

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
September 1990
Vol. XXXIX No. 9

UTILITY REPORTER

Special Supplement Inside
for union members at PG&E
on 1990 Negotiations

1990 LABOR DAY EDITION 1990

Unionists pin hopes on Dianne Feinstein

When nearly 400 trade union delegates gathered for the California AFL-CIO Biennial Convention this summer, their sights were firmly fixed on winning the governor's seat in November general elections.

"I am here to ask labor to be my partner," Democratic candidate for governor Dianne Feinstein told the delegates. "There will be a labor liaison in the top ranks of my staff. I will consult with labor about appointments to the Department of Industrial Relations and other key posts crucial to worker welfare."

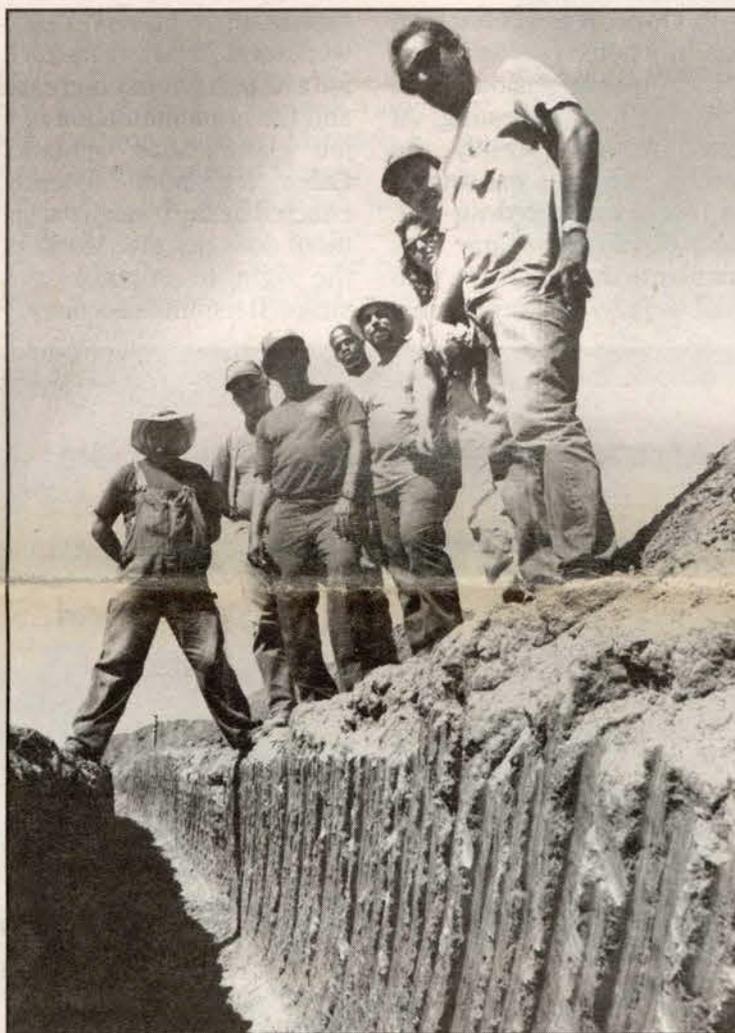
Although labor backed Feinstein's opponent—Attorney General John Van de Kamp—in the June primary election, union delegates received Feinstein's message enthusiastically. Van de Kamp

himself led the charge in calling for working people to unite behind Feinstein's candidacy.

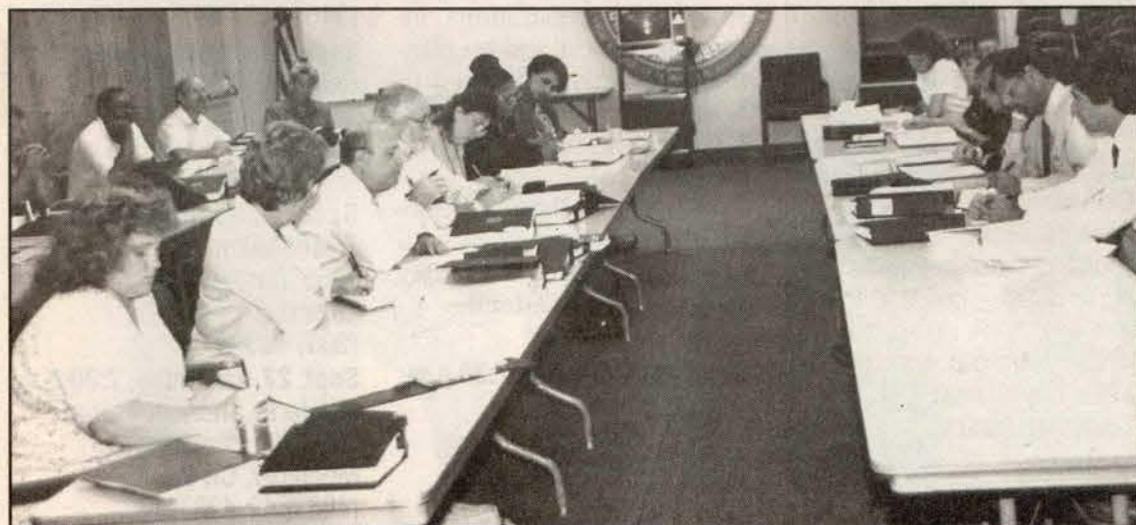
As governor, Feinstein would have sweeping appointment powers, not simply to the courts but to important state agencies that wield great power over the lives of working people. Feinstein promised to restore Cal-OSHA "to full authority" in protecting the health and safety of workers and vowed to reinvigorate the Agricultural Labor Relations Board.

She also said she would "work with the Legislature to expand health insurance to the millions of working Californians, most of them low-wage earners, who have no protection today against catastrophic illness."

Feinstein pledged support for the "expansion of day care and parental leave for work-
See PAGE THREE



PG&E gas crews installing two-inch gas mains at Laguna Vista development in Sacramento. Photos on page 11.



Bargaining for a new contract between Local 1245 and Pacific Gas and Electric got underway in August as each side made its opening statement. PG&E workers will find the full text of the initial proposals in this issue of *Utility Reporter*.



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CALENDAR

Sept. 15 - Sierra Pacific Shop Stewards Conference-Reno

Sept. 22 - PG&E DeSabra Division Pin Dinner-Chico



"My friends, you are exploited, you are robbed, you are plundered. You have submitted to it, you haven't protested. You grunt but you don't fight as you ought to do. You don't have to kill the guards. All you have to do is to go to the ballot box and vote them out of business."

Labor organizer Mary "Mother" Jones, at age of 82, in a speech to striking coal miners, Montgomery, W. Virginia, August 4, 1912

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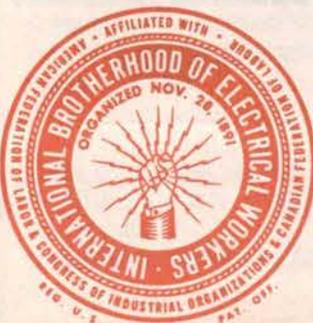
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WIPA



Rolling the union on: workers here and abroad

Sample this opinion: The Canadian Association of Labour Media reports that as part of a campaign to fight drug testing, transportation workers are distributing urine specimen bottles. They're inviting everyone to "send a sample of your opinion" to Canadian transport minister Doug Lewis.

Oops, it won't happen again: Pacific Gas and Electric Co. is having its own problems with drug testing. At one location recently the wrong employee was singled out for a random drug test. The employee's name was similar to the employee who had actually been randomly

selected for the test. But naturally no mistakes will be made when it comes to the security of the storage method or the accuracy of the test results.

Bargaining with the Ayatollah: Although Iran is usually only in the news when the subject is hostages, the country does have a labor movement. In January, 13,000 workers at 22 factories struck for a 30 percent pay increase and the implementation of a job classification scheme. Labor legislation recently enacted by the Iranian parliament does not give workers the right to organize and strike. It legitimizes compul-

sory overtime and deprives workers of basic insurance and safety at work.

Naked before the law: Workers at the Ford plant near Mexico City have pioneered a tactic that workers further north might try, at least in summer. Wearing only their shoes, the workers picketed the Federal Board of Arbitration and Conciliation to protest the firing of more than 700 union members, according to the publication Labor Notes. The picketers said they were left naked before the law by collusion between the government, Ford management, and the government-affiliated labor federation.

Folgers boycott: The US labor movement has begun to throw its support to a boycott of Folgers Coffee to express solidarity with coffee workers in El Salvador. The boycott is aimed at pressuring El Salvador's wealthy coffee-growing oligarchy to negotiate an end to the decade-long civil war, in which labor organizers have been a prime victim. The Longshoreman's union has pledged not to unload Salvadoran coffee

and the Folger's boycott has been joined by the American Federation of State, County and Municipal Employees, United Farm Workers, and the United Electrical, Radio and Machine Workers, as well as the Longshoremen. In June the Oregon State AFL-CIO asked the AFL-CIO to put Folgers on the federation's national boycott list.

A bozo on the bus: Travelers beware: Greyhound is not only having trouble busting its union, the company's having trouble driving its buses. This summer a bus passenger had to take the wheel of the bus after a scab driver told riders he didn't know how to use a stick shift. Diane Monteiro, a licensed bus driver for another company, drove the bus from Delaware to New York City. "When he started to pull off, it sounded like he had clutch trouble," said one passenger. "Then we get down the highway and we get to the big trucks. He almost ran us into one of those. He was swerving." The driver then announced to the passengers that the company hadn't trained him how to drive the bus.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Letter Agreement No. 90-87-PGE Committee
Oscar L. Lee
Barbara Cook

SACRAMENTO MUNICIPAL UTILITY DISTRICT

SMUD Negotiating Committee
Jim Loy
Ramon Smith
Ike Williams
Don Hurdle
Gary Hansen
Art Torres
Jerry Heitman

AIRSPACE TECHNOLOGY CORPORATION

Airspace Technology Corporation Negotiating Committee
Rich Sidman
Christa M. Rockel
William C. LaFay
John Benneche

OXFORD ENERGY

Oxford Energy Negotiating Committee
Kent Ross
Steven C. Flickinger

CONFERENCES AND CONVENTIONS

National Safety Council Congress & Exposition
Ron Fitzsimmons

Inter-Union Gas Workers Conference
Jack McNally
Jim McCauley
Mike Davis
Mike Del Rio
Ed Fortier
Dennis Seyfer
Dean Gurke
Manuel Guzman
Frank Locati
Richard Bidinost
Al Knudsen
Rudy Woodford

IBEW/NECA Benefits Conference
Jack McNally
Richard Dunkin

IBEW Nuclear Seminar
Mike Haentjens
Chester Bartlett

National Council of Senior Citizens Convention
Ralph Weidling

Seminars on retirement planning

Don't forget to sign up for the Local 1245 Retirement Planning Seminars, which 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.

IBEW members were notified of the seminars by mail and must return the reply card in order to attend.

Sept. 13, Thursday, 7:30 p.m.
Discovery Inn
1340 N. State St.
Ukiah, CA 95482
(707) 462-8873

Sept. 15, Saturday, 9:00 a.m.
Best Western Hilltop Inn
2300 Hilltop Dr.
Redding, CA 96001
(916) 221-6100

Sept. 15, Saturday, 1:00 p.m.
Holiday Inn-Chico
685 Manzanita Court
Chico, CA 95926
(916) 345-2491

Sept. 22, Saturday, 9:00 a.m.
Red Lion
3100 Camino Del Rio Court
Bakersfield, CA 93008
(805) 323-7111

Sept. 22, Saturday, 2:30 p.m.
Fresno Hilton
1055 Van Ness
Fresno, CA 93722
(209) 485-9000

Sept. 27, Thursday, 7:30 p.m.
Monterey Sheraton Hotel
350 Calle Principal
Monterey, CA 93940
(408) 649-4234

Sept. 29, Saturday, 9:30 a.m.
Embassy Suites
333 Madonna Road
San Luis Obispo, CA 93401
(805) 549-0800

Labor campaign for health care reform

Jack McNally, IBEW 1245 Business Manager

It has sometimes been said that Labor Day has lost a lot of its original meaning. Instead of celebrating the strength and vitality of the union movement, which was the original purpose of Labor Day, the nation now regards Labor Day as just another holiday.

Well, maybe.

But this year the AFL-CIO is taking action to put the interests and issues of working people back into the workers' holiday. Beginning on Labor Day, the AFL-CIO will launch a nationwide campaign to build public support for national health care reform.

The opening volley of this campaign will be a 30-minute cable television special, followed by a media advertising blitz, in an effort to reach the widest audience possible. Then, to lay out labor's position on this vital issue, the AFL-CIO will conduct eight regional public hearings around the country, including one in San Francisco in early October. Members of the AFL-CIO Executive Council will take testimony from congressional leaders, health care reform groups, and individuals who have suffered from our inadequate health care system.

Why has the AFL-CIO targeted health care reform for this extraordinary outreach program? Because it is a problem that deeply affects the quality of life for all Americans, especially wage-earners.

The cost of health care 25 years ago consumed about 5 percent of the gross national product. Today that figure is 11 percent.

Likewise, 25 years ago business expenditures on health care amounted to 9 percent of corporate operating profits. Today that figure is 47 percent.



Of all the industrialized nations, US citizens spend the most for health care: \$2,051 per year. The second highest among these nations is only \$1,483.

Rising costs mean that millions of Americans have no health insurance at all, while others are underinsured. Clearly something has gone very wrong with our health care system.

Even though our local union has negotiated good health insurance coverage for our members, we are not immune to the problem. At the bargaining table, with almost every employer we deal with, the issue of health care is their number one concern.

The union will continue to do what it can to protect our members' health insurance benefits. But the problem is too big for any one union or any one company to solve. Health care is a national problem—some would argue that it borders on a national emergency—and calls for national leadership.

Some members of Congress have already taken up the banner of health care reform, but it will be tough getting a majority to agree to any action. That's why the AFL-CIO media efforts and public hearings are so valuable: the public needs to be rallied to the cause.

Our nation's system of health care has been sick for a long time. It's up to us to help put it back on the road to health.



Labor pins hopes on Feinstein

from PAGE ONE
ing parents."

While welcoming her support on important labor and family issues, trade unionists have another reason for backing Feinstein's candidacy. The next governor will have a very large role to play in the redistricting process that will result from the 1990 census. A Republican governor could easily use that process to help shift the balance of power in the state to large corporate interests at the expense of working people.

Feinstein gave trade unionists a pretty good idea of where Pete Wilson—her Republican opponent—gets his backing.

"Since he's been in the Senate, Pete Wilson has taken

more money from political action committees of the chemical industry than any other senator but one.

"And then there are the oil companies and corporate agribusiness; nearly half a million dollars in contributions from these interests alone," Feinstein noted.

"Additionally, Pete Wilson received more contributions from the scandal-ridden savings and loan industry than anyone in the entire Congress. He took \$243,000," she continued.

"When asked why Wilson took that kind of savings and loan money, his press secretary could only say that Wilson 'takes a lot of money from everybody.'"

The corporate interests who backed Wilson's cam-

paigns for the US Senate certainly got their money's worth. Wilson voted against efforts to resolve the Eastern Air Lines strike, voted against the recent modest hike in the minimum wage, and voted to repeal important federal prevailing wage protections.

California AFL-CIO Executive Secretary Jack Henning told the convention: "In Dianne Feinstein we have the candidate to win in November."

Unit 2317 - Antioch

...has a new meeting location and time. The unit now meets at 5:00 p.m. at Round Table Pizza, in the Terrace Shopping Center, 2741 Lone Tree Way, Antioch.

IN MEMORIAM

Al McGregor

On Thursday, August 16, 1990, at approximately 10:00 a.m., Al McGregor, foreman for Herzog Electric working in Santa Monica, Ca., fell to his death from the top of a switch pole. Brother McGregor was a 40-year-old lineman from Local 213,

Vancouver. Local 1245 extends its sincere condolences.

Nat Lomax

On Monday, August 13, 1990, at approximately 9:30 a.m., Nat Lomax, age 42, 1st step apprentice lineman, PG&E, was fatally electrocuted when he came in contact with an energized aluminum con-

ductor. The conductor had been pushed through moulding on a newly set pole, and inadvertently contacted an energized 12KV phase. The four man crew was working on Pedrick Rd., one-half mile north of Binghamtom Rd. in Dixon, Ca., when the accident occurred. Local 1245 extends its sincere condolences.

Employees are on the frontlines of Sierra Pacific's service

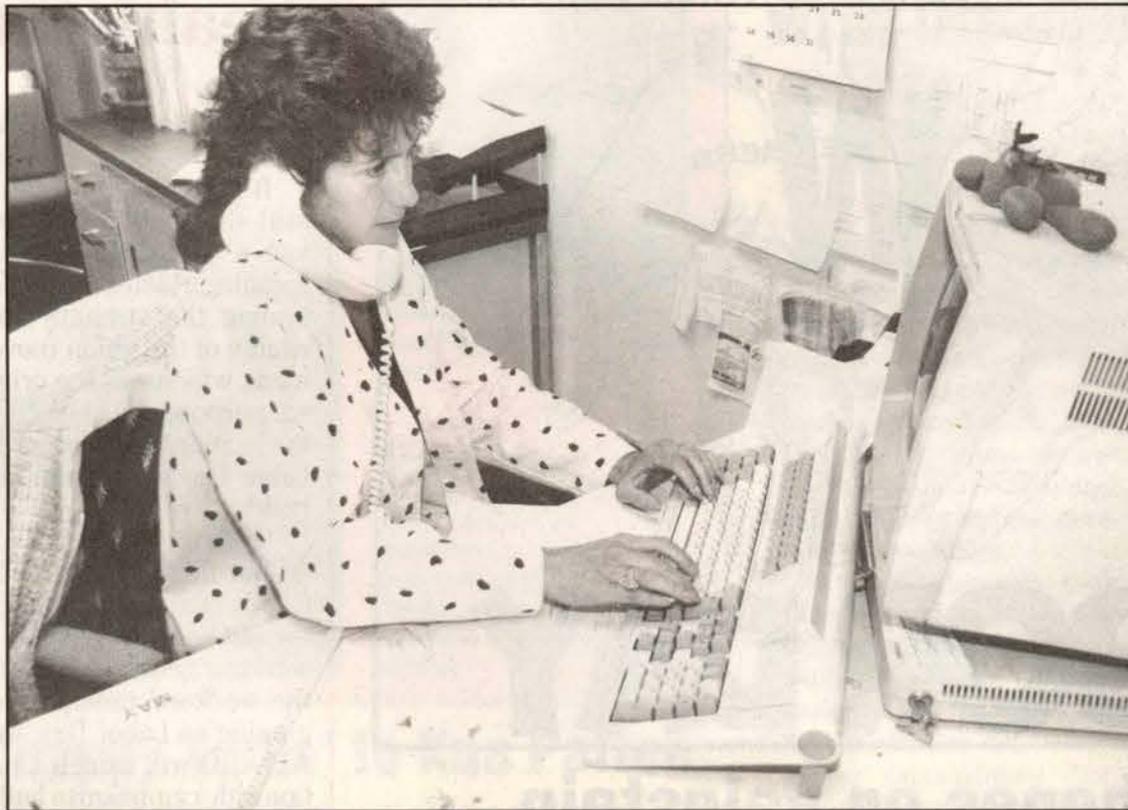
There are times when a power company must deliver more than just power.

The power business puts a company like Sierra Pacific Power in touch with nearly everyone in the community. Sometimes that means power company employees are the first to discover that an individual in that community needs help, according to Marna Browne, a collector and union steward at Sierra Pacific's South Lake Tahoe office.

"We find there's a real need for us to keep an eye on the older folks and the people who can't get around," says Browne.

That's why the company keeps medical records on file for certain customers. The company also attaches green cards to the meters of customers with special medical conditions "to alert the crews or any of the service personnel not to turn service off without checking with the office first," Browne says.

Sometimes a customer may use special medical equipment at home, or may require that the home be kept warmer than average. Either situation can lead to greater



Marna Browne, Local 1245 shop steward at Sierra Pacific's S. Lake Tahoe office.

demand for power. In such cases the customer may qualify for "lifeline" rates to make sure that his or her needs continue to be met.

Browne says a new "gatekeeping" program is designed to keep employees on the lookout for early warning signs of a problem. An unkempt yard or a disoriented occupant may indicate that some sort of intervention is

needed.

"We try to decipher who to recommend," says Browne. That may mean referring an elderly person to a senior service center, or putting a woman in touch with a rape crisis center.

The company also provides a safety net for ordinary customers having trouble paying their bill on time by establishing a de-

ferred payment plan.

In all of these situations, the employees are the ones who make the critical difference. They are on the frontlines, identifying the problems and figuring out the solutions.

It is demanding work under any circumstances. Unfortunately, corporate policy sometimes gets in the way of the work the employees are trying to do.

A key problem at Sierra Pacific, in Browne's view, is that the company is not replacing employees who leave. Not long ago, she notes, when someone quit in the warehouse, the job was transferred to meter reading.

"They're robbing Peter to pay Paul," says Browne. "As people leave or retire, they're moving people around. We've all had to do extra work... We're never running with a full crew."

The policies have contributed to growing dissatisfaction among employees, many of whom Browne has worked with for 10 years.

"Now all of a sudden they're bidding out for other jobs," she says. "They're unhappy."

"They're trying to drill customer service into our heads. But you can't have good customer service if

It is demanding work under any circumstances. Unfortunately, corporate policy sometimes gets in the way of the work the employees are trying to do.

there's unrest among the troops. You get so frustrated."

Browne believes the union provides employees with some means of defense in difficult times.

"I think management tries to get away with things. The union has to step in periodically and remind them they can't treat their employees that way," Browne says.

In January the union gained important new leverage in its defense of workers' rights in the workplace when it picked up a union security clause in the union contract for company employees in California. Now all bargaining unit members who benefit from the services the union provides—such as improved wages and benefits and grievance procedures—will be required to pay their fair share for those services.

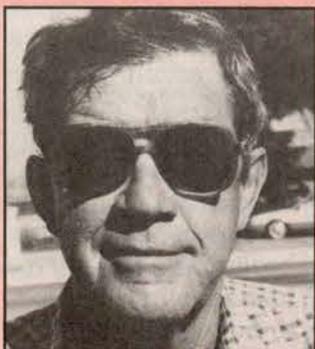
Browne believes having a union security clause contributes to the overall morale of the workforce.

"It makes it easier to know when you come to work each morning that you're all in the same boat—that you're going to hang together, fight for each other."

Having a strong union does something more. It helps insure that the company that treats its customers right also treats its employees right.

Morrison's years on Executive Board appreciated by union's members

It didn't draw a lot of attention at the time, but when Lyman Morrison left the Local 1245 Executive Board last year it marked the close of many years of dedicated service on the



Lyman Morrison

union's governing body.

An Outside Line Construction worker, Morrison got his start in line work in October 1954 as a member of IBEW Local 499 at Iowa Power and Light. He served Local 499 as a member of the negotiating committee and also as a member of the Executive Board.

In 1965 Morrison went to Local 55 in Des Moines, Iowa, where he began his work in outside construction. In 1966 he began working in California in Local 47 and moved into Local 1245 in 1982. He took on

the Executive Board position in 1983 and held it until 1989.

Morrison was born in 1930 in Kedukuk Co., Iowa. He served in the US Army during the Korean War. Morrison, married for 37 years, has four children and four grandchildren.

Bobby Blair, business representative for Outside Line Construction, summed up the sentiments of many members when he said: "The brothers of Local Union 1245 and Outside Construction really appreciate all the work that Lyman has done for us."

Outside Line apprentices head for Lineman's Rodeo

It will be more than a question of raw power when apprentice linemen from the IBEW Garden Grove Training Center test their skills in the Seventh Annual Lineman's Rodeo this month in Kansas City.

As a matter of fact, it will be a question of raw egg.

In one of two events designed to test the lineman's skills, he or she climbs the pole with the egg in a bucket, but on the way down the egg must be carried in the mouth. You're finished with the event when your first foot hits the ground. But you don't want to hit too hard: there's a 10-point deduction if the egg is cracked.

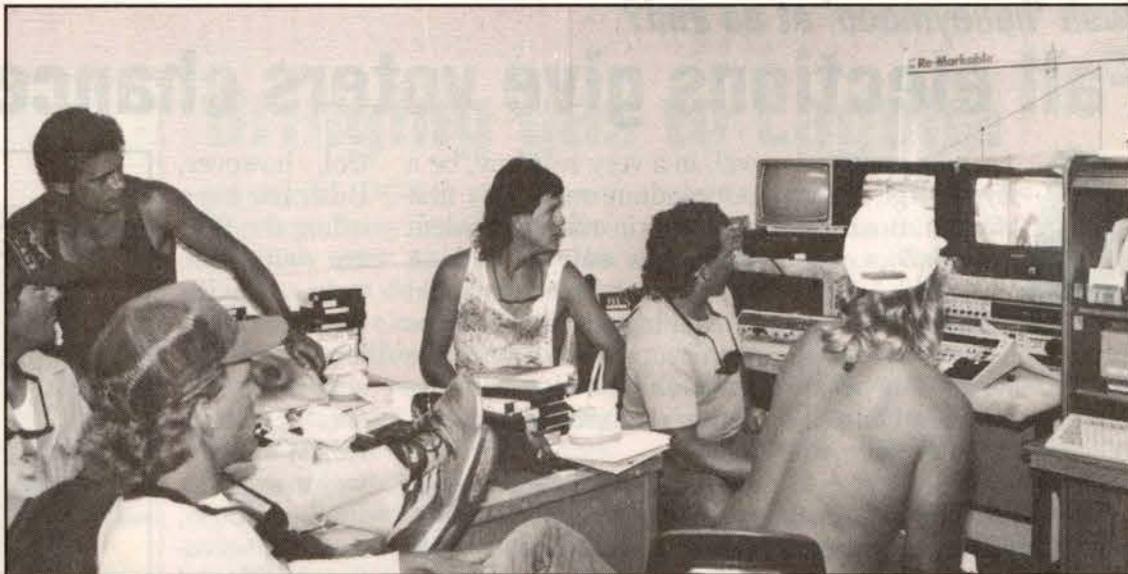
Apprentices in Local 1245's joint apprenticeship program for Outside Line Construction will join journeymen and apprentice linemen from around the United

States and Canada at the rodeo, to be held Sept. 15. In addition to the Pole Climb with Egg, apprentices will perform a "hurtman rescue."

Journeymen will perform five additional events during the contest: insulator changeout with hot sticks, jumper installation on double dead-end crossarm with hot sticks, crossarm changeout, rope splicing, and underground dip termination.

The Lineman's Rodeo was founded in 1984 to promote safe working procedures and to honor the men and women who supply the electrical power used by all of us. It has grown from a two-state event to a national competition. Last year 50 teams representing 23 utilities participated.

The California-Nevada apprentices were slated to practice for the rodeo on Aug. 18, according to Instructor Fred Barker.



Apprentices study videos of last year's Lineman's Rodeo in preparation for the 1990 rodeo in Kansas City. The six finalists for the three positions available for the Kansas City competition are: Les Snyder, Steve Roberts, Richard Phillips, Charles Daniels, Tom Conrad and Brett Banghart. (Photo: Fred Barker)

SMUD's new general manager attends Local 1245 shop steward conference

David Freeman faces some formidable problems as he assumes his new responsibilities as general manager of the Sacramento Municipal Utilities District, but some of the people who work for him think he's off to a pretty good start.

Freeman recently won high praise from Local 1245 members when he attended a union-sponsored shop stewards' conference for SMUD employees. According to Local 1245 Business Rep. Perry Zimmerman, Freeman engaged the union stewards in a free exchange of ideas and opinions during the Aug. 4 conference.

"He exhibited a responsiveness we haven't seen recently," Zimmerman said. "The stewards really appreciated his willingness to sit down and discuss problems. He really seemed to understand labor's concerns."

Freeman, a former official in the US Energy Department during President Jimmy Carter's administration, assumes the helm during an especially difficult period for SMUD.

Escalating rates provoked enough public anger to spark a petition drive earlier this year to put SMUD, a municipally-owned utility, up for sale.

At about the same time, Assemblyman Norm Waters threatened to introduce legislation to take control of SMUD away from the independent board that currently runs the utility and turn it over to the Sacramento County board of supervisors.

In addition to the rate issue, Freeman faces continuing fallout from a voter-mandated shutdown of the Rancho Seco nuclear power plant. As operations at the plant wind down, Freeman must determine what steps can be taken to find new jobs for displaced Rancho Seco workers.

It's hardly a formula for walking into a job and being an instant success.

But Freeman seems to be getting off on the right foot.

In June Assemblyman Waters shelved the legislation he had planned to introduce, stating he had confidence in Freeman's ability to put the district back on an even keel. The local press has given Freeman generally favorable coverage, an important accomplishment for the head of any major public agency. And Freeman seems to have committed himself to reversing the low morale that has recently plagued the SMUD workforce.

A big test for Freeman will come on Sept. 11, when

negotiations are slated to begin on a new union contract to replace the current two-year agreement which expires at the end of the year. The talks should shed some light on how Freeman plans to balance the need to control rates and the need to restore employee confidence in management.

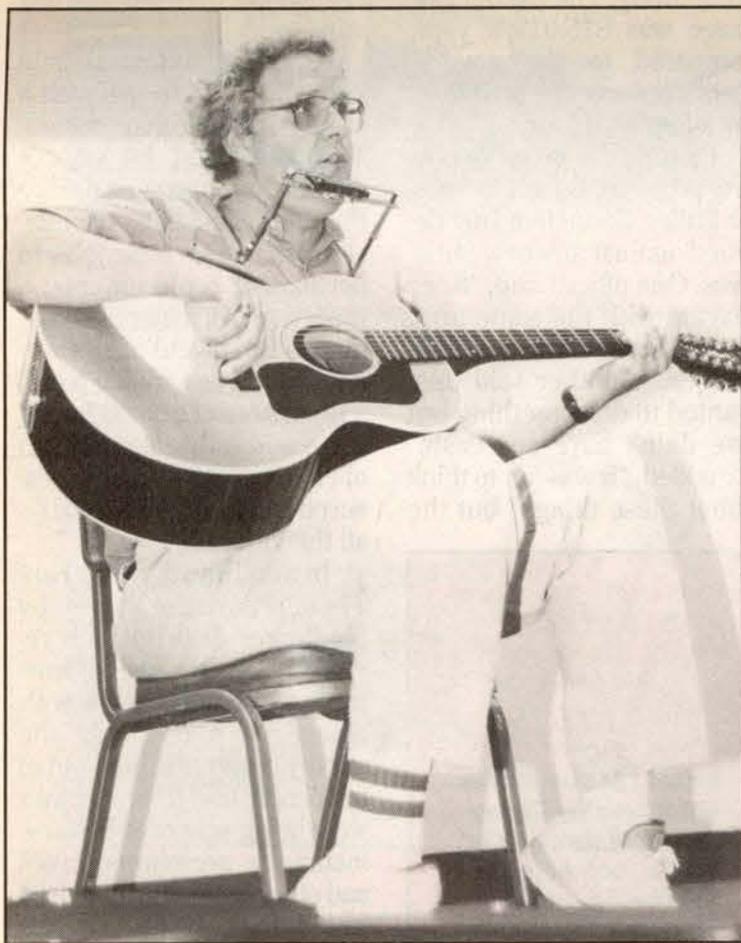
In addition to his work at the US Energy Department, Freeman has worked for the Tennessee Valley Administration and for a power company in Austin, Texas.

Layoffs rise

There were more mass layoffs in 1989 than in 1988 according to the U.S. Dept. of Labor's Bureau of Labor Statistics.

In the 44 states that compiled 1989 data, 2,341 establishments reported 2,762 layoff actions that resulted in the separation of 672,143 workers. Thirteen percent of the layoff events reflected the closure of the establishment.

Compared with 1988, the number of mass layoffs in 1989 increased 14.2 percent, the number of separations rose by 22.9 percent, and initial claimants for unemployment insurance increased 22.1 percent.



UNION ROCKER

Local 1245 headquarters in Walnut Creek rocked and rolled on a recent summer evening as Richard O'Connor provided musical entertainment for the retirement party for Jack Prosser. Following a barbecue dinner O'Connor delighted the crowd with a rollicking mix of rock and folk tunes, accompanying himself on guitar and harmonica. O'Connor, an accomplished musician, and Prosser were co-workers at PG&E's Concord Gas. (Photo: Eric Wolfe)

Bush 'honeymoon' at an end?

Fall elections give voters chance to judge politicians

A tax hike proposed by George "read my lips" Bush. An S&L bailout costing \$500 billion, perhaps \$1 trillion. Threatened cuts in Social Security. Skyrocketing health care costs. A crumbling infrastructure. A decaying environment.

These are some of the issues confronting voters when they go to the ballot box in national elections on Nov. 6. The levers they pull

Register to vote!

If you have changed your name or have moved since you last voted (or if you have never voted before), you must register before you can vote. In California, you may register by mail. It's easy. To get a registration form, simply call (toll-free) 1-800-345-VOTE and a form will be mailed to you. The Spanish-language number is 1-800-232-VOTA.

Registration deadline is October 9.



will, in a very real way, be a referendum on Bush's first two years in office. President Bush has enjoyed a long honeymoon, but time could be running out as Americans increasingly yearn for active leadership to cope with the nation's accumulating problems.

The 1990 elections will be particularly important because political power will follow the population shift to the South and West as state legislatures redraw House district lines on the basis of the 1990 Census. Those who control state legislatures and governors' chairs will control those lines.

California, which will gain several new congression seats, is a major battleground between Democrats and Republicans in 1990. Leading the charge for the Democrats is gubernatorial candidate Dianne Feinstein, who won the endorsement of the California Labor Federation in July. Unionists believe a victory by Feinstein will help prevent Big Business from hijacking the redistricting process and using it to gain greater influence for the wealthy at the expense of working people.

On Capitol Hill in Washington, D.C., Democrats control the Senate 55-45, with 34 seats being contested this year. In the House, Democrats have a 257-176 edge.

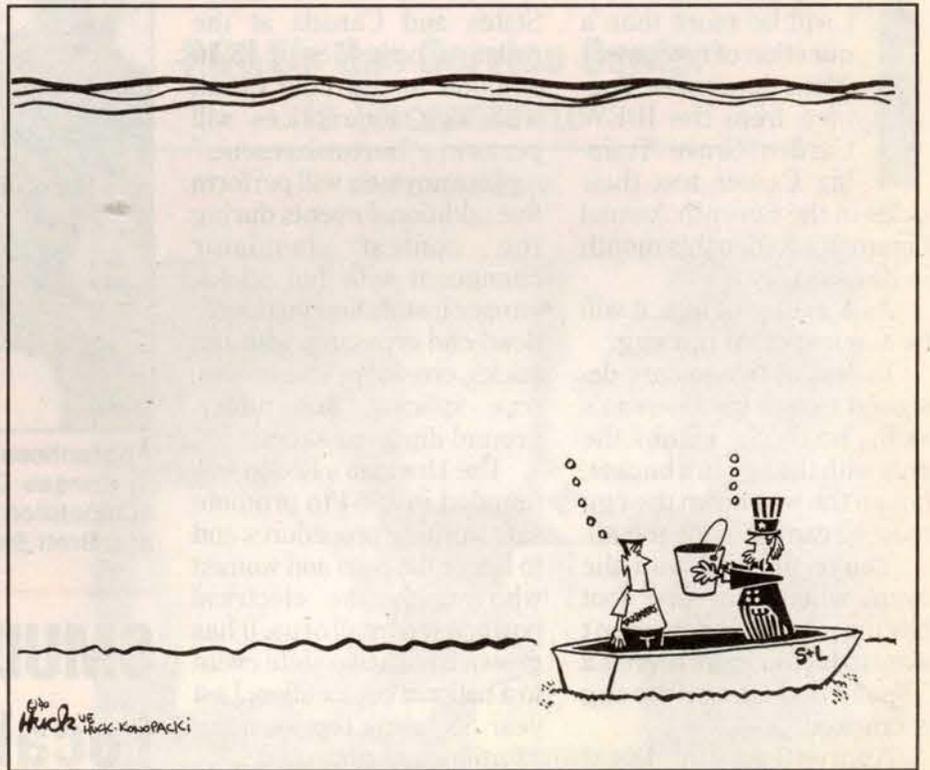
In terms of effective con-

trol, however, Bush has been ruling the Senate with the veto, with Democrats finding themselves several votes short of the two-thirds necessary to override. In the House, the conservative coalition of Republicans and southern Democrats can frustrate the majority will.

The larger story of the Reagan-Bush decade, however, is that the rich have gotten a lot richer while everyone else became poorer.

A report by the Center on Budget and Policy Priorities said the richest 2.5 million Americans now have nearly as much after-tax income as the 100 million Americans with the lowest incomes.

While the government officially counts 32 million people in poverty, a new survey argues the count should be 45 million Americans living in "real life poverty." A Gallup Poll sponsored by the Families USA Foundation and the Center asked a scientific national sample how much they believed it took to stay



Taxpayers cordially invited to participate in \$500 billion S & L bailout after Reagan/Bush deregulation permits the industry to sink into bankruptcy and corruption during the 1980s.

above the poverty line in their community. The national average was \$15,017 a year, compared to the government's poverty line of \$12,092 for a family of four.

Despite the growing poverty problem, Bush's Domestic Policy Council in July decided against any new initiatives. One official said, "Keep playing with the same toys. But let's paint them a little shinier." Another said they wanted to do something but "we didn't have any cash." He added, "It was fun to think about these things" but the

decision was to stick to Reagan-type demonstration projects.

American workers already know how it is to live with a pro-business Administration. They can count the ways: A decline in real wages during the Reagan-Bush decade; strikers losing their jobs to permanent replacements; a Bush veto of a minimum wage hike, a Bush veto of an Eastern Airlines fact-finding panel, a Bush veto of unpaid family leave and a threatened veto of child care. Business pressured Bush and Congress on all the vetoes.

In mid-July, the *New York Times* reported a survey by Sindlinger & Co. which revealed "a rising level of frustration." In interviews with nearly 800 households, the survey found that nine out of ten people said their incomes were being squeezed because insurance premiums, taxes and other fixed costs had risen faster than wages or the chance to work more hours. The owner of the research firm was quoted as saying, "This is not a recession peopled by the unemployed ... This is the employed becoming ever more squeezed."

(Press Associates contributed to this report)



Local 1245 members employed by Davey Tree met recently to take a look at the special Spanish-language version of the union contract.
(Photo: Landis Martilla)

Resurgent trade union movement regains initiative during past year

As trade unionists prepare to celebrate the first Labor Day of the 1990s, there is plenty for organized labor to cheer about ... for a change.

After nearly a decade of fending off Republican-led assaults, the labor movement entered the new decade with victories in several strike battles, approaching victory on several important pieces of federal legislation affecting workers, winning major wage gains in new union contracts, and forging closer ties with unions around the world.

Labor's struggle to wrest control of Eastern Airlines from union-buster Frank Lorenzo finally was resolved when the bankruptcy court judge appointed Martin Shugrue as trustee of the airline, effectively ridding EAL of Lorenzo, who has since agreed to sell all of his interest in Eastern.

Labor's biggest success in fighting companies out to break unions came in the United Mine Workers' vic-

tory over the Pittston Coal Group. After more than 10 months of bitter confrontation between the UMW and Pittston, the union ratified a contract that preserved health care coverage, kept Pittston in the 1974 multi-employer pension plan and expanded the UMW into Pittston's non-union operations.

And 42 years after leaving the former AFL, the UMW affiliated with the 14.2 million member AFL-CIO.

Other successful strikes included the Communications Workers' and the Electrical Workers' walkout at Regional Bell Operating Companies around the nation over inadequate wages and attempts to shift health care costs to workers. CWA and IBEW ultimately achieved favorable contracts, as did the Machinists who struck Boeing for 48 days over wages and mandatory overtime.

The latest test of labor's solidarity is the fight at Greyhound, where more than 9,000 Amalgamated Transit Union members struck over the company's demands to

continue cutting wages and benefits. The union charged that Greyhound refused to bargain in good faith—an allegation given added weight when the National Labor Relations Board raised unfair labor practice complaints against Greyhound. The firm filed for Chapter 11 bankruptcy protection in June, and the union proposed an employee buyout plan.

Since last Labor Day, the AFL-CIO launched a major campaign for national health care reform. The federation's Executive Council called on Congress to enact comprehensive legislation based on 10 principles dealing with cost, access and quality. The goal is to protect health care benefits for workers and address the needs of some 37 million Americans who lack any health care coverage.

Other legislation receiving labor's attention included the Family and Medical Leave Act, passed in both houses of Congress but vetoed by President Bush; Hatch Act reform for federal workers, also vetoed by Bush; and a child care package facing yet another Bush veto. In addition, labor backed bills to protect workers' pensions from corporate raiders, legislation to provide "economic conversion" to deal with anticipated job losses from the reduction in military spending, and legislation to ban the hiring of permanent strike-breakers.

Labor successfully backed a bill, now law, that expands the rights of 43 million disabled persons. Another victory came when labor's long-sought increase in the minimum wage finally went into effect, although it contained a subminimum "training wage" for teenagers at the



Mine workers triumphed over Pittston's effort to break the union in a bitter 10-month strike, a key labor victory during the past year. Pictured are members of UMW Local 1259 outside the Moss No. 3 plant in Carbo, Va., which the workers had occupied during the strike. (Photo: UMW via PAI Photo Service)

insistence of President Bush.

Labor vehemently opposed Bush's proposed capital gains tax cut for the wealthy, calling it "cake for the rich, but crumbs for the rest of us."

Bargaining gains

In bargaining, major agreements in private industry in 1989 provided wage increases averaging 4.0 percent in the first year and 3.3 percent annually over the life of the contract. These gains showed dramatic improvement over 1988 contract settlements, which provided 2.5 percent in the first year and 2.4 percent over the life of the contract.

The major issues at the bargaining table continued to be preserving health bene-

fits and fighting attempts by employers to shift health care costs to employees.

Unions played a strong supporting role in helping workers in eastern and central Europe in their struggle for democracy and the right to form free trade unions. Polish Solidarity leader Lech Walesa received a hero's welcome at the AFL-CIO's 18th biennial convention.

Labor raised a strong voice against the repression of workers in China and South Korea. And AFL-CIO President Lane Kirkland and UMW President Richard Trumka hosted a delegation of Soviet coal miners who had led a strike in the USSR last year.

The AFL-CIO reiterated its stand on continued sanctions against the government of South Africa until the system of apartheid is abolished and democracy is established. Nelson Mandela's tour of the US in June helped further cement ties between US and South African trade unionists.

NO



SCABS!

Democracy means
the right to strike

©1990 HUCK/KONOPACKI LABOR CARTOONS

National legislation backed by labor this year included bills to protect workers' pensions from corporate raiders and to ban the hiring of permanent strike-breakers.

Organized labor is America's lifeblood

By Richard J. Perry

It no doubt will come as a surprise to some that organized labor is still around to celebrate Labor Day and Union Label Week (September 3-8) this year. They were sure that Ronald Reagan, union busters and unfair trade policies had killed it.

To be sure, as decades go, the 1980s left a lot to be desired for working people. It was the decade that invented the "replacement worker" and the leveraged buyout. It gave us Frank Lorenzo and Pittston, plus 37 million Americans without health insurance.

The new CEOs aren't operations people proud of their product, but fast-buck pirates who allowed American factories to deteriorate.

The end result has cost union workers hundreds of thousands of jobs, and sapped America's ability to be competitive in the world marketplace.

You can almost hear the anti-union forces gloating as they revel in labor's so-called "decline." Unions will survive and rebound—tough times only strengthen labor's resolve. But our critics are shortsighted if they truly believe a diminished labor movement would be good for America. There is a serious message here that labor's enemies need confront.

Organized labor is not only America's social conscience, but the sweat and lifeblood of our strength as a nation. What our critics see as labor's decline is, in grim reality, America's decline. The trade deficit and the rusting away of our industrial base has long-term implications for all our people.

Unions give working people pride in their skills and a commitment to outstanding performance. America can't be competitive in the world market-



"Make My Day"

Get Serious About the Union Label
Union Label Week
September 3-8, 1990

place with unmotivated, unskilled, low-paid, nonunion workers.

Government statistics show that American workers' productivity is falling. Have any of the anti-union "gloaters" noted the parallel between the proliferation of nonunion jobs and the decline in productivity? Has anyone ever measured the productivity of "replacement" workers scabbing on jobs they aren't qualified to perform?

Union workers, with decent employers who pay fair wages and good benefits, are still the most productive in the world. The only guarantee the consumer has of quality products and services is the Union Label.

Labor Day and Union Label Week always elicit nice comments from mayors and governors and other elected officials. But this year, we suggest they really put their hearts in it.

If America is to turn a corner, to once again be the proud producer of the world's best goods and services, it will be the union worker who leads the way.

(Richard J. Perry is secretary-treasurer, Union Label and Service Trades Dept., AFL-CIO.)

Sweeping up the 1980s' mess

By Lane Kirkland

The trade union movement enters the 1990s fully invigorated and determined to tackle the painful consequences of a decade marked by excess, avarice and illusion.

The Reagan legacy of rampant deregulation, speculation and social neglect is exacting its cost in all walks of life. From the soaring rise in poverty and homelessness to the proliferation of scandals that plague our government agencies and financial institutions—each shocking revelation is further evidence that America has been sold out by an army of corporate raiders, fixers and other parasites whose activities have laid waste to our productive capacity and left us awash in debt.

Trade unionism will continue to assert itself as a vehicle for working people to address these and other issues that affect their families and communities.

Along the way, we are sure to be deluged with hypocrisy from the erstwhile cheerleaders of the Reagan era, like those who doubled the national debt in ten years and now lead the hue and cry for a balanced budget amendment to the Constitution, or

the sunshine patriots who wrap themselves in Old Glory as their flag-burning corporate allies trample American values in their global expedition for the cheapest and most oppressed labor.

And let's not forget the self-proclaimed guardians of "family values" who killed legislation to provide unpaid leave for the birth of a child or the care of a sick relative. While giving lip-service to the collective bargaining process as the proper forum for such issues, they applauded the scabberding employers who "permanently replace" workers striking to win such benefits.

The right to collective action and to withhold one's labor is paramount among the freedoms that inspired the recent wave of democratic revolution in Eastern and Central Europe and throughout the world. Those who praise the accomplishments of Walesa and Havel must also recognize that this right is necessary under any political and economic system, including our own.

In the coming months, the labor movement will petition the Congress to close the loophole in the law that has allowed corporate renegades like Eastern Air Lines and

Greyhound to fire strikers by permanently replacing them. In doing so, we would restore a collective bargaining system based on justice and fair play that is so essential to maintaining our high standard of living.

In addition, we will work with those who share our interests in crafting a solution to America's health care crisis, which has bankrupted millions of our fellow citizens and left a third of the country without adequate medical coverage. And we will continue our efforts to ensure that any solutions to the soaring federal budget deficit do not unfairly burden working and low-income Americans.

During the past year, American trade unionists have watched with pride as their brothers and sisters in both left-and-right-wing dictatorships rose to their feet and demanded liberty, social and economic justice, and the dignity of every individual.

Here in America and throughout the world, the labor movement is firmly committed to the fulfillment of these historic ideals.

(Lane Kirkland is president of the AFL-CIO.)

"America has been sold out by an army of corporate raiders, fixers and other parasites whose activities have laid waste to our productive capacity and left us awash in debt."

Lane Kirkland



A PROPER VACATION
Tom Conrad, former Outside Line Construction business representative, shows the proper way to spend a summer vacation. He caught this pike in Colorado.

Rejuvenating national economy requires new spending priorities

The idea goes back to Biblical times when the prophet Isaiah envisioned a time when the nations of the world would "beat their swords into plowshares and their spears into pruning hooks" and would "learn war no more."

The ending of the Cold War affords an historic opportunity to bring that vision closer to reality. While the current crisis in the Middle East may fuel the hopes of military contractors that they can continue feeding lavishly at the public trough, the nation's real security interests rest not in another military build-up but in working for energy independence.

American trade unions have long urged national planning and action to convert the nation's huge war-making industrial capacity into a peace economy geared to serving the needs of society. Clearly one of the most pressing needs today is a crash program to develop renewable sources of energy, which are available right here in the US. Unfortunately, renewable energy is just one of the many important civilian needs that went begging during the Reagan/Bush era.

During the Reagan-Bush military buildup, money was lavished upon the Pentagon with dubious results in terms of genuine national security. The fraud, waste and abuse which the Administration pledged to root out of government was rampant in the Pentagon procurement process, as exemplified by \$640 toilet seats. Vital domestic

programs were savaged.

Now the government is broke and an economic slowdown has been under way in most regions of the country for several months, threatening even higher deficits as revenues drop. Thus, defense spending cuts were on the agenda even before the Berlin Wall fell. The dissolution of the Warsaw Pact as a military threat fueled the talk of cuts and sparked proposals for dramatic "peace dividend" savings to reduce the deficit and rebuild the US economy.

However, the dark side of Pentagon spending cuts has become evident to defense industry workers and communities hit by layoffs at plants and military bases. The absence of programs for economic conversion from military to civilian production is causing undue hardship and widespread anxiety about the future for the nation's nearly 3.9 million civilian defense workers.

Economic forecaster DRI/McGraw Hill predicts that 1 million defense-related jobs are likely to vanish between 1990 and 1995, including 830,000 in the private sector.

Here and there in recent years, unions and communities have been able to work with management in coming up with alternative products for a plant or uses for a facility when a defense contract ran out or a military base closed.

The Machinists union began in the mid-1980s to survey its members for alternative production ideas and to set up several pilot "alternative use" committees at

defense plants. Labor, religious and peace organizations such as Jobs with Peace have co-sponsored several conferences on conversion, featuring experts on economics and industrial policy.

The AFL-CIO Human Resources Development Institute, along with state labor federations and central bodies, is now involved in programs to retrain workers displaced by defense cuts.

State governments also are getting involved. Massachusetts is funding retraining for workers and for consultants to help small defense suppliers find alternative markets. Washington State has allocated funds to prepare revitalization plans in areas likely to be rocked by defense cuts. Conversion legislation is moving forward in California, Colorado and Ohio.

National planning needed

However, if conversion is going to work on a large scale as the nation shifts gears to a peace economy, national planning and resources must be brought to bear. But conversion legislation has languished in Congress since it was introduced in the late 1970s at the urging of various unions.

At its quarterly meeting in February, the AFL-CIO Executive Council called on Congress to enact pending legislation that would provide:

- * A national conversion commission including labor, industry and government.

- * Community committees in defense-dependent areas, where labor, management and local leaders can work together to develop conversion plans.

- * Advance notice of defense procurement cancellations to allow time to develop alternative use plans.

- * For displaced defense workers, special unemployment benefits, retraining programs and health insurance protection.

These proposals are included in two bills—HR 229 and HR 1066.



While US leads world in military spending, its investments have lagged behind other nations in terms of education, child care, infant nutrition and other programs for children.

The benefits of a successful conversion effort could be enormous in terms of future prosperity and living standards. The success of the nation's European and Japanese trading competitors is due in part to their low level of military spending, which has allowed them to focus on their domestic industries.

"The price of building colossal military power, and endlessly adding to it, has been the depletion of American society—a process now well advanced in industry, civilian technology, management, education, medical care, and the quality of life," said retired Columbia University professor Seymour Melman, the academic pioneer of economic conversion.

As the defense budget doubled in the 1980s, federal spending on the public investments needed for economic growth—civilian research and development, education, job training, transportation and other public infrastructure—fell by almost a third.

An Economic Policy Institute report titled "Investing the Peace Dividend" shows how the military budget could be reduced by half over the next five years, providing cumulative savings of \$450 billion, which could be shifted to public investments to rebuild America, raise productivity and create jobs.

Defense industry jobs not only are unstable due to their temporary nature, but military production creates relatively few jobs since it is

highly-automated and capital intensive.

According to government data assembled by House Armed Services Committee Chairman Les Aspin (D-WI), every \$1 billion spent by the Defense Dept. creates 48,000 jobs; \$1 billion spent on public housing creates 76,000 jobs; on nurses, 77,000 jobs; on teachers, 100,000 jobs; on sewer construction, 76,000 jobs; on the Job Corp, 151,000 jobs.

President Dwight D. Eisenhower spoke in 1953 of the cost of the escalating arms race between the US and the Soviet Union:

"The cost of one heavy bomber is this: a modern brick school in more than 30 cities. It is two electric power plants. It is two fully-equipped hospitals. We pay for a single fighter with a half-million bushels of wheat. We pay for a single destroyer with new homes that could have housed more than 8,000 people."

"Every gun that is made, every warship launched, every rocket fired—signifies, in the final sense, a theft from those who hunger and are not fed, those who are cold and not clothed. This world, in arms, is not spending money alone. It is spending the sweat of its laborers, the genius of its scientists, the hopes of its children. This is not a way of life at all, in any true sense. It is a humanity hanging on a cross of iron."

(Press Associates contributed to this report.)

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Dwight D. Eisenhower

US falls short of other countries in caring for kids

One of the primary differences between the way the United States sees child care in contrast to other democratic nations is the US view that child care is strictly a family concern rather than something in which the larger society has an interest.

But society does have an interest in how children are cared for. Children are by far the nation's most valuable resource: children *are* the future.

Unfortunately, despite their rhetoric about family values, providing for the needs of children has never been a priority for Presidents Reagan or Bush. During the 1980s, Reagan and Bush presided over the wholesale slaughter of family assistance programs.

As a result, poor and middle class families found themselves with fewer resources for raising healthy, well-cared-for children. With more and more families requiring two incomes just to survive, the luxury of one parent at home to provide child care became a privilege largely reserved for the wealthy.

By contrast, child care programs in major democratic nations such as Sweden, France and Israel are primarily rooted in community concerns for the physical, social and developmental needs of children, according to a study conducted in

the 1970s by the Coalition of Labor Union Women. Since that study was conducted, those nations have continued to nurture their child care programs, while the Presidents Reagan and Bush have consistently thwarted efforts to help children whose parents work.

As the need for out-of-home child care increases both here and abroad because of the growing number of working mothers with children, what does this country offer working families?

Child care in the US tends to be dominated by for-profit institutions, which limits the availability of child care programs to low-income families. Sweden, France and Israel, in contrast, do not encourage for-profit child care.

A poll taken for the State, County and Municipal Employees union found that 54 percent of Americans favored federal programs to provide financial assistance to working parents and to establish standards for child care. More than one-third of all voting Americans—37 percent—would be willing to pay more in taxes for this investment. More than half of the voters in the 18-to-34-year-old group, who are most likely to have young children, said they would support having their taxes raised to improve child care.

It's this public support for government involvement in child care—including strong campaigns by the AFL-CIO



As more and more families need two incomes to make ends meet, Congress finally passed a \$27 billion child care package to help meet the growing child care gap. President Bush has threatened a veto. (Photo: Rick Reinhard for PAI Photo Service)

and numerous unions—that has motivated both the Senate and the House to pass The Act for Better Child Care. After a House-Senate conference on the bill, it will be sent to President Bush.

Bush, who has fought aggressively to continue funding for Star Wars, Stealth bombers, and MX missiles, has vowed from the start to veto funding for child care, just as he vetoed parental leave legislation earlier this year.

Other countries are showing a commitment to their children that the US is not. Sweden has government-sponsored day care centers for newborn children up to age 6 whose parents are gainfully employed or studying, as well as for children who need extra support for their development. Such centers are open from 6:30 in the morning to 6:00 at night, five days a week, year round. There are also leisure time centers for younger schoolchildren aged 7 to 12.

Public child care is regulated by the country's Social Service Act, and is financed jointly by the state, the municipalities and parental fees.

Universal child care

In France, child care is universal because it is a part of the school system. Nurseries and day care centers must be accredited by the state, in accordance with strict legislation, to ensure that children will be cared for properly.

According to a 1988 re-

port by Barbara Reisman, Amy J. Moore and Karen Fitzgerald called "Child Care: The Bottom Line," the current system in the US "can best be described as a disjointed and fragmented assortment of programs. It is confusing to potential users as well as inefficient and inequitable. It does not begin to meet the needs of all the families who need child care...."

Among that report's recommendations were the formation of a national child care office and more money from the federal government for child care; establishment of federal regulations on minimum standards for child care; parental leave with job protection; elevation of the professional status and pay of providers of child care; and direct employer financial assistance to help workers pay for child care.

The child care bill that will go to Bush incorporates many of the above recommendations. It is doubtful that Congress will be able to muster the votes to override the threatened veto by Bush.

Until Americans stand up and demand constructive solutions to the child care problem, financially-pinched working parents will continue to be squeezed. And in what is becoming the sad refrain of the Bush-Reagan era, it is the children who will suffer from the shortsightedness of the adults.

(Press Associates contributed to this report)

Leave policy aids parents in Sacramento

Employees of Sacramento County are eligible for four weeks' paid parental leave following the birth or adoption of a child.

The policy, adopted May 1 by the county Board of Supervisors, makes Sacramento County the first California county to offer its workers paid parental leave. The policy will apply to all of the county's nearly 9,000 employees, both women and men.

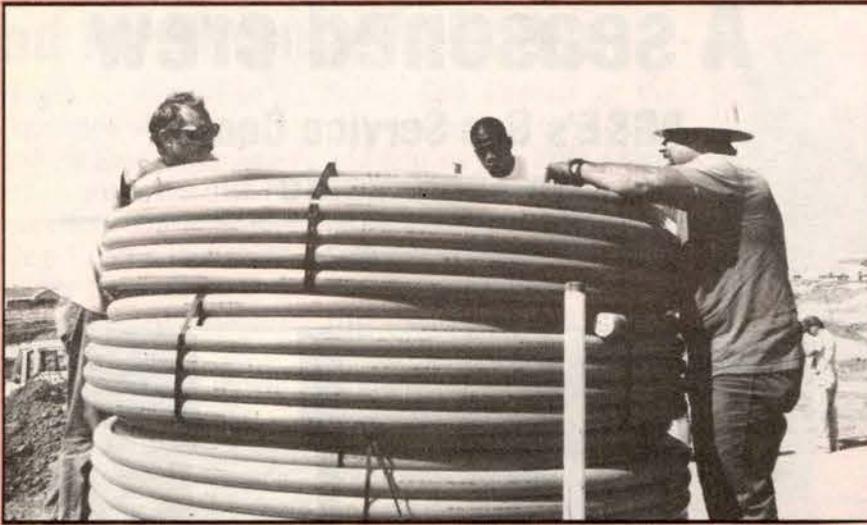
To be eligible for paid leave, employees must apply in writing in advance and must have worked for the county for at least one year. The leave must be taken within four months of the child's birth, or within four months after an adopted child has come to live with the employee.

The leave will apply to parttime employees on a pro-rated basis.

The leave is separate and distinct from the use of sick leave for pregnancy.



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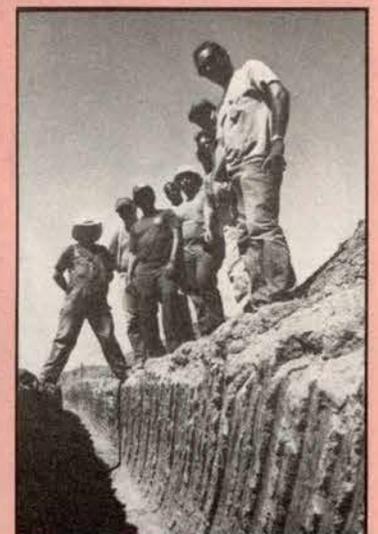
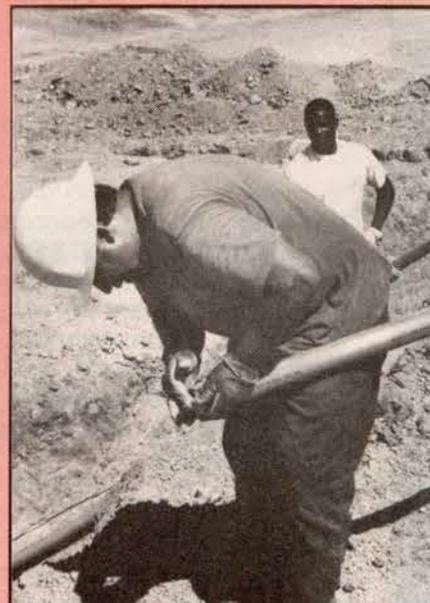
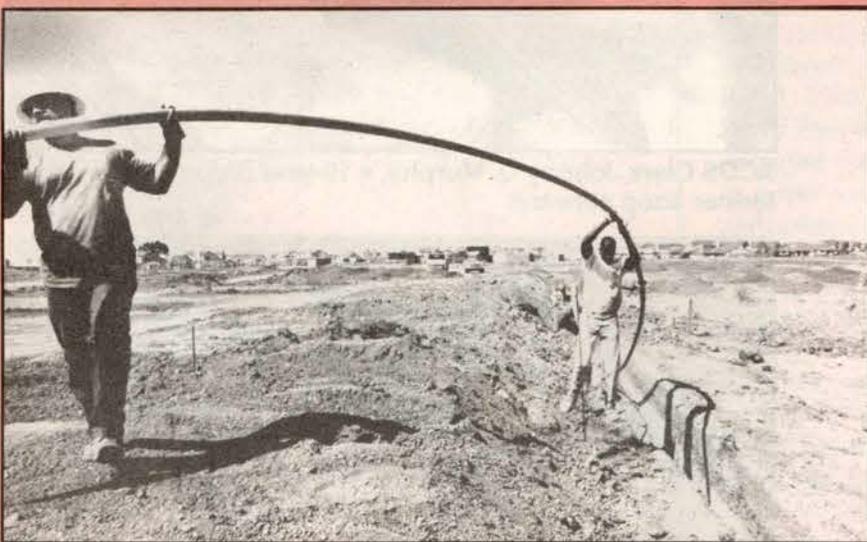
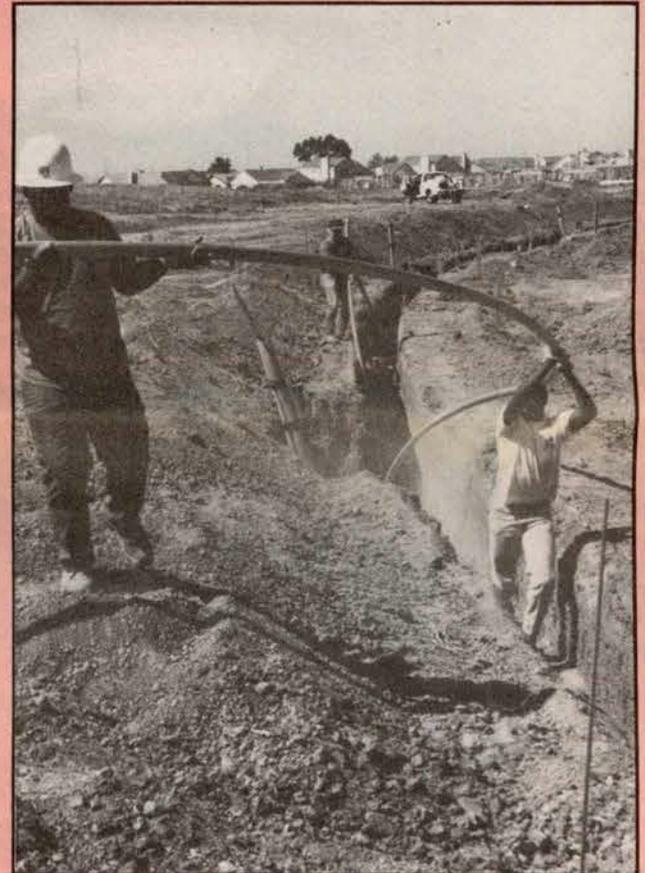
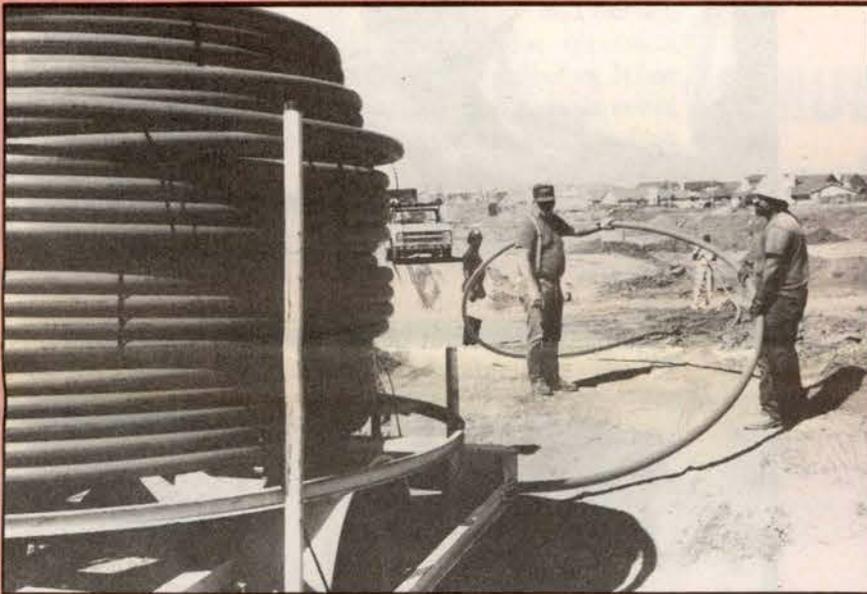


Bringing gas to Laguna

Several PG&E gas crews were busy installing two-inch gas mains at the Laguna Vista development (sites six through nine) in the Sacramento area this summer. Sacramento's rapid population growth has kept demand high for utility services of all types.

Crew members on site the day the Utility Reporter came to visit included (as pictured bottom right and on Page 1, from

left to right): Ray Hicks, gas crew foreman and a 24-year-union member, Robert Hesse, gas crew foreman, 25 years, Jim Mays, fieldman, 20 years, Gerald Ayers, a summer worker aged 19, Mike Benuzzi, temporary addition with 10 years in the union, Debbie Mierke, helper, five years, Roy Martinez, gas crew foreman, 21 years, and Ron Dillen, helper, two years. (Photos: Eric Wolfe)



**IBEW Local 1245:
getting the job done**



Lou Moore (left) points to Bud Newberry in a company photograph taken in the early 1960s. Newberry (right), a union member since 1956, says everyone else in the picture has since died or retired. During his long career with PG&E, Newberry has worked in Bakersfield, Sacramento, Fresno and Selma. Moore, a 21-year union member, has worked for PG&E in San Rafael, Mill Valley, Pacifica, San Bruno, South San Francisco and Daly City.

A seasoned crew

PG&E's Gas Service Center in Sacramento

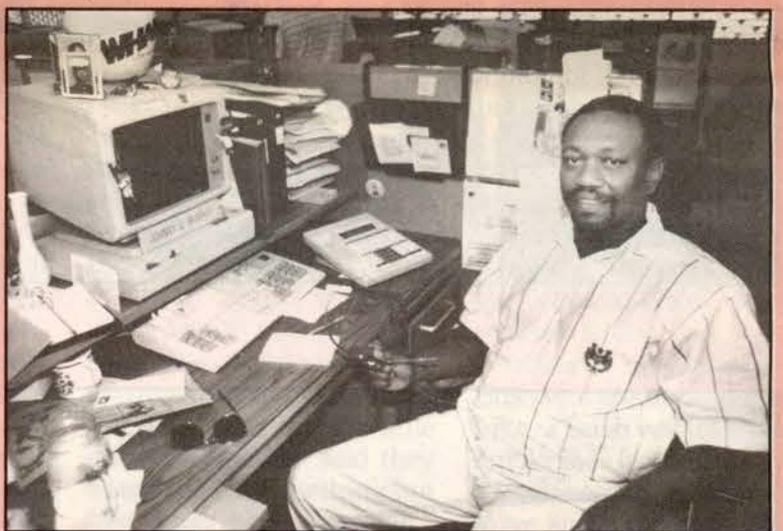
Photos: Eric Wolfe



Bonnie McCann



Becky Brown, D-clerk, at the backup desk.



ACDS Clerk Johnny Q. Murphy, a 19-year union member and former shop steward.



Working in the records department at PG&E's Sacramento Service Center are (from left) Mary Corwin, a 12-year union member, Nancy Davis, 13 years, Jean Cabrillas, (non-union), Marty Fisk, 18 years, and Craig Fiess, 18 years.



Working at PG&E's Sacramento Service Center are (from left) Cynthia Clark-Belcher, 23 years in the union, Judy McElwee, 13 years, Jill Stewart (supervisor), and Jim Angelo, 22 years in the union.

Unions outlast Frank Lorenzo in historic fight over airline

By Eric Wolfe

Frank Lorenzo announced on Aug. 9 that he was resigning as chairman of Continental Airline Holding Co., bringing to a close the bitterest labor battle of the decade.

Without question it was a magnificent victory for the airline's unions, especially the Machinists, whose spirit of solidarity on the picketline ultimately proved stronger than Lorenzo's almost pathological hatred for organized labor.

But the victory was bitter-sweet. Lorenzo, the man AFL-CIO President Lane Kirkland called the Typhoid Mary of union busters, wiggled away from the economically devastated airline with \$30.5 million in his pocket. Left behind was a scene of economic and human wreckage that included displaced workers, mountains of junkbond debt, cheated creditors, and felony charges against management personnel for unsafe maintenance practices.

Lorenzo began his empire-building in 1982, when his Texas Air company took control of Continental in a

hostile takeover. Within four years he had brought the airline into bankruptcy court and broken its unions. He then used junkbond financing to take over Eastern and other regional airlines.

Lorenzo enraged employees at Eastern, not only because of his overt attempts to destroy their unions, but also because he sold off profitable portions of the airline to raise cash to keep the rest of his airline empire aloft. In practical effect, he was cannibalizing Eastern without any regard for the ultimate fate of the thousands of employees who would be hurt.

One day longer

The unions knew a strike against someone as viciously anti-labor as Lorenzo would be costly and would have little chance of bringing him to the table. But ultimately the employees realized they were probably going to lose their unions and their jobs no matter what they did, so they decided to go down fighting.

The Machinists, who led the strike, vowed they would last one day longer than Lorenzo.

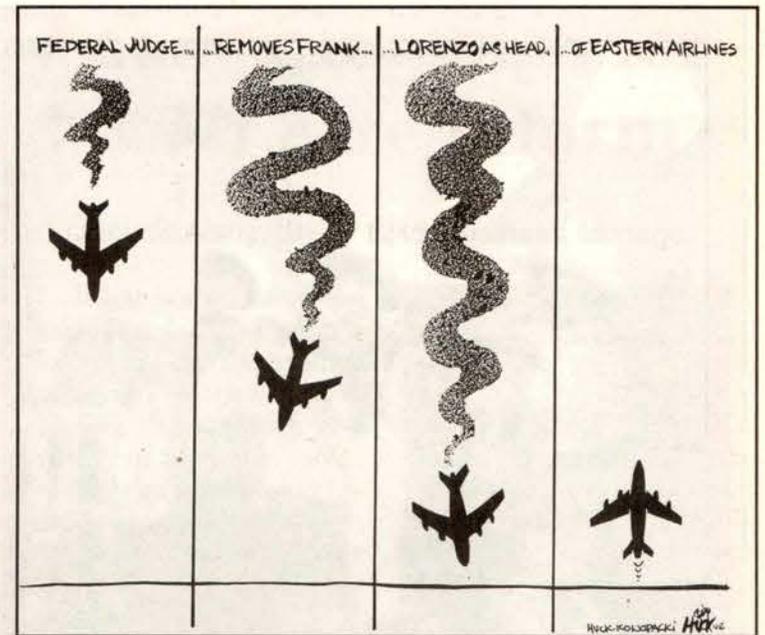
Shortly after the strike began in March of 1990 Lorenzo took Eastern into bankruptcy in a maneuver calculated to break the unions, restructure corporate debt, and reorganize the airline without unions.

But his plans went awry when creditors rejected Lorenzo's ever-smaller offers of repayment. In April of this year, the bankruptcy court judge took control of Eastern

from Lorenzo and placed the carrier in the hands of a trustee.

In June Texas Air changed its name to Continental Airlines Holdings, followed in August by Lorenzo's decision to resign as chairman and to sell all his stock.

His own megalomania finally brought Lorenzo crashing down out of the corporate skies. His obsession with breaking unions ran so deep it ultimately proved to be his undoing. He ignored his own board of directors who tried to warn him that he was ruining the company. He couldn't build a stable management structure, running through seven corporate presidents in seven years.



But the biggest flaw in his character was his inability to realize that the company could exist for any reason other than his own personal enrichment. Workers who had invested their entire careers in the company rightfully believed they had a stake

in its survival. When they saw Lorenzo systematically tearing down the company they had spent years building up, they simply vowed they would not take it anymore.

And they brought Lorenzo down.

Management regarded by workers as obstacle to meeting quality standards

The biggest obstacle to meeting quality standards is management, according to a recent survey of workers and middle management personnel at 12 major American companies.

A survey reported in the *Wall Street Journal* found that workers claim in overwhelming numbers to be committed to meeting quality standards. But the workers don't believe that management shares their commitment.

Two-thirds of the work-

ers reported a belief that management does not consider the quality of their work to be an important measure of performance. Only one-quarter of the workers believe that management does an "excellent job" of rewarding work groups for recommending quality improvements.

Middle management is also disillusioned with the top brass. Only 52 percent of mid-level managers and 46 percent of first-line supervisors

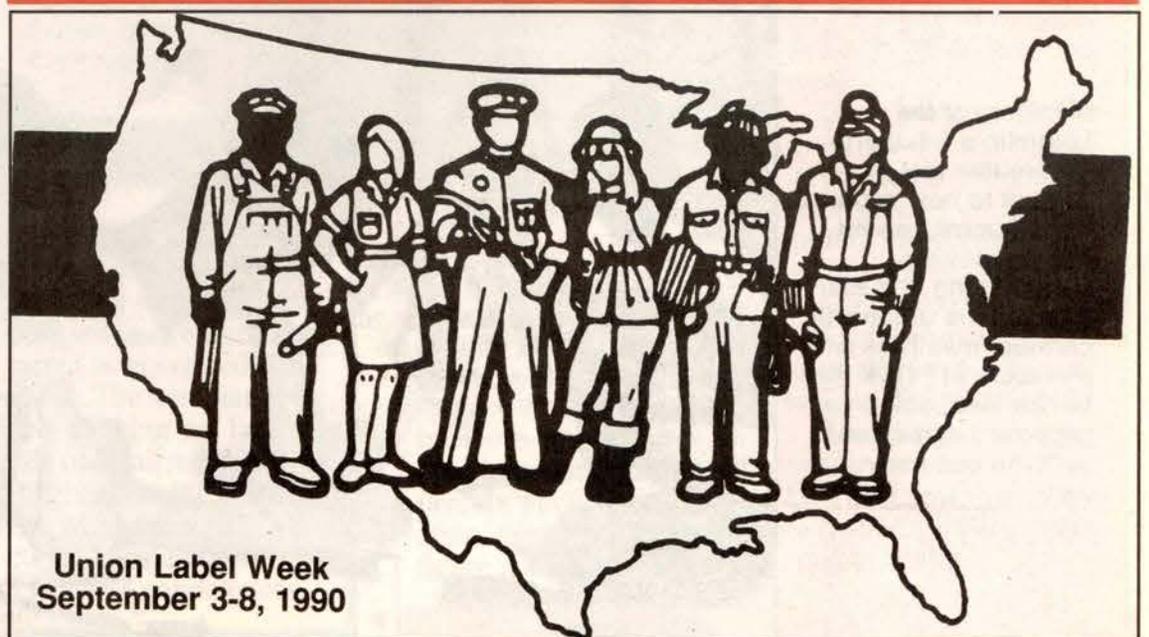
believe that management is committed to achieving and maintaining "the highest quality levels possible."

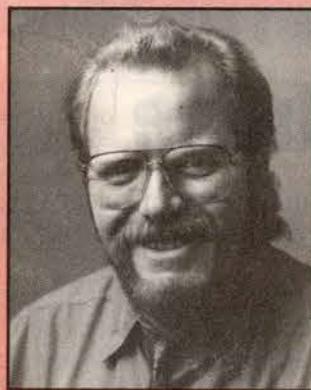
A spokesman for Brooks International, which did the survey, said that while top managers may talk quality, "their behavior is different from their words."

The spokesman cited one company that pressed employees for quality improvements but based rewards solely on the number of units produced.



Lorenzo wiggled away with \$30.5 million. Left behind was a scene of economic and human wreckage that included displaced workers, mountains of junkbond debt, cheated creditors, and felony charges against management personnel for unsafe maintenance practices.





Kua Patten. (Photo: Austin Lea)

Singing "Happy Trails to You" to Kua Patten were office staff members Virginia Browne, Sharon Madison and Shawn Berlinn. (Photo: Eric Wolfe)

Co-workers bid 'Happy Trails' to Kua Patten

You're at a potluck dinner. A tall blonde guy brings in cherry jello. It looks a little weird. Then you notice it's lit up by neon light. From the inside.

That would be Kua Patten: printer, photographer, sometimes prankster, and for the past 11 years all-around handyman at Local 1245 headquarters in Walnut Creek.

Last month Patten packed his bags and headed for Montana, where he will enter a masters program in Fine Arts at Montana State University in Bozeman. For Patten, who earned his BA degree in photography, it's another step toward a long-held goal of teaching art.

For Local 1245, it will be

the loss of a loyal employee with diverse talents who earned the respect and affection of his co-workers.

"Kua was always available to assist the local in a lot of areas going well beyond what his Local 29 job called for," said Senior Assistant Business Manager Darrel Mitchell, calling Patten's artistic talents a real asset to the union. "We'll certainly miss him."

General office staff (members of Local 29) threw a send-off party that included three cowgirls mounted on broom stick horses lip-synching to the western standard "Happy Trails to You," complete with snow-capped mountain scenery.

Patten said he was "certainly indebted to 1245," noting that the union's flexibility as an employer made it possible for him to earn his BA while working fulltime. It was during his undergraduate work that Patten learned to work with neon as an artistic medium.

Patten, who will work parttime while attending school fulltime, said he will miss the Bay Area's diversity of activity. Bozeman, it should be noted, has two movie theaters.

But who knows? With his penchant for doing odd things with neon, potlucks in Bozeman may start getting more interesting after Patten comes to town.

Freedom steps forward with Disabilities Act

We think of America as a country, but it is also a journey.

Along the road we Americans have labored long and hard at figuring out what it means to be a free people. We've discarded slavery, we've grappled with racial and religious intolerance, we've begun in recent decades to cast off rigid stereotypes of sex roles.

In 1990, America took another important step forward in the journey toward freedom when the US Congress passed The Americans with Disabilities Act.

The Disabilities Act, signed into law by President George Bush on July 26, prohibits discrimination against people with disabilities in employment, transportation, public accommodation, activities of state and local government and telecommunication.

Under the terms of the Disabilities Act, employers, employment agencies, labor organizations and joint labor-management committees must have non-discriminatory application procedures, qualification standards, and selection criteria. They must make reasonable accommodation to the known limitations of an applicant or employee unless to do so would cause undue hardship.

The Disabilities Act defines a person with a disability as anyone with a physical or mental impairment substantially limiting one or more major life activities; has a record of such impairment; or is regarded as having such an impairment.

Sweeping changes

The passage of the Disabilities Act will, over time, bring about sweeping changes in transportation and public accommodations.

For example, in transportation, all orders for new buses and rail cars must be for accessible vehicles. Large inter-city bus companies must have accessible vehicles in six years.

Small inter-city bus lines must have accessible coaches in seven years. New bus and rail terminals must be accessible.

In altered facilities the area remodeled must be accessible to the maximum extent feasible.

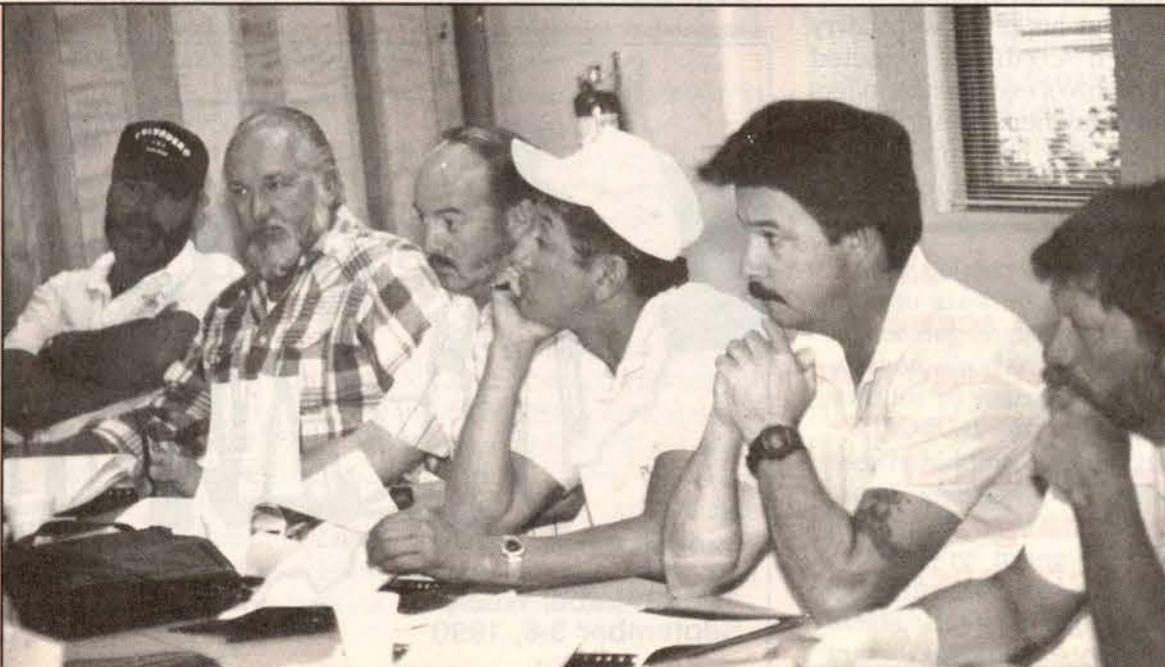
Any entity licensed to do business with or serve the public must remove barriers from existing facilities when such removal is readily achievable. If not, alternative methods of making goods and services available must be provided.

This part of the law applies to hotels, theaters, restaurants, shopping malls, stores, office buildings, private social service agencies and other institutions doing business with the public.

The bill requires telephone companies serving the public to provide TDD relay services for persons with hearing impairments on a 24-hour basis and at no extra charge.

Persons with disabilities have often seemed an invisible part of America because they have been denied the opportunity to participate. With the passage of The Americans with Disabilities Act, we have helped to insure that the American journey toward freedom is for all Americans.

Members of the Lineman's Advisory Committee met in August to hear reports from committees on rubber gloving, barehanding and EMF effects. The union will conduct meetings with members at PG&E this fall for feedback on a proposed agreement with the company.



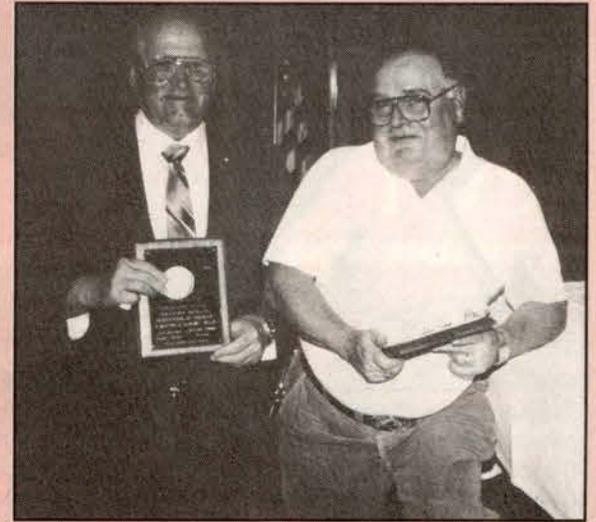
PG&E East Bay members recognized by Local 1245 for years of service

Local 1245 members in Pacific Gas & Electric's East Bay region were honored by the union for their years of service during a recent Pin Dinner at the Blue Dolphin in San Leandro, Ca.

Those members attending included: **40 years** - J.D. Shawver and J. Sloan; **35 years** - J.H. Kuhl, Jr., J.H. Mosser, Eddie Reasoner, Jr. and Wesley A. Rudy; **30 years** - Pat D. Dolan, David

E. Hurst, S.A. Lorino, Jim McCauley, Paul W. Miller, and Raymond C. Redinger; **25 years** - John G. Slater, William V. Zupo, Steven C. Foster, D.R. Land, Ray Penola, Robert Daniels, Jr., and Tom L. Davis; **20 years** - Elzen E. Wilson, Kenneth Watkins, Maurice Williams, Eddie Williams, Robert E. Rochel, Althea Ross, Gordon D. Sexton, Raymond D. Sinosky, Roy B. Smith, Harold E. Morton, Ernest

Nichols, Jr., Nelson Luke, Mark Marcum, Willie McCray, James W. Meadows, Don C. Lillie, Oscar J. Harris, Peter J. Harrison, Milton Hill, Clifton Jackson, Henry M. Fagan, Waldo E. Forsythe III, Charles E. Gary, Carol Collins, Michael J. Cress, Edward Dorsey, Ray Douglas, John A. Cash, Jules Chatman, Jr., Wesley T. Arnold, Richard A. Billups, Charles W. Booth, and Donna Ambeau.



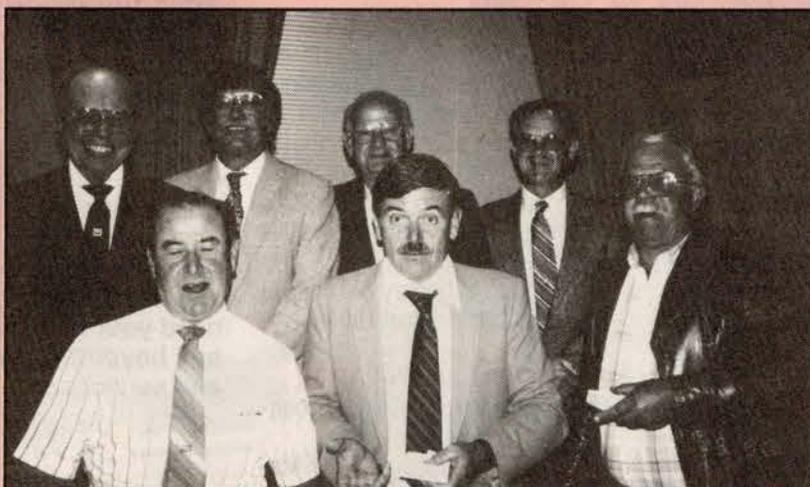
40 years



25 years



20 years



30 years



35 years



Preparing to meet with PG&E to discuss mileage and DMA reimbursement rates are (from left) Oscar Lee, meter reader, Dorothy Fortier, assistant business manager, and Barbara Cook, senior meter reader. (Photo: Kua Patten)



Please Don't Buy

National Boycotts Sanctioned by the AFL-CIO

Please Don't Buy

ACE DRILL CORPORATION
Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

AEROMEXICO AIRLINES
Airline passenger and freight carrier
International Association of Machinists & Aerospace Workers

BROWN & SHARPE MFG. CO.
Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.
Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

BURWOOD PRODUCTS
Manufacturers of plaques, clocks, and other decorative wall accessories
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

CALIFORNIA TABLE GRAPES
Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

CLARK GRAVE VAULT COMPANY
Copper and steel burial vaults
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

CONTINENTAL AIRLINES
Continental airline carrier
International Association of Machinists & Aerospace Workers, Transport Workers Union of America

EASTERN AIRLINES
International Association of Machinists & Aerospace Workers, Transport Workers Union of America

GARMENT CORPORATION OF AMERICA
Work clothes and uniforms
Amalgamated Clothing & Textile Workers Union

GREYHOUND BUS
Bus company
Amalgamated Transit Union

HOLLY FARMS
Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

INTERNATIONAL PAPER COMPANY
Producer International and Hammermill bond, offset and writing paper and related products
United Paperworkers International Union

JOHN MORRELL & COMPANY
Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs
United Food & Commercial Workers International Union

KAWASAKI ROLLING STOCK, U.S.A.
Motorcycles
Transport Workers Union of America

KRUEGER INTERNATIONAL INCORPORATED
Brand name chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afka, Modular, Auditorium and University Seating (for airports and auditoriums)
International Association of Machinists & Aerospace Workers

LA MODE DU GOLF CO. OF LOS ANGELES
La Mode and Lady La Mode men's and women's golf apparel
International Ladies' Garment Workers Union

LOUISIANA-PACIFIC CORP.
Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

MOHAWK LIQUEUR CORPORATION
Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine and Allied Workers International Union

NAPA VALLEY CO-OP
Bergfeld 1885 (Sauvignon Blanc) wine
Distillery, Wine and Allied Workers International Union

PLYMOUTH RUBBER COMPANY
Insulating material, rubber bands and vinyl products
United Rubber, Cork, Linoleum and Plastic Workers of America

R.J. REYNOLDS TOBACCO CO.
Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

ROME CABLE CORPORATION
Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SEATTLE-FIRST NATIONAL BANK
Withdraw funds
United Food & Commercial Workers International Union

SHELL OIL COMPANY
Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); gasoline, petroleum and natural gas products
AFL-CIO

SILO, INC.
National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

UNITED STATES PLAYING CARD CO.
Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale and Department Store Union

Support the workers who have called for these boycotts. Their backs are against the wall and they need your help. Don't buy boycotted products and services.

Boycott List provided by: Union Label and Service Trades Department, AFL-CIO