constitution ... No doubt some of the guys go out Friday and Saturday nights and have their pops or whatever but when they show up at work on Monday morning, they're all ready to go to work, just like the people who run this business, the very top echelon.

William Bouzek



Drug war priorities

Drugs take a terrible toll on the life and health of Americans. However, those who believe that the "war on drugs" justifies the destruction of civil liberties should consider the following. In the current "war on drugs", the biggest drug culprit isn't even a target, as the following statistics from the National Institute on Drug Abuse make clear:

Annual deaths from substance abuse in the United States	
Tobacco-346,000	Heroin/Morphine-4,000
Alcohol-125,000	Cocaine-2,000
Alcohol & drugs-4,000	Marijuana-75

FINANCIAL STATEMENT

February 26, 1990

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

We have audited the accompanying statement of Assets, Liabilities and Equity arising from cash transactions as of December 31, 1989 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year ended December 31, 1989. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

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

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, 1989, 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 accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year ended December 31, 1989 in accordance with the basis of accounting described in the note to the Statement of Assets, Liabilities and Equity arising from cash transactions.

DALMUS & LU
Certified Public Accountants

EXHIBIT A
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO 1245
STATEMENT OF ASSETS, LIABILITIES AND EQUITY ARISING FROM CASH
TRANSACTIONS
December 31, 1989

ASSETS

Cash Accounts and Stock Fund at cost:		
General Fund:		
Wells Fargo Bank & Bank of America - Checking accounts	\$385,217.72	
Wells Fargo Bank - Market rate account	889,101.07	
Wells Fargo Bank - Savings account	42,265.28	
U.S. Treasury bills	2,465,219.56	
Cash funds	<u>5,800.00</u>	
Total General Fund		\$3,787,603.63
Savings Accounts and Stock Fund at cost - Supplemental Retirement-Severance Fund		76,033.15
Checking Account - Political Donation Fund		<u>9,700.83</u>
Total cash and Stock Fund at cost		\$3,873,337.61

200 shares PG&E common stock - at cost		3,388.17
Air transportation deposit		425.00
Loans receivable from Energy Workers Center, Inc.		189,816.84
Fixed assets:		
Automobiles (57) at cost	744,152.76	
Less: allowance for depreciation	<u>407,337.97</u>	336,814.79
Furniture and office equipment - at cost	542,605.72	
Less: allowance for depreciation	<u>329,132.16</u>	213,473.5
Total assets		<u>\$4,617,255.97</u>

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of December receipts to forward	\$136,227.44	
For supplemental Retirement-Severance	<u>76,033.15</u>	\$212,260.59
Equity:		
General Fund	4,395,294.55	
Political Donation Fund	<u>9,700.83</u>	<u>4,404,995.38</u>
Total liabilities and equity		<u>\$4,617,255.97</u>

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 a depreciable assets at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid and prepaid operating expenses are not included in this statement.

The accompanying Report and Notes are an integral part of this statement.

EXHIBIT B
SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance, January 1, 1989		\$74,224.78
Receipts:		
Interest		5,265.70
Dividends		722.77
Long term capital gain distribution		<u>619.89</u>
Total receipts and balance		80,833.14
Disbursements:		
Direct payment made to former employee		<u>4,799.99</u>
Balance, December 31, 1989		<u>\$76,033.15</u>
Details of Balance:		
Four American Savings & Loan Accounts	\$66,746.64	
One Dodge & Cox Fund Account - at cost	<u>9,286.51</u>	
Total as above		<u>\$76,033.15</u>

EXHIBIT C
POLITICAL DONATION FUND

Cash balance, January 1, 1989		\$703.83
Receipts:		
Portion of local union dues deposited directly to this fund		<u>20,847.00</u>
Total receipts and balance		21,550.83
Disbursements:		
Dawn Committee (S.S.J.I.D. Board of Directors)		150.00
Nevada State AFL-CIO COPE		100.00
Dick Floyd Committee		500.00
Fresno Madera Co. CLC 10th Annual Labor Leader of the Year		350.00
John Van De Camp - 90 Dinner		4,000.00
CLC Santa Clara 1989 Unionist of the Year COPE Banquet		500.00
Willie Brown For Assembly 1990		1,000.00
CLC-Cope Banquet - 1989 Unionist of the Year		500.00
Friends of Mike Thompson		500.00
San Mateo CLC 11th Annual Cope Banquet		200.00
John Garamendi Senate Committee		350.00
Boatwright for Senate '92		500.00
Gray Davis		1,000.00
San Joaquin-Calaveras CLC COPE		200.00
Friends of Mike Thompson		1,000.00
Contra Costa County CLC COPE Reception		500.00
Sal Canella for Assembly		<u>500.00</u>
Cash balance, December 31, 1989 - Wells Fargo checking account		<u>\$9,700.83</u>

EXHIBIT D
GENERAL FUND

Cash balance, beginning January 1, 1989		<u>\$3,365,522.25</u>
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$86,817.08	
"BA" members' dues	5,863,572.25	
Initiation fees	9,240.38	
Reinstatement fees	2,064.50	
Agency fees	49,263.56	
Working dues - Outside Line	613,085.30	
Difference in dues	5,708.50	
Difference in fees	105.00	
Retirement Club dues	<u>5,916.00</u>	6,635,772.57
Reimbursements to General Fund:		
Interest	305,406.69	
Dividends	280.00	
Refunds and reimbursements:		
Loan payments - Energy Workers Center:		
Interest	15,998.65	
Principal	34,707.59	
Sale of used autos	16,000.00	
Union Shopper	13,443.16	
Miscellaneous receipts	4,950.07	
Workmen compensation dividend	<u>74,307.04</u>	465,093.20
International portion of receipts:		
"A" members' per capita	246,606.85	

FINANCIAL STATEMENT

"BA" members' per capita	1,366,708.31	
Initiation fees	9,240.39	
D.B.A.F. fees	168.00	
Reinstatement fees	1,933.50	
Agency fees	11,156.00	
Difference in fees	105.00	
Difference in per capita	<u>2,047.70</u>	<u>1,637,965.75</u>
Total receipts		<u>8,738,831.52</u>
Total balance and receipts		12,104,353.77
Disbursements, per Page 12 of Schedule of Disbursements		8,316,750.14
Cash balance, December 31, 1989, Details of Statement of Assets, Liabilities and Equity		<u>\$3,787,603.63</u>

GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers	\$1,519,962.25	
San Francisco C.L.C.	4,080.00	
Santa Clara C.L.C.	5,460.00	
Alameda C.L.C.	7,680.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	3,360.00	
Nevada State Electrical Association	420.00	
Sacramento C.L.C.	8,400.00	
Contra Costa C.L.C.	5,400.00	
California Federation of Labor	67,387.00	
California State Association of Electrical Workers	24,660.00	
Marin County C.L.C.	819.00	
San Joaquin and Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	780.00	
Napa-Solano C.L.C.	1,605.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Medara C.L.C.	3,000.00	
Sonoma, Mendocino, Lake C.L.C.	1,932.00	
Merced-Mariposa C.L.C.	1,150.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	240.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	576.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	2,100.00	
Idaho State AFL-CIO	130.62	
Coalition California Utility Workers	3,600.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Forum-C.C., Napa, Solano	20.00	
Congress of California Seniors	20.00	
California Labor Federal-Retiree Dues	12.00	
Public Employees Council	50.00	
Forum-Alameda Retired Members	5.00	
Maritime Trades Post Co.	420.00	
I.B.E.W. C.L.O.C.	<u>4,985.00</u>	
		<u>1,676,684.87</u>

Staff expenses:		
Salaries	2,468,561.18	
Expenses	226,570.78	
Automobile expenses	103,538.61	
Automobile purchases	188,856.33	
Administrative expenses	<u>3,316.74</u>	
		<u>2,990,843.64</u>

GENERAL FUND

Research and Education:		
Subscriptions and publications	\$9,243.47	
Scholarship fund	3,500.00	
Public relation	769.15	
		<u>13,512.62</u>
Office salaries:		
Administration office salaries	271,389.33	
Bargaining unit salaries	<u>365,919.11</u>	
		<u>637,308.44</u>
Office expenses:		
Rent	164,563.66	
Telephone	153,828.06	
Postage mail service and meter expense	57,181.67	
Print room/printing	51,396.55	
Supplies	38,542.69	
Equipment maintenance	21,264.91	
Data processing	80,307.84	
Equipment rental	4,710.09	
Utility reporter	103,726.70	

Miscellaneous	10,763.55
Bank charges	2,676.99
Furniture and equipment purchases	122,732.74
Utilities and janitorial	5,790.70
Storage	<u>1,164.00</u>
	<u>818,650.15</u>

GENERAL FUND

	Salaries Paid Or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$14,390.93	\$13,936.42	\$28,327.35
Central Labor Council		531.80	531.80
Advisory Council	2,034.03	39,090.88	51,124.91
Trustee Committee	8,059.88	1,452.09	9,511.90
Review Committee	1,636.27	4,326.02	5,962.29
Safety Committee	7,313.10	7,386.15	14,699.25
Outside Line Conference	470.56	1,472.51	1,943.07
Shop Stewards	19,280.17	55,149.81	74,429.98
Other Conferences	7,350.55	64,242.01	71,592.56
PUC Case cost	516.76	11,694.73	12,211.49
Local Union Election	27,137.89	18,755.98	45,893.87
Labor Management	156.56	5,497.34	5,653.90
J.T. Grievance	4,201.49	12,311.19	16,512.68
Grievance/FF/LIC	95.60	4,195.26	4,290.86
Retirees	2,656.25		2,656.25
Leadership Conference	<u>2,002.99</u>	<u>33,136.89</u>	<u>35,139.88</u>
	<u>104,646.78</u>	<u>275,835.26</u>	<u>380,482.04</u>
Various other Committees:			
Citizen Utility	9,217.48	13,158.80	22,376.28
Sierra Pacific Power	9,987.12	2,554.10	12,541.22
U.S.B.R. - General Negotiations	5,083.22	14,721.36	19,804.58
Pacific Tree Expert	3,634.40	2,328.68	5,963.08
Outside Line Const.	5,626.21	6,052.30	11,678.51
City of Lodi		30.90	30.90
SMUD	8,441.05	12,176.11	20,617.16
Merced Irrigation District	935.12	198.48	1,133.60
Western TV Cable		127.83	127.83
Oakdale Irrigation District		472.50	472.50
Concord TV Cable		15.93	15.93
Wells Rural Electric		226.81	226.81
City of Berkeley	569.84	1,378.46	1,948.30
Plumas-Sierra		21.67	21.67
Alter Electric	204.00	27.16	231.16
C.P. National-Lassen		<u>(124.75)</u>	<u>(124.75)</u>
Totals carried forward	<u>43,698.44</u>	<u>53,366.34</u>	<u>97,064.78</u>

GENERAL FUND

	Salaries Paid Or Reimbursed	Expenses	Total
Balance brought forward	\$43,698.44	\$53,366.34	\$97,064.78
Regional Transit	16,169.02	8,235.05	24,404.07
Century Cable	1,337.11	1,004.41	2,341.52
Organizing	8,178.70	21,361.19	29,539.89
WAPA	469.92	156.30	626.22
Foster Wheeler		69.36	69.36
ARP/TCI Santa Cruz	894.40	1,147.90	2,042.30
Arbor Tree	678.79	201.28	880.07
Bureau of Alameda	636.72	111.20	747.92
Lassen Mud		12.39	12.39
TCI Reno		107.20	107.20
Multi-Vision Cable		34.34	34.34
A.C. Transit District	2,153.99	399.98	2,553.97
Nevada Irrigation District		180.75	180.75
City of Redding		140.99	140.99
Modesto Irrigation District		25.96	25.96
Tri Dam		157.09	157.09
Monterey Peninsula Cable	1,126.80	3,248.10	4,374.90
Sonic TV Cable	2,697.84	2,122.80	4,820.64
City of Roseville		252.62	252.62
Davey Tree	11,396.74	9,749.09	21,145.83
CP National-Elko	647.70	1,733.70	2,381.40
CP National-Needles	608.76	1,624.26	2,233.02
Shasta Dam PUD		52.32	52.32
Pacific Gas Transmission	499.31	9,406.44	9,905.75
City of Healdsburg	154.00	1,311.83	1,465.83
City of Oakland		315.33	315.33
So. San Joaquin Irrigation District		<u>1,304.43</u>	<u>1,304.43</u>
	<u>91,348.24</u>	<u>117,832.65</u>	<u>209,180.89</u>

Delta 'Poker Run' set for May 19

Call it the Stanley Cup for amateur gamblers. Call it the world's most elaborate excuse for a party. Call it a way to have a whole lot of fun in a contest that doesn't make a whole lot of sense.

Call it whatever you want, but don't forget to sign up for Local 1245's annual Day on the Delta Poker Run, scheduled this year for Saturday, May 19.

The poker run, a longstanding union tradition, starts and finishes at the Brannan Island State Recreation Area boat ramp located on California Highway 160 just south of Rio Vista. Participants sign in between 7:30 and 10:30 a.m., then boat to five different locations, where they will pick up num-

bered envelopes.

Everyone returns to Brannan Island Day Use Area by 4:00 p.m., where they can buy poker hands for \$2 each.

p.m. and winners (or their stand-ins) must be present with their tickets to receive their prizes.

And best of all, there will

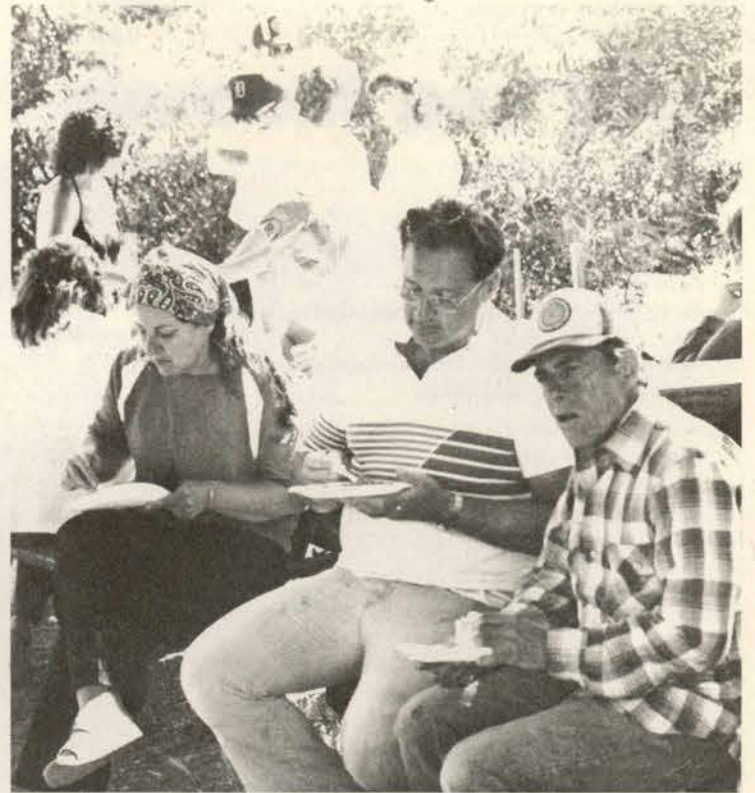
Call it the world's most elaborate excuse for a party

Prize money will be awarded based on the best hands in three categories: adult men, adult women and kids aged 15 and under. Winners don't have to be present to win the best poker hand.

For raffle lovers there will be raffle tickets available for 50 cents or 3 for \$1. The Ramp Raffle is held at 4:00

be plenty of free hot dogs and beans and ketchup and mustard. Don't forget to bring your own utensils, napkins and drinks.

Fliers will be sent out with maps for the poker run. Or you can contact Local 1245 headquarters in Walnut Creek at (415) 933-6060 or see your shop steward.



The Poker Run, a longstanding Local 1245 tradition, is just a good excuse for mixing fun and food, as these folks did at a Poker Run some years back.

Financial Statement from PAGE NINE

GENERAL FUND			
	Salaries Paid Or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Departmental:			
Meter Reader	645.04	202.63	847.67
Gas Servicemen	168.13	128.82	296.95
Arbitration		10,290.67	10,290.67
Pipe Line Operations		58.49	58.49
Diablo Canyon		2,193.78	2,193.78
G.C. Apprentice		420.94	420.94
Re-Rate4	75.73	961.49	1,437.22
G.C. Per Diem		390.60	390.60
Apprentice M.M.R.W.		133.17	133.17
Livermore Prod.		92.81	92.81
Ad Hoc		571.88	571.88
Clerical Job	775.14	2,787.30	3,562.44
Geyser		26.66	26.66
Interim Negotiations		6,549.54	6,549.54
Accounts Receivable		479.39	479.39
General Office 19.17	4,039.31	1,985.92	6,025.23
Negotiations		14,759.58	14,759.58
	<u>6,103.35</u>	<u>42,033.67</u>	<u>48,137.02</u>
GENERAL FUND			
Membership expenses:			
Supplies-Local		\$36,926.92	
Supplies-Intl.		5,572.25	
Union shopper purchases		41,336.33	
Miscellaneous fees		<u>3,015.29</u>	
		<u>86,850.79</u>	
Membership benefits:			
Group life insurance		105,429.24	
Individual drawing award		550.00	
Unit winner		550.00	
Service award dinners		32,928.68	
Memorial bibles		469.09	
Social fund		<u>10,000.00</u>	
		<u>149,927.01</u>	
Payroll taxes:			
Employee portion:			

U.S. income tax withheld	\$(481,244.99)
California income tax withheld	(120,228.95)
FICA withheld	(209,696.49)
SDI withheld	(17,599.06)
U.S. income tax forwarded	481,244.99
California income tax forwarded	120,228.95
FICA forwarded	209,696.49
SDI forwarded	17,599.06
Local Union portion:	
FICA20	9,682.06
California Unemployment	5,736.26
Nevada Unemployment	(29.54)
U.S. Unemployment	<u>4,650.44</u>
	<u>220,039.22</u>
Employee benefits:	
Health and Welfare plans	246,229.63
Group life insurance	46,324.11
Pension plan	406,219.55
Administration trustee pension plan	750.00
Other costs, pension plans	15,959.15
Administration fees, pension plan	<u>3,350.00</u>
	<u>718,832.44</u>
GENERAL FUND	
Other disbursements:	
Legal fees	\$38,683.65
Hall rentals	50,868.53
Worker's Compensation Insurance	100,513.38
Refunds	4,185.05
Audit fees	10,675.00
PRD fees	5,979.71
Charitable donations	44,700.00
Flowers	1,169.66
Payroll deductions - 401(k), savings, credit union dues	\$ 155.00
Insurance-professional liability	17,656.09
Insurance-auto	27,328.77
Insurance-bond	7,251.00
Insurance-travel	675.00
Insurance-property	2,576.00
Baseball tournament	(167.53)
Local Union election	30,467.59
Trade show	23,056.02
Miscellaneous taxes	<u>528.09</u>
	<u>\$366,301.01</u>
Total General Fund Disbursements	<u>\$8,316,750.14</u>

Environment comes out a winner, too

New energy plan puts profit in conservation

By Eric Wolfe

An unlikely coalition of utilities, ratepayer advocates and environmentalists has proposed a far-reaching program to reshape the way Californians use energy.

The proposal, now under review by the California Public Utilities Commission, offers incentives for investments in energy efficiency. Those who could benefit include consumers who buy energy efficient appliances, businesses who switch to new energy efficient light fixtures, and builders who install better insulation in new buildings.

That's a mighty sweet tune in the ears of environmentalists, who have long warned that the inefficient use of energy contributes to pollution. But the proposal is also music to the ears of utility stockholders. In fact, it's the sort of song they can sing all the way to the bank.

Conservation is about to become profitable.

Under the new proposal, called "An Energy Efficiency Blueprint for California," utilities will be given a chance to earn a profit on investments in energy efficiency. Pacific Gas & Electric, one of the four participating utilities, plans to increase its annual investment in efficiency programs to \$152.3 million by 1992, 54 percent more than it currently spends.

PG&E officials call it a "win-win" situation for the company and its customers. Environmentalists say it could help reshape the way utilities think about the energy business.

"The world has changed in a fundamental way," says Ralph Cavanagh of the Natural Resources Defense Coun-

cil, one of the contributors to the Efficiency Blueprint.

"In the past," Cavanagh explains, "utilities had a monopoly over power production. If they needed more power they just built a power plant and stuck it in the rate base." That system creates a strong bias toward investment in energy production instead of energy efficiency and that, says Cavanagh, "causes us to waste a lot of money."

In essence, Americans are throwing energy away. Energy that they've paid for.

A vast amount of energy is thrown away in the commercial sector by using incandescent light bulbs when new compact fluorescent bulbs could provide the same amount of light while using far less energy. In addition, the fluorescent bulbs generate much less heat and thus put less strain on air conditioning systems.

Residential customers throw away energy by purchasing refrigerators that use 1000 kilowatt-hours per year, even though it is possible to build comparably-sized models that use only 500 kwh/year.

PG&E will help put a stop to some of the waste, according to John Fox, PG&E's newly-designated manager of energy efficiency services. The company will provide financial incentives to residential and commercial customers "to learn about and install higher efficiency equipment," Fox says. PG&E will also provide incentives to architects and builders to incorporate energy efficiency designs into new buildings.

Similar strategies will be adopted by the other participating utilities: San Diego Gas

& Electric, Southern California Edison, and Southern California Gas. Together, these utilities will be creating a significant market for the most efficient appliances available today. Even more than that, they will be creating a market for appliances of even greater efficiency, a market that will belong to manufacturers willing to retool their facilities to capture it.

Unlikely partnership

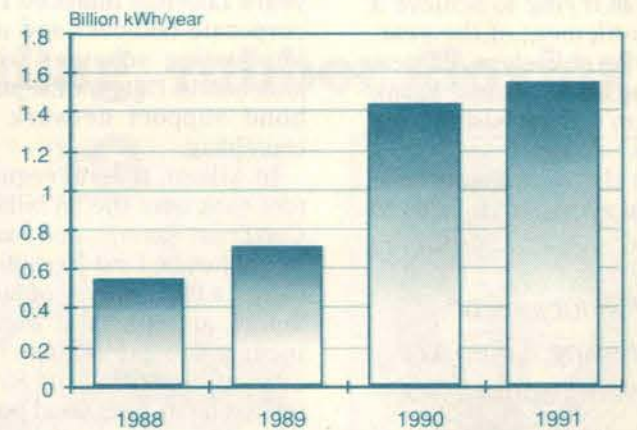
The Efficiency Blueprint is the product of an unlikely partnership between companies that produce power and organizations like the NRDC concerned about the pollution caused by power production. How is it they've come to see eye to eye on conservation?

Part of the answer may be a growing awareness that energy resources are finite and that burning fuel carries environmental consequences. Air pollution and acid rain are among the best known. But one of the most alarming potential consequences is just now coming into public awareness: global warming from the so-called "greenhouse effect."

Atmospheric scientists generally agree that the world is likely to get warmer in the future, with profound and irreversible consequences. According to a recent study by the Environmental Protection Agency, global warming could lead to the death of forests and crops in the U.S. In other parts of the world, where many people already live close to the margin of survival, global warming could prove catastrophic.

There is a direct link between global warming and

Projected Trends in Electricity Savings*
From Expanded PG&E, SDG&E, and SCE Efficiency Programs



*NOTE: Estimates for gas savings are not complete at this time.

Data provided by: "An Energy Efficiency Blueprint for California"

energy use. Worldwide, energy use and production contributes an estimated 57 percent of the greenhouse-gas emissions that cause global warming. (The highly publicized chlorofluorocarbons used in refrigerants and aerosol sprays account for just 17 percent.) The U.S. energy sector is responsible for about one-quarter of the world's energy-related greenhouse-gas emissions, with U.S. electric utilities accounting for about one-third of the U.S. total.

Environmentalists can point out the problems, but U.S. utilities are the ones in a position to start doing something about them. Therein lie the seeds of cooperation. Both sides have come to recognize that they can work

together.

"There are a lot of people at PG&E who care about environmental quality, I've learned that," concedes Cavanagh of the NRDC.

PG&E's Fox lauded the ability of utility and environmental representatives to focus on common interests during the creation of the Efficiency Blueprint. "There were no animosities," Fox notes. "The usual dogmas were not trotted out."

The result of this cooperation is an innovative energy efficiency program that could ultimately help change the way people think about energy. If that helps a pollution-plagued planet catch its breath, all of us will eventually breathe a little easier. ■

Seminars focus on retirement planning

Planning for retirement will be the theme of a series of seminars sponsored by Local 1245 in April and May.

The Retirement Planning Seminars will cover all aspects of pre-retirement preparations, including financial and tax planning. Seminars are open to Local 1245 members aged 45 years and older and their spouses.

Topics covered in the seminars will include:

- Planning for retirement
- Reducing consumer debt
- IRAs
- Home ownership
- Saving for children's college expenses
- Obtaining long-term health care
- Saving on income taxes
- PG&E stock forecast

- Economic forecast for the coming year

Each seminar will last approximately 90 minutes, including time for questions. IBEW members will be notified of the seminars by mail and must return the reply card in order to attend.

There is no charge for the seminars and refreshments will be served. ■

I.B.E.W. LOCAL 1245

Retirement Planning Seminars

SACRAMENTO - April 28, 1990, Saturday, 9:30 a.m.
Howard Johnsons, 3343 Bradshaw Road - (916) 366-1266

SAN MATEO - May 2, 1990, Wednesday, 7:30 p.m.
Dunfy Hotel, 1770 S. Amphlette - (415) 573-7661

OAKLAND - May 9, 1990, Wednesday, 7:30 p.m.
Holiday Inn Airport, 500 Hegenberger - (415) 562-5311

WALNUT CREEK - May 10, 1990, Thursday, 7:30 p.m.
IBEW Local 1245 Union Hall, 3063 Citrus Circle - (415) 933-6060

SAN JOSE - May 12, 1990, Saturday, 9:30 a.m.
Holiday Inn Park Centre, 282 Almaden Boulevard - (408) 998-0400

STOCKTON - May 15, 1990, Tuesday, 7:30 p.m.
Plum Tree Plaza, 111 East March Lane - (209) 474-3301

SANTA ROSA - May 19, 1990, Saturday, 9:30 a.m.
Flamingo Resort, 2777 4th Street - (707) 545-8530

Bush veto gives lift to Lorenzo's scamming

Eastern strike enters second year

Striking Machinists will not get any help from Congress in trying to achieve a just settlement of the year-old strike at Eastern Airlines, but the battle against Frank Lorenzo's union-busting continues.

The House of Representatives in early March failed to

Without junk bond financing, Lorenzo's problems could quickly become critical.

muster enough votes to override President Bush's veto of H.R. 1231, a bill that would have established a four member bi-partisan panel to investigate the dispute and recommend a solution to the strike. It also would have investigated other airline industry issues.

Despite the House's failure to override the veto, the strike entered its second year with far more vigor than anyone would have thought possible twelve months ago. Major rallies around the country on March 3 demonstrated that public support for the strike remained strong. Meanwhile, Lorenzo faced mounting problems in trying to keep the crippled airline aloft.

Together with the Flight Attendants and Pilots unions, which conducted lengthy sympathy strikes, the Machinists' strike has inflicted major financial losses on

Eastern Airlines and its parent company, Texas Air. For years Lorenzo financed his corporate takeover and union-busting schemes with junk bonds. But now the junk bond support network is crumbling.

In Miami, federal regulators took over the \$8 billion CenTrust savings and loan. In California, First Executive Corp., a major buyer of junk bonds, announced it would incur a substantial loss for 1989 after writing off \$500 million on its junk bond portfolio. These two institutions alone accounted for more than one quarter of the \$500 million financing that Lorenzo used in 1986 to take over Eastern. Another junk bond source, Drexel Burnham, filed for bankruptcy in February.

Without junk bond financing, Lorenzo's problems could quickly become critical. Last month, Texas Air announced a loss in 1989 of \$885.6 million, a new record in the airline industry. This is the second year in a row that Lorenzo has held this record. Factoring out one-time gains from assets sales, Texas Air's losses at Continental and Eastern probably were closer to \$1.2 to \$1.3 billion.

Now that Congress has proved unable to play a useful role in resolving the strike, the focus turns to the marketplace. The Machinists union is urging the public to continue honoring the union's boycott of Eastern and Continental Airlines until the strike is settled. ■

A. Philip Randolph Institute honors activists

Four activists were honored on Feb. 24 for outstanding leadership in labor and community affairs by the Contra Costa Chapter of the A. Philip Randolph Institute.

Those honored were: Frances Jenkins-Greene, director of the Pre-School Coordinating Council, Inc.; Joseph Heaps, retired secretary-treasurer, Laborers Local 324; Greg Feere, business manager for the Contra Costa Building and Con-

struction Trades Council; and Don Hightower, staff representative at the California Labor Federation, AFL-CIO and state coordinator for the A. Philip Randolph Institute.

A. Philip Randolph rose to national prominence as the organizer of the Brotherhood of Sleeping Car Porters in the 1920s, a union of black workers organized during an era when blacks were largely excluded from the labor movement.



Photo: Courtesy of Tradewinds

Traffic at San Francisco International Airport came to a near standstill March 3 as unionists demonstrated in support of the strike against Frank Lorenzo's Eastern Airlines. The Machinists strike entered its second year this month. Travelers are urged to honor the boycott of Eastern and Continental Airlines.

Pesticide poisoning protested by UFW

There may come a day when no one has to die in order to make a living. But that day will arrive too late for Jose Campos Martinez, a 25-year-old farm worker who died recently while applying the pesticide parathion near Delano, Ca.

Martinez's death has renewed calls by the United Farm Workers union for a ban on parathion. On Feb. 8 UFW President Cesar Chavez attempted to meet with Gov. George Deukmejian to discuss the pesticide issue, which has become a matter of life and death proportions for farm workers. The union maintains that parathion is so toxic that it should be

banned immediately because it cannot be used safely under any circumstances. Martinez, the union notes, was stricken even though he was observing established

should be."

While field workers and chemical applicators are those in greatest danger, consumers of pesticide-treated produce could be at risk of

"Agribusiness and the agrichemical industry reap their profits. The workers bury their dead," Chavez said.

safeguards and wearing protective equipment.

"Agribusiness and the agrichemical industry reap their profits. The workers bury their dead," Chavez said. "That is not the way it

cancer. The UFW has called on consumers to honor the union's boycott of non-union grapes and to support the union's right to collective bargaining.

The UFW also asks consumers to boycott Safeway, one of the largest distributors of non-union grapes.

UFW Vice President Dolores Huerta told union supporters gathered at the capitol that a worker in the Reedley area vineyard was fired recently after he told other workers to get out of an area that had been sprayed with parathion. Huerta said the workers had been ordered back into the vineyard by a supervisor before the safe re-entry data and had become ill.

Chavez's demand for a meeting with the governor to discuss the poisoning of farm workers was turned down. ■