

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
August 1991  
Vol. XL No.8

# UTILITY REPORTER

Unfair!  
See Page 5

## Drug test screw-up at PG&E

**Worker comes up  
positive...without  
being tested**

**P**acific Gas and Electric temporarily suspended its drug testing program last month following revelations that serious errors had been committed during testing procedures.

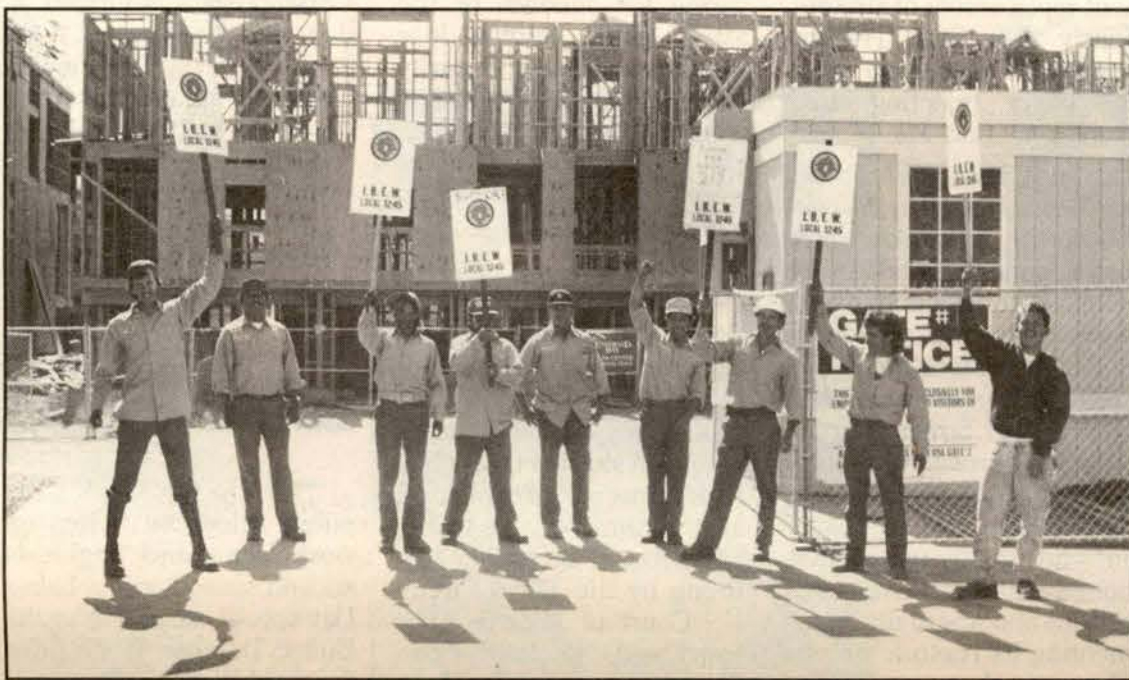
In one case, an employee who had not even been tested was informed that he tested positive. The mistaken accusation resulted from the employee's "chain of custody" form being mixed up with another employee's.

In a second case, an employee was requested to initial a urine sample that was supposedly his. Upon checking the social security number on the sample, the employee informed the collector that the number was not his.

These incidents provide telling evidence that drug testing—far from being a harmless activity—can pose a serious threat to the reputations and livelihoods of employees who have never used illicit drugs.

When fighting the federally-mandated drug testing program in court, Local 1245 warned that innocent workers could be harmed in a program of random testing for drug use. The recent incidents in the PG&E drug testing program provide a graphic demonstration that drug testing is not simply a neutral method of dealing with the

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### SOLIDARITY

Showing solidarity with building trades unions protesting a rat contractor at the Emerald Bay jobsite in Foster City, Ca., are Local 1245 members employed by Davey Tree (from left): Pedro Del Real, Miguel Tena, Bernardo Valencia, Jose Beltran, David Sanchez, Victor Cuevas, Adolfo Del Real, Alfredo Barragan, and Luis Gutierrez. (Photo: Landis Marttila)

## New PAC gives workers more clout

**L**ocal 1245 gained a valuable new weapon in the defense of union members' rights last month when the union's Executive Board approved the creation of a political action fund.

The fund, called Power Pac, is designed to help Local 1245 and its units have more clout in political elections that affect the economic or social well-being of Local 1245 members. Federal law authorizes unions to set up political

action funds wherever such funds have been established by employers.

But while company political action funds tend to go to candidates who side with corporations, Power Pac will support candidates who side with working people.

"Union members have worked hard to achieve the wages and working conditions that we enjoy today," said Local 1245 Business Manager Jack McNally, who will serve as Financial Secre-

tary of Power Pac. "But sometimes the things we think we've gained at the bargaining table are taken away from us in the political arena. Power Pac can help us protect the rights we've already won and give us the leverage we need to continue making improvements in our living standards."

Through voluntary donations to Power Pac, Local 1245 members will provide financial backing to candidates who

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### Training sign-up this month

## Cal-OSHA approves rubber-gloving

**C**al-OSHA last month approved a variance to its regulations on rubber gloving and barehanding that will permit PG&E linemen to utilize these practices under conditions established jointly last year by the company and Local 1245.

The joint overview com-

mittee moved swiftly to designate August 1-31 as the time period during which linemen can sign up for training in rubber gloving. The sign up will consist of a form to be completed by each individual and submitted to his or her supervisor.

The training will be limited to those classifications

listed in the rubber gloving agreement approved by the membership last fall. (See box on Page 9 for list of eligible classifications.)

"One and 10" journeymen (those who are not required to climb) may volunteer for the training if they are physically qualified to perform

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### CALENDAR

August 16  
Fresno & Yosemite Div.  
Pin Dinner  
Fresno

August 17  
Fresno & Yosemite Div.  
Stewards Conference  
Fresno

August 17  
Outside Line Stewards  
Conference  
San Bernardino

August 24  
Sacramento Valley  
Stewards Conference  
Chico

September 7  
San Joaquin Region  
Stewards Conference  
Stockton





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**WIPA**



### Workers here and abroad

## Rolling the union on...

**Uh, beg to differ:** After the Minneapolis Star Tribune published an editorial opposing a bill in the legislature to prohibit the permanent replacement of strikers, nearly 600 Star Tribune employees signed an ad in the paper rejecting their employer's position.

**Just rhetoric?** Carnegie Mellon University, in interviews with 1,000 plant managers, found that workers are reluctant to take initiative in decision-making without a union to protect them. According to a survey reported in the Wall Street Journal, only 18 percent of hourly workers said they could put their ideas to use. A consultant who ran the survey questioned whether business is serious about actually implementing its rhetoric on employee involvement.

**Credit for care:** The Older Women's League is supporting legislation to give women Social Security credits for the time they spend caring for children or the aged. Many women lose pension and Social Security credits because they take time off from jobs to provide such care. Over 40 percent of women over age 65 are poor, compared to only 17 percent of men.

**Testing disallowed:** A Pennsylvania regional transit authority's mandatory return-to-work drug and alcohol testing of a maintenance custodian violated the Fourth Amendment prohibition against unreasonable search and seizure, according to a ruling by the Third Circuit US Court of Appeals. The court said, "Because a particular program should be narrowly tailored, we conclude that testing every worker returning to work is overbroad in that it obviously covers employees who pose no threat to the public."

**Sharp Miss Universe:** When asked to identify the biggest problem facing her country, Miss Universe contestant Lupita Jones of Mexico provided her answer to millions of TV viewers: the proposed free trade pact between the US and Mexico, which will hurt workers in both countries. Although beauty pageant contestants aren't generally recognized for their political awareness, Jones went on to be crowned Miss Universe.

**Ain't the air:** Labor Notes reports that scientists called in to investigate air quality after a wave of illnesses among workers at the Library of Congress' Madison Building say the air is just fine. The problem, the scientists say, is that the jobs are too stressful.

**Mandatory makeup:** Continental Airlines, formerly controlled by the infamous Frank Lorenzo and currently in bankruptcy court, decided to improve its image by requiring its female workers to wear makeup. But when it

## Unit meeting changes

**Unit 2311, PG&E members, Oakland, Ca.:** Effective Sept. 3, 1991, this meeting will start at 6:00 p.m. The dates and location remain the same as previously announced.

**Unit 4414, Davey Tree, Oakland, Ca.:** This newly-established unit will meet on the first Tuesday of the month, effective Sept. 3, 1991. Meeting time is 4:15 p.m. Location is The Flanker, 45 Hegenberger Loop, Oakland, Ca.

**Unit 3812, Vacaville, Ca.:** Meeting time has been changed to 5:30 p.m. The dates and location remain the same.

**Unit 1129, Auberry, Ca.:** This newly-established unit will meet at 5:45 p.m. at Tony's, Auberry Road, Auberry, Ca. on the following dates (all Tuesdays): Aug. 13, Sept. 10, Oct. 15, Nov. 12, Dec. 17. Chairman is Tom Moore. Recorder is Delicie Ratliff.

## Labor TV looks at layoffs

"We Do the Work," the public television series on workplace issues, begins its second season with a Labor Day special called "Biting the Bullet: Defense Work After the Cold War."

The Cold War is thawing, but what kind of future does the "new world order" hold for American workers, particularly those in the defense industry? Are resources that went into defense spending going to be used to help the thousands of workers being laid off?

"Biting the Bullet" profiles workers, community and industry leaders in areas hard hit by military cutbacks and explores their proposed solutions for keeping both workers and business productive in the face of a changing defense climate.

The show will air in September on public TV stations across the country. On the West Coast:

KQED, San Francisco: Sept. 17, 7:30 p.m.

KCET, Los Angeles: Sept. 2 (time not confirmed)



**IN WASHINGTON**  
**Sandra Reynolds,** customer representative for C.P. National in Elko, Nev., was one of four members representing Local 1245 at the IBEW Telecommunications Conference in Washington, DC in May. Also attending were Joel Cote, Sierra Pacific, Timothy Watts, Citizens Utilities, and Business Rep. Mickey Harrington.

fired a Boston sales agent for refusing to wear lipstick, Continental faced a storm of bad publicity. Now the company says it's making the new appearance standards voluntary and will offer to rehire the fired worker with back pay.

**Bathroom peek-a-boo:** New York City postal

workers were upset when the US Postal Service installed video cameras in restrooms. Management said the cameras were necessary to stop vandalism in the restrooms, according to Labor Notes. The unions previously won a grievance which prohibited management from using one-way mirrors to watch employees in restrooms.





#### PER DIEM JOINT STUDY COMMITTEE

The working and steering committees of the PG&E-Local 1245 Per Diem Joint Study Committee met recently at the union's Walnut Creek office to look at a number of issues relating to per diem issues, including cost control, expense reimbursement issues, language clarification and simplifications, and administrative issues. Representing the union on the working committee are Anthony E. Norman, co-chair, John Meyer, Tim Foley, Sherrick Slattey, Joseph E. Perry, and Marvin L. Rubendall. Representing the union on the steering committee are Roger Stalcup, assistant business manager, and Gene Wallace, business representative.

## Union golfers win charity event

Three Local 1245 members helped carry a PG&E-sponsored golf team to victory in the fourth annual Cystic Fibrosis and Citizens Who Care golf tournament at the Davis Community Golf Course in Davis, Ca.

PG&E linemen Steve Fowler and John Donker, and patrolman Glenn Cooper

pulled off a repeat victory as the handicap division champions. The fourth member of the team was Laird Oelrichs, also a Pacific Gas & Electric employee.

The event raised over \$15,000 for the charity, which was reason enough for participating in the event, according to Cooper.

"We did it for the charity.

Steve's son has it [cystic fibrosis] and we felt like we owed it to him to go play," said Cooper, a 26-year union member.

Each player contributed \$25, with PG&E picking up the balance of the \$200 registration fee.

In the four-man scramble, the PG&E team shot an 18-under-par 48.

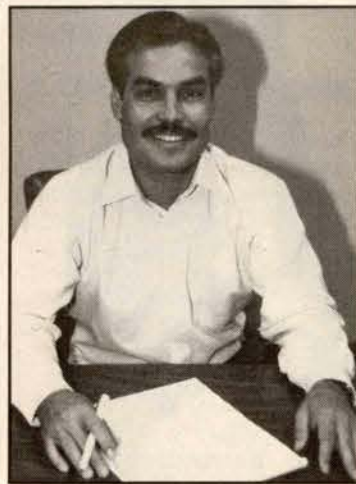
## Guzman joins union staff as business representative

Manny Guzman has resigned from the Local 1245 Advisory Council to take a position as business representative for the union.

Guzman's assignment will cover members in the San Joaquin Division, Pipeline Operations, and CP National in Needles, Ca. and Henderson, Nev.

In addition to serving on the Advisory Council, Guzman has been a shop steward for six years and also has served on labor-management committees.

In his new role as business representative, Guzman said he "looked forward to having the opportunity to interact with people and be associated with their futures.



I hope someday to be able to look back and say I've had a positive impact."

Guzman, 39, lives in Lemoore, Ca. with his wife Kathy and two children, Aaron, 17, and Justin, 14.

## POINT OF VIEW

## Power Pac will give union leverage to help members

Jack McNally, IBEW 1245 Business Manager

This month Local 1245 unveils Power Pac, our political action fund. Some members may wonder why a union needs to have such a fund or to be involved in politics at all. After all, isn't it the union's job to represent members at the bargaining table?

Indeed, bargaining is one of the important activities that unions do. But unions have also recognized for a long time that some issues go beyond the bargaining table—issues that are important to working people. Some of labor's major advances were achieved through legislation, like shorter hours and safety protections.

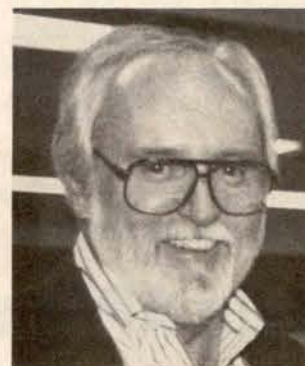
A recent example is the ballot initiative in 1988 to restore Cal-OSHA. This important state safety agency could never be achieved through bargaining. It took political action.

In fact, the very right to be represented by a union and engage in collective bargaining came about because of political action. This right was secured only when working people pressured Congress into passing the National Labor Relations Act in 1935.

In short, unions and political action go way back. And for a good reason.

Many of the most important things in life—educational opportunities, leisure time, social justice—don't necessarily come out of the collective bargaining process. They come out of our nation's democratic process.

Many countries do not have a democratic process, denying their citizens the right to vote, to speak their minds, to publicly assemble, or to form unions. It is no accident that when China cracked down on its citizens in 1989, union advocates were among those singled out for arrest and persecution.



The Chinese authorities understood that unions give people a sense of empowerment. And with that sense of power, working people can begin to fight for their rights not only at the bargaining table but in the society at large.

This is why representing workers in the halls of Congress and the state legislatures goes hand in hand with representing workers at the bargaining table: democracy is about giving people a voice and that is just what unions do.

There was a time not so long ago in this country when working people weren't seen as fit to participate in the democratic process. In the early days of this republic only wealthy property-owners had the right to vote. It was believed by many that only society's "elite" had the necessary knowledge and intelligence to vote.

That is one of the reasons why unions, from the beginning, have taken it as their responsibility to broaden union members' knowledge of the American political system and to encourage their members' participation in the democratic process. By not participating, working people are sure to be left behind.

Our own union by-laws charge the Executive Board with the responsibility of studying candidates and issues and making recommendations to the members.

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### Solidarity Day '91

#### Bay Area Rally

Wednesday, August 28  
4:30 p.m.-6:30 p.m.  
Union Square, Geary & Powell, San Francisco.

#### Labor Day Breakfast

Sponsored by San Francisco Labor Council  
Friday, August 30,  
8:30 a.m.

Fairmont Hotel -  
San Francisco

Featured speakers:

\*US Senator Bennett Johnson of Louisiana

\*Chuck Mack, International Brotherhood of Teamsters

\$25

To make reservation, call SFLC at 543-2699



## Tree trimmers' seminar set

Local 1245 will conduct a special seminar for the union's tree trimmers on Saturday, Sept. 14.

Participants will hear from Local 1245 Business Manager Jack McNally, Davey Tree General Manager Howard Bowles, and Russell Umbracio of Cal-OSHA.

Local 1245 Assistant Business Manager Orv Owen will discuss griev-

ance handling, union security provisions, and 1991 negotiations.

Also addressing the seminar will be Jim Travis, Advisory Council member for tree trimmers, and James McMullen of Weidner and Associates, who will talk on the Money Purchase Pension Plan.

The seminar will be followed by a barbecue for participants.

## State APRI workshop led by Local 1245 delegates

Four members of Local 1245 served as delegates to the 10th Annual A. Philip Randolph State Conference held in San Francisco.

Representing Local 1245 were Thelma Dixon, Shirley Roberts, Danny Jackson and Norma Ricker.

Ricker, who is corresponding secretary for APRI, and Jackson, a trustee, coordinated an afternoon workshop featuring Dr. Oha Shaka of San Francisco State University, who spoke on "Racism in the United States."

The A. Philip Randolph Institute, named after the famed civil rights and labor leader, is dedicated to the achievement of full employment and basic economic reforms, which it sees as essential for the advancement of black people. Affiliates of the Institute have worked for the passage of legislation for full employment, labor law reform, employment and training programs for the poor, national health insurance, and increases in the minimum wage.



Danny Jackson



Norma Ricker

## 'Exceptional Service Award' recognizes advisory council member from WAPA

Advisory Council member Richard Perry has earned an Exceptional Service Award from the Western Area Power Administration.

Perry, a foreman in the Sacramento Area Office for WAPA, was commended "for his leadership abilities in negotiating informally with the Bureau of Reclamation for assistance with herbicide applications, machine shop

work and heavy equipment support," according to a statement announcing the award.

Perry, a long-time member of the Local 1245 Advisory Council, is a shop steward and a member of the union's bar-



Richard Perry

gaining team in negotiations with WAPA. He also serves on the Sacramento Area Office's safety committee, shop steward committee, apprenticeship committee, and WAPA's apprenticeship committee.

Perry was also commended for staying abreast of local community issues "to ensure Western responds to environmental concerns."

## Financial Planning Seminars

Local Union 1245 will offer Financial Planning Seminars to members and their spouses this fall, covering all aspects of pre-retirement preparations, including financial and tax planning.

The topics covered will include: Economic forecast, interest rates, 401K Plans, reducing debt, how to self direct your retirement accounts, saving on income tax, saving for your children's education tax free.

Seminars are free and involve no obligation. To make a reservation (required) call (415) 933-6060.

Dates and times are as follows:

**Thursday Sept. 12 7:30 p.m.**  
Discovery Inn  
1340 N. State Street  
UKIAH, CA 95482  
(707) 462-8873

**Saturday Sept. 14 9:30 a.m.**  
Red Lion  
1830 Hilltop Drive  
REDDING, CA 96001  
(916) 221-8700

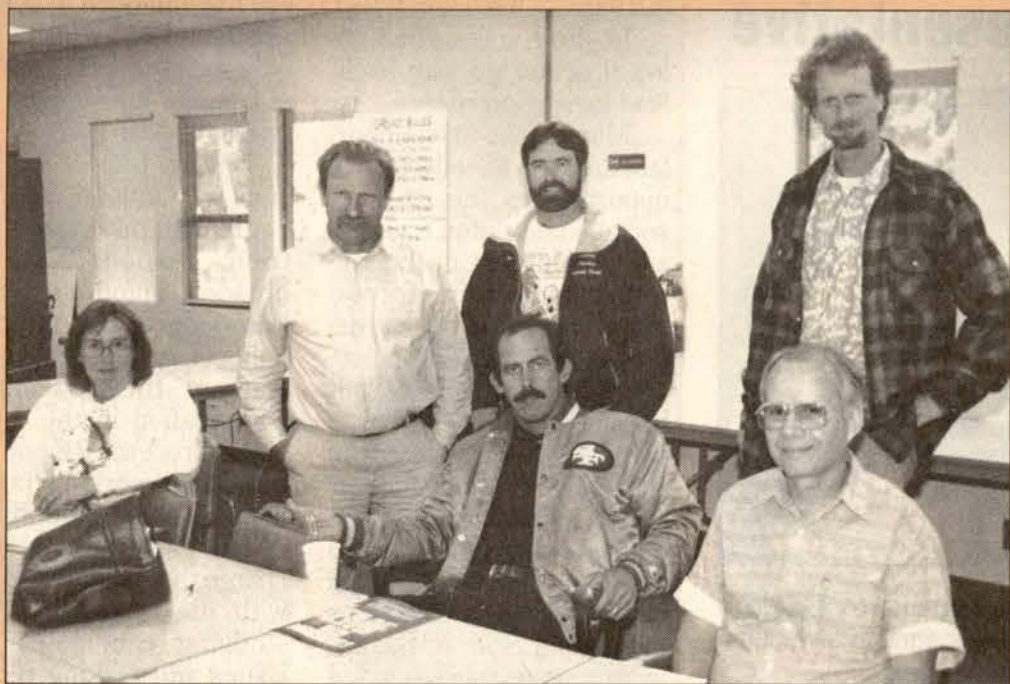
**Saturday Sept. 14 1:30 p.m.**  
Best Western Heritage Inn  
25 Heritage Lane  
CHICO, CA 95926  
(916) 894-8600

**Thursday Sept. 26 7:30 p.m.**  
Red Lion Hotel  
3100 Camino Del Rio Court  
BAKERSFIELD, CA 93308  
(805) 323-7111

**Saturday Sept. 28 9:30 a.m.**  
Holiday Inn  
2233 Ventura Street  
FRESNO, CA 93721  
(209) 268-1000

**Thursday Oct. 3 7:30 p.m.**  
Monterey Sheraton Hotel  
350 Calle Principal  
MONTEREY, CA 93940  
(408) 649-4234

**Saturday Oct. 5 9:30 a.m.**  
Best Western Royal Oak  
214 Madonna Road  
SAN LUIS OBISPO, CA 93405  
(805) 544-4410



COMMITTEE ON ELECTRIC & MAGNETIC FIELDS

Meeting this summer at the union hall in Walnut Creek are members of the EMF Committee, standing, from left: Floyd Lattimer, Dan Mayo, Jeff Schlocker; seated, from left: Leslie Davis, John Delsman and Chet Bartlett.

## Widow's lawsuit blames EMF for husband's death

The widow of a Seattle City Light electrical worker has charged that the leukemia that led to her husband's death was caused by his occupational exposure to high electromagnetic fields.

Robert Pilisuk, the deceased worker, worked as a cable splicer and construction electrician for Seattle City Light. A 1990 study by the University of Southern California on magnetic fields of Seattle City Light employees showed high levels of magnetic field exposures for cable splicers and electrical constructors.

The magnetic field levels for these jobs are far greater

than the magnetic field levels shown to be linked with increased risk of leukemia in childhood studies, a statement by the widow's attorneys pointed out.

Pilisuk's widow is pursuing a claim for a widow's pension before the Washington Department of Labor and Industries. The department originally denied the claim last September, citing lack of medical evidence. However, the case is still open.

If the Pilisuk's widow prevails, it could set at least a limited precedent for linking certain illnesses to electric and magnetic field exposure in compensation cases.



## Local 1245 secures pact with service companies

**L**ocal 1245 has agreed to represent technical workers provided by Pullman Power Products to supplement PG&E workers during the upcoming refueling at Diablo Canyon power plant.

In negotiations with PG&E, Local 1245 successfully bargained a provision that only unionized workers would be utilized during refueling operations. The agreement also contained language protecting PG&E workers in General Construction.

Following the agreement with PG&E, Pullman approached the local to see about getting signed up. An agreement was concluded last

month, which will result in 20 to 30 new members.

According to Business Rep. Art Murray, the agreement will permit Pullman to perform this type of work on any property Local 1245 represents. Pullman workers will be referred through the local's Outside Line Construction hiring hall.

A similar agreement was concluded about the same time with Calibration and Testing, another service operation. This agreement has not yet produced any new members, Murray said, because the company does not yet have work on any properties represented by Local 1245.

## Apprenticeship opportunity

The California-Nevada Training Trust offers a complete apprenticeship program comprised of home study, classroom instruction, and on-the-job training. During apprenticeship, you will learn all aspects of the power lineman trade.

Applications are accepted on an annual basis from Jan. 1 to Oct. 31. The application period will close at 5:00 p.m. on Oct. 31, for each calendar year. No applications will be accepted during November or December. Applicants who apply during a calendar year are eligible for interview and possible indenture the following year.

In order to receive an application, you may submit a written request to the address given below, or applications may be picked up in person between 9:00 a.m. and 4:00 p.m., Monday through Friday. To be considered, you must meet the following minimum requirements:

1. Must be a minimum of 18 years of age at close of application period.
2. High school diploma or G.E.D.
3. One year (two semesters) of algebra with a passing grade. Algebra must be completed at the time your

application is submitted.

Our jurisdiction covers the states of California and Nevada. Many of our jobs are in areas which require apprentices to have extended stays away from their principal residence. Any relocation, travel, and living cost is at the apprentice's expense.

All applicants who are selected are required to take and pass a pre-employment physical, including a drug screen, to be proven physically fit to perform the work.

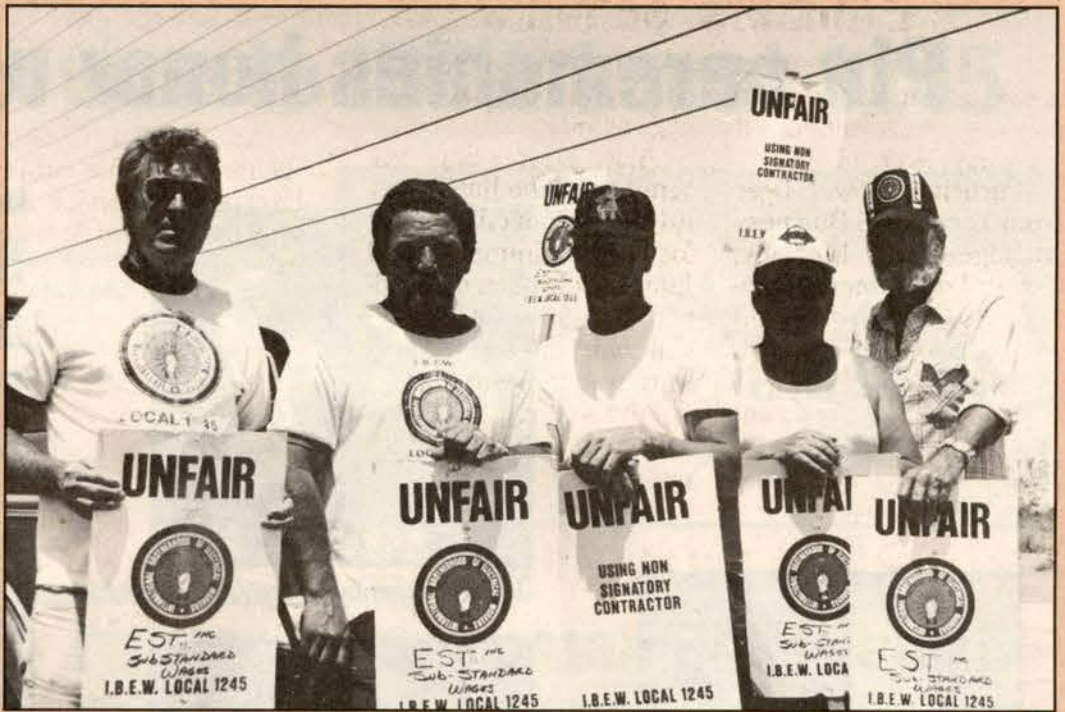
Job requirements mandate all apprentices possess and maintain a valid drivers license and the ability to possess a Class A commercial drivers license by the time they have completed their apprenticeship.

The recruitment, selection, employment and training of apprentices is without discrimination because of race, color, religion, national origin, or sex.

We welcome your interest in our program.

Females and minorities are encouraged to apply.

**California-Nevada  
Joint Apprentice  
Training Trust Fund  
11752 Gdn. Grove Blvd.,  
Suite 219  
Garden Grove, CA 92643**



On the picket line are (from left) Bobby Blair, business rep., Carl Bleigh, lineman, Les Snyder, lineman, Frank Lemere, groundman, and George Dickinson, lineman.

## Unfair!

That's what Local 1245 members in Outside Line Construction think of Electrical Systems Testing, a non-union contractor hired by Southern California Edison for work at its Victor Substation in Victorville, Ca. Union members maintained the picketline for a month during May and June. (Photos courtesy Bobby Blair)



Picket line duty is all in the family for Tommy Conrad Jr., lineman, and his son Travis.

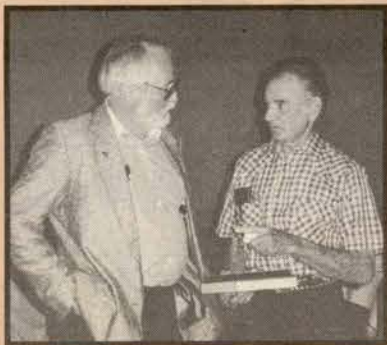


Walking picket for Local 1245 are (from left) Ted Briggs, lineman, Tube Dudley, lineman and Local 1245 Executive Board member, and George Dickinson, lineman.



# Pin ceremonies honor union members. . .

## 40 Years



V. M. Simpson



John Plantenberg

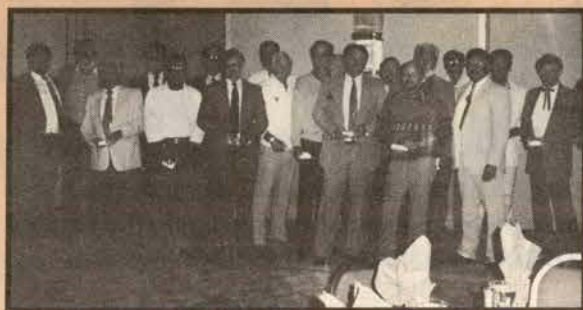


Albert Glidden

**Sacramento, May 11, 1991**  
**Outside Line Construction**  
**PG&E General Construction**  
**Sacramento Municipal Utilities District**



## 35 Years



## 25 Years



## 30 Years



## 20 Years

### 40 years

Albert Glidden  
 John Plantenberg  
 V. M. Simpson



### 35 years

V. A. Damyanovich  
 Dick Dixon  
 R. E. Kneppel  
 E. E. Meridieth  
 J. D. Rickner  
 Donald Robinson  
 Frank Vasquez  
 W. H. Newberry

### 30 years

George Barker  
 Gary Bauske  
 B. D. Baxter

C. E. Byars  
 J. Fernandez  
 C. W. Flemmer  
 Larry Hopkins  
 Antonio Martinez  
 J. K. Tackett, Jr.  
 Edward Wright

### 25 years

D. L. Bristol  
 R. P. Burton Jr.  
 Don Casey  
 Doyle Curtis  
 D. G. Edgington  
 James Folsom

Michael Garner  
 Bruce Miles  
 Norman Miller  
 Kenneth Petersen  
 J. L. Putman  
 Ronald Riggs  
 Melvin Scott  
 D. L. Souza  
 L. K. Stultz  
 Joseph Walters  
 Oliver Yaws

### 20 years

Thomas Alexander  
 Edward Azuar

Alfred Bailey  
 Wallace Baker  
 Cynthia Belcher  
 Douglas Bell  
 Donald Bowers  
 Bobby Calhoun  
 Gretchen Conn  
 Glen Cooper Jr.  
 Mario Damico  
 George Dana  
 Gary Denton  
 John Donker  
 Fred Espersen  
 William Golterman  
 Eugene Harper

Jim Hettrick  
 Roy Martinez  
 Charles McAlister  
 Craig McRae  
 Art Murray  
 Darryl Norris  
 Richard Perez  
 Larry Schlaht  
 William Smith  
 James Weathers  
 Waymon White  
 Alan Watson  
 Lawrence Won  
 Eliza Yates  
 David Young



## ... for years of service to IBEW Local 1245



Members and spouses (at left and right) enjoy dinner during the Sacramento Pin Award ceremony.



### Drum, April 19, 1991

Honored at the Drum ceremony in Weimar, Ca. were (pictured right, seated, from left) Dennis Farrell, 25 years, Chuck Messner; (standing, from left) Dave Hyde, 25 years, Stan Justis, Ernie Haack, 25 years, Wayne Barrackman, 20 years, Lee Logan, 20 years, Business Rep Ed Fortier, Jerry Bothello, 20 years, Rick Uno, 20 years, Jerry Seaton, 20 years, Mike McCarty, 20 years.



Members and spouses enjoy dinner (above and below) during the Drum Pin Award ceremony.

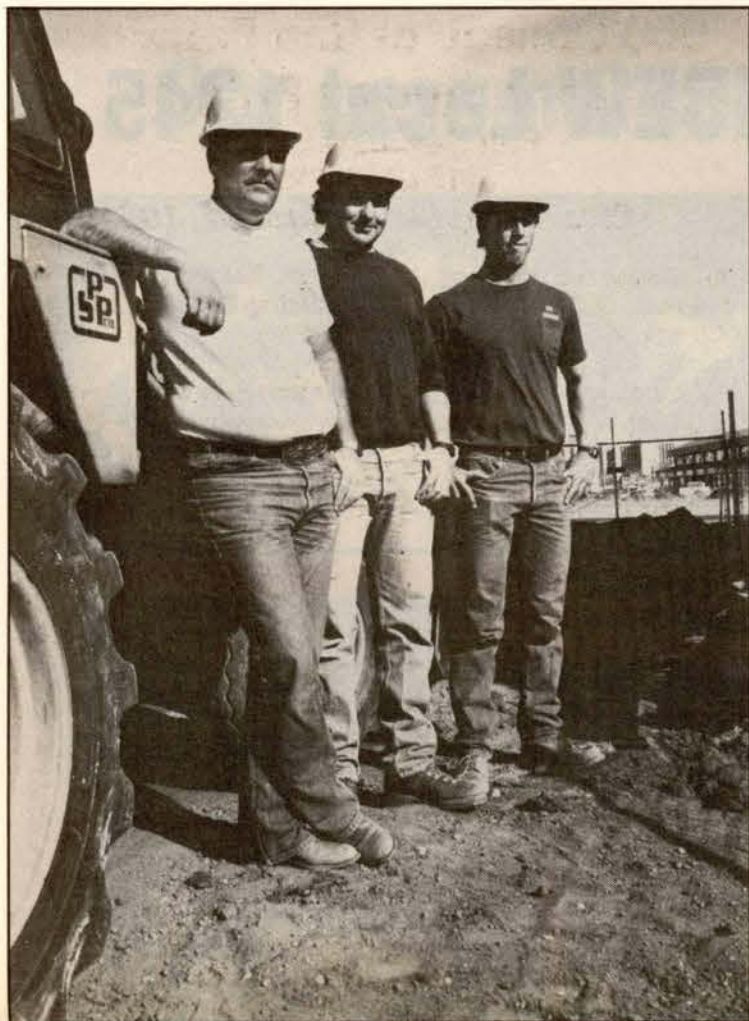


### Colgate, April 18, 1991

Honored at the Colgate ceremony in Yuba City, Ca. were (below, front row, from left): J. J. Kline, 25 years, R. J. Stewart, 30 years, Larry Rice, 35 years, Business Rep Ed Fortier, Ron Livengood, 40 years. Back row, from left: Marv "Ike" Eisenhower, 35 years, Rick Lutz, 20 years, and O. J. Smith, 25 years.







#### SIERRA GAS CREW

Running gas service to a commercial lot for Sierra Pacific Power are (from left): Frank Lucchesi, foreman, a 26-year union member; Scott Gilliland, truck driver, a new member; and Dino Tomburello, equipment operator, a 6-year union member. (Photo: Eric Wolfe)

#### Needles, Henderson, Elko

## Agreements with CP National ratified

**M**embers of Local 1245 ratified contracts with CP National at three locations.

In a mailed ballot counted Aug. 6, members employed at CP National's telephone operation in Elko, Nev., approved a contract that provides a 10 percent general wage increase over three years: 3-1/2 percent in the first year, 3 percent in the second year, and 3-1/2 percent in the third year.

The contract provides an additional 3-cent raise on the top rate in the first year and a 2-cent increase in the top rate in the second year.

The company also agreed to the AllTel sick leave plan and to provide for cross-training of employees.

Serving on the union bargaining team for the Elko negotiations were Jan Peterson, Chuck Stout, Sandy Reynolds and Business Rep. John Stralla.

#### CP National-Needles

At CP National in Needles, Ca., a new 3-year contract

ratified April 30 provides for 3.5 percent general wage hikes each year.

Clerical employees received an inequity adjustment of 90 cents per hour prior to this year's general wage increase. Cable TV techs and repairman received a \$1.36 per hour adjustment prior to this year's general wage increase.

The agreement made improvements in sick leave, vacation, and severance pay.

Serving as union negotiators in the Needles talks were Janice Baker, Mark Walters, Tony Frazier, and Assistant Business Manager Orv Owen.

#### CP National-Henderson

At CP National in Henderson, Nev., Local 1245 recently negotiated a new one-year agreement after taking over jurisdiction of the property from IBEW Local 396.

The property was transferred to Local 1245's jurisdiction following the purchase of CP National's gas divisions in Needles and Henderson

by Southwest Gas. Because Local 1245 already represented CP National employees in Needles, Local 1245 was deemed the appropriate local to bargain for both groups.

The Henderson agreement provided inequity increases for meter readers, customer service clerks and laborers in the amount of 20 cents per hour prior to a 3-1/2 percent general wage increase for all bargaining unit members.

The agreement also established a severance provision like the one in the Needles and Elko agreements.

The agreement improved meal provisions and provided 75-cents an hour more for bargaining unit employees serving in temporary relief for management personnel, according to Owen.

Serving on the union's bargaining team at Henderson, in addition to Owen, were Luis Gonzalez, and Karen Ferguson.

## Wage survey supports union's position; major inequity gains for City of Gridley

**E**mployees in the electric department, public works department and a portion of the administrative department for the City of Gridley received significant inequity increases in recent bargaining as a

result of a wage study that the union had been advocating for years..

The increases ranged from 2.67 percent to 21.95 percent, with the weighted average increase for all employees coming to just under 10 per-

cent, according to Business Rep. Jack Osburn. Osburn said the union had pressed for the wage study for nearly five years.

"We've told them for years that we were way behind [other municipal employers]. The classification study proved it," Osburn said.

#### General wage increase

In addition to the inequity adjustments, all employees received a 4.9 percent general wage increase, according to Osburn.

Serving on the union's bargaining team, along with Osburn, were Barbara Roberts, accountant, Gary Andes, electric line worker, and Tim Hill, equipment operator.

Local 1245 represents 17 employees at the City of Gridley.

## New pact at City of Redding

**L**ocal 1245 members last month approved a new one-year agreement with the City of Redding.

The new agreement provided a 2.9 percent increase for the classifications of linemen, electricians and above, while providing 4.5 percent for line tree trimmers and line tree trimmer leadman, and 4.7 percent for other classifications.

The negotiations required nine meetings in all, accord-

ing to Business Rep. Jack Osburn.

The new agreement covers just over 40 people at the City of Redding. The contract for maintenance employees, also represented by Local 1245, comes up at a separate time.

Serving on the union's bargaining team, along with Osburn, were Ray Thomas, line tree trimmer, John "J.R." Roberts, lineman, and Joe Kropholler, working foreman-line.



"I'll be glad to do it your way -- do you mean the way you told me yesterday, or the way you told me today?"



"You will be pleased to hear we installed safety guards just like you suggested."



## Drug testing screw-up at PG&E

From PAGE ONE

problem of drug use: drug testing is a serious problem in itself by infringing on civil liberties and subjecting some employees to wrongful accusations.

### Testing halted

When the union learned of the two testing mistakes, the union contacted the company immediately to request that all testing be halted pending a complete investigation of the incidents and a revision of testing procedures. PG&E informed the union that it had already halted the testing on its own and begun an investigation.

Local 1245 attorney Jane Brunner said the company deserved credit for halting the drug testing immediately after realizing there was a problem. "However," Brunner added, "this incident shows how important it is to

have the union monitoring the drug testing program. As a result of our involvement, a number of corrective measures are going to be taken."

Those measures, stemming from a meeting of the joint Local 1245-PG&E Audit Committee, include the following:

1. Adhesive seals will be applied to the signature line, and therefore, will not permit an individual to sign the chain of custody form until the procedures are finished.

2. Only one employee can be tested and processed at a time.

3. All documentation will be completed within the testing location individually.

4. Collector will check photo ID when the employee is asked to initial the security seal on the bottle containing the specimen.

5. If an employee is referred to a clinic for speci-

men collection, David Bidwell's office will take over communication with the doctor's office.

6. All collection sites will be provided with drug testing guides, forms, and checklists.

7. Collectors will be trained in the new procedures before testing is resumed.

8. When an employee is requested not to talk to anyone about the collection procedure, PG&E will make it clear that they may call their union representative.

Business Manager Jack McNally said that union members should watch the collection procedure very closely and should not sign any forms until the procedure is finished. Members who have questions about the collection procedures should contact their business representative.

Testing was slated to resume Aug. 2.

## Sign-up begins for rubber-glove training

From PAGE ONE

overhead line work from a bucket truck.

A 3 percent pay premium will be instituted in October (retroactive to September) for volunteers who sign up during the August sign-up period, with another 3 percent premium added upon completion of training or after a period of two years, whichever comes first.

Training lists will be established by company seniority by headquarters and General Construction General Foreman areas.

Apprentices who reach journeyman status during the course of the initial period of training will be placed on the training lists and trained in order of company seniority as part of the initial training.

Approval of the variance by Cal-OSHA marks a turning point in the long and sometimes heated controversy over rubber gloving and barehanding. Safety concerns were at the heart of the six-year standoff between company and union over these practices. Both practices bring linemen into contact with energized electrical

conductors, raising the possibility of serious accidents.

As it became increasingly likely that PG&E would win a variance from Cal-OSHA, Local 1245 sought to negotiate an agreement with PG&E that would insure strict safety rules, work procedures and training programs for rubber gloving and barehanding.

After a period of intense negotiations in early 1990 between the company and a committee of linemen representing the union, an agreement was reached. At the union's insistence, only those linemen who volunteered to do so could be trained for and engage in these work practices. Furthermore, even linemen who receive the training are permitted, under the agreement, to refuse to use these practices on any particular job.

To underscore these provisions, the agreement requires the company to maintain a full complement of live line tools on its trucks so that workers have the option of using the old methods whenever they choose.

In a series of meetings conducted by the union at

yards around the PG&E system last fall, linemen voted on--and overwhelmingly approved--the agreement. That set the stage for PG&E and Local 1245 to jointly petition Cal-OSHA for a variance to permit rubber gloving and barehanding at PG&E.

With Cal-OSHA's favorable ruling last month, PG&E moved quickly to begin the training sign-up. Linemen can obtain more information at their local yard.

### Eligible classifications

0739	Electric Crew Foreman (temporary classification for use when in charge of a crew of five other employees)
2535	Transmission Troublemaker
2540	Troublemaker
*1099	Underground Lineman
1100	Lineman
1103	Unassigned Lineman
1109	Utility Lineman-Oakhurst
*0649	Subforeman A - GC
0650	Subforeman A - GC
0653	Subforeman B - GC
1100	Lineman O GC
0737	Underground Construction Crew Foreman (Electric)
1077	Underground Construction Journeyman (Electric)

\*Must have previously worked as PG&E Journeyman Lineman.

## City College of San Francisco Labor Studies Program

Fall Semester, 1991

(415) 241-2219

Classes begin August 21, 1991

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco, from 7:00 p.m. to 9:50 p.m., unless otherwise noted. Fee is \$5 per unit. Fall Semester ends Friday, Dec. 20, 1991.

### American Labor Movement (3 units)

Thursdays

What it is, how it got that way, how it works.

Instructor: Joe Berry, AFT 1493.

### Labor Law (3 units)

Wednesdays

State and federal labor legislation; legal framework for union organizing.

Instructor: John Henning Jr., labor attorney

### Collective Bargaining (3 units)

Mondays

Nuts and bolts of negotiations; simulated negotiations exercises.

Instructors: Al Lannon, ILWU 6 and Margot Sauers, NLRBU

### Pension, Health and Welfare Issues (3 units)

Tuesdays

Provides a working knowledge of pension, health and welfare plans, disability and related issues. Instructor: Hank Levy, CPA and labor consultant

### Grievance Handling and Arbitration (3 units)

Tuesdays

How to identify, investigate and resolve grievances. Using grievance procedure to build solidarity. Instructor: Deborah Moy, SEIU 790 and AFT 2121

### Women's Employment Issues: Overcoming Discrimination and Harassment (1 unit)

6 Mondays, Oct. 7 - Nov. 11

How to solve problems of discrimination and harassment in the workplace. Legal framework, union grievance procedures.

Instructor: Tanya Russell, labor attorney, former member IAM 284

### Labor Relations in the Building Trades (3 units)

Mondays

The framework for collective bargaining in the building trades. Innovations in organizing and bargaining.

### Managing Unions (3 units)

Wednesdays

Organizational and leadership skills necessary to today's union official. Strategic planning, motivating members and staff, making meetings work, meeting legal and financial responsibilities. Guest speakers. Instructor: Barbara Byrd.

### Arbitration Techniques & Strategy (1 unit)

6 Thursdays, Oct. 17-Nov. 21

Preparing and presenting arbitration cases. Gathering evidence, preparing statements, examination techniques, writing briefs. Instructor: Geoff White, labor attorney

### Steward and Leadership Training (1 unit)

3 Saturdays, Sept. 7, Sept. 21, Oct. 5

Steward's role in grievance handling and building member solidarity. An excellent introduction for new and aspiring stewards. Instructor: Linda Gregory, AFSCME D.C. 57

### Union's Around the World (2 units)

12 Tuesdays, Sept. 10-Nov. 26

Labor movements in other countries, including Western Europe and the Third World. Building international labor ties to move forward labor struggles here and abroad. Instructor: Paul Chown, Director Emeritus, Labor Center, UC Berkeley

### Labor Movement in Literature and the Arts (3 units)

Thursdays

How unions and working people have been portrayed in literature, film, music and art. Our "hidden culture", yesterday and today. Instructor: Fred Glass, California Federation of Teachers



# US House passes anti-scab bill barring permanent replacements

**W**orking people achieved an important victory last month when the House of Representatives passed the Workplace Fairness bill on a 247-182 vote.

The bill would close a loophole in labor law that allows employers to "permanently replace" workers who exercise their legal right to strike. The loophole, created by the Supreme Court with its 1938 Mackay Radio decision, was seldom used until the 1980s, but in recent years it has been used to take jobs away from thousands of striking workers and give them to scabs.

S. 55, the Senate version of HR 5, has been passed out

of committee, with a vote by the full Senate expected sometime after the Labor Day recess. Although California Senator Alan Cranston, a Democrat, supports the measure to outlaw permanent replacements, Republican Senator John Seymour recently indicated in a letter to Local 1245 Business Manager Jack McNally that he will oppose the bill. (See a copy of Seymour's letter on this page).

AFL-CIO President Lane Kirkland hailed the House vote as "a strong stand in support of workplace fairness and the integrity of our collective bargaining system. We are pleased that a majority of House members recognize that the loophole allowing employers to 'permanently

replace' striking workers is contrary to the spirit and the intent of the nation's labor laws."

## 'Bloody-minded'

When asked about a potential presidential veto, Kirkland said the bill should not be judged solely on the opinion "of the bloody-minded sector of the employer community."

The victory in the House was the culmination of months of grass-roots legislative activity by union members. The bill was introduced in January by Rep. William Clay (D-Mo.) and quickly picked up the support of 210 House members.

"All we are asking is that workers have protection," said Rep. David Bonior (D-Mich.), recently elected to the post of House Whip. "There must be cooperation, but there can't be if the deck is stacked against the worker."

Members of Congress received nearly a million postcards and mailgrams asking for their endorsement of HR 5.

State and local AFL-CIO councils across the country held individual and town meetings with their legislators to urge them to endorse the legislation.

## Political action fund launched by Local 1245

### From PAGE ONE

support working people. Power Pac can also provide important support to ballot issues backed by labor, such as the 1988 ballot initiative to restore Cal-OSHA.

Local 1245 members at PG&E can participate in Power Pac by signing a payroll deduction form that authorizes a monthly deduction of \$1, \$5 or any other whole dollar amount from their paycheck. The funds will be held by the IBEW Committee on Political Education in Washington DC. However, the funds will be disbursed by the Power Pac political action committee, which is made up of members of the Local 1245 Executive Board.

"We all know that union dues pay for themselves in terms of better wages and benefits," said McNally. "Union dues in reality are an investment in our future and the same is true of political action. Electing candidates who respect working people can make a big difference in our quality of life in the years to come."

Check-off forms and other

Power Pac materials are being developed by Local 1245 this summer. This fall, the union will begin a full-scale campaign to sign up members in the Power Pac program.

Every day, decisions affecting workers are made at the city, county, state and federal levels. When public officials dance to the tunes played by big business, working people are the ones who usually get stepped on.

With the creation of Power Pac, Local 1245 members can see to it that some new tunes are heard in the halls of government.



Power Pac members will receive this Power Pac pin.

United States Senate

WASHINGTON, D.C. 20510

April 25, 1991

Mr. Jack McNally  
Local Union 1245/ IBEW  
PO Box 4790  
Walnut Creek, California 94596

Dear Mr. McNally:

Thank you for contacting me regarding your concerns over the "Striker Replacement Bill" (H.R.5/S.55).

As you are aware, under current law, a "labor dispute" occurs any time two or more employees walk off the job to protest terms of condition of employment. Non-union businesses are also subject to the bill's effects. Should this legislation pass, two or more employees could walk off the job and the employer would be barred from hiring permanent replacements. If the employees decide to return to work after an indefinite period of time, the employer would be forced to fire the replacements and re-hire the strikers.

I believe that an employer should not be prevented from permanently replacing a worker who prefers to walk off the job instead of communicating any grievances with the employer in a reasonable manner. This piece of legislation will provide a breeding ground for needless litigation and provide minimal benefits to either the employer or employee.

A worker's right to strike has long been an underlying policy of the nation's labor law, along with the employer's opposite but equal right to stay in business during a labor dispute. It is these two rights that give the opposing sides incentive to come to the bargaining table and engage in good faith negotiations. Giving organized labor the right to maintain a strike knowing the employer can never replace the striking employees will give the unions additional power in forcing management into making concessions without regard to all parties involved: the creditors, shareholders, customers, employer, and the employee. This will undoubtedly lead to the practice or organized labor utilizing the strike weapon more often and for longer periods of time. I will do my best to represent these beliefs should H.R.5 or S.55 come before me for a vote.

Again, I appreciate knowing your views on this important matter.

Sincerely,

*John Seymour*  
JOHN SEYMOUR  
UNITED STATES SENATOR

US Senator John Seymour to strikers: suck eggs

## POINT OF VIEW

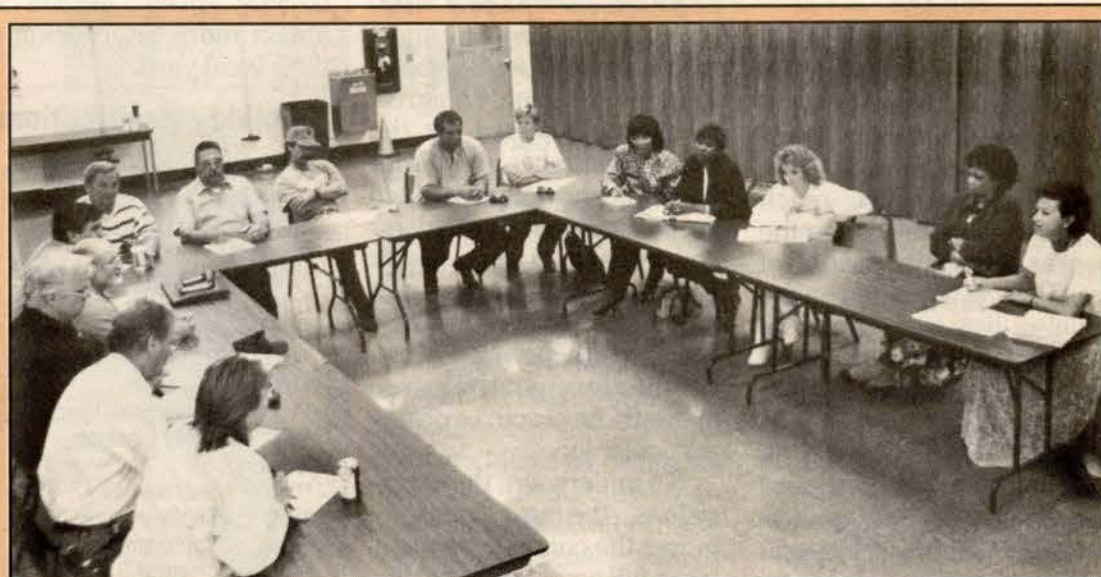
### Power Pac: new leverage

#### From PAGE THREE

This does not mean that your union can tell you which political party to belong to or who to vote for. That is strictly an individual decision.

But it does mean that your union has a responsibility to let its members

know which candidates—no matter what their party—are trying to lift working people up, and which candidates are trying to put working people down. In coming months you will have the opportunity to make democracy work for you by signing up for Power Pac.



#### MANAGED CARE EXPLAINED

Terry McKenzie (right) of Sheppard Associates meets with PG&E shop stewards in Oakland to explain new health care provisions approved in the 1990 union contract. Sheppard Associates has conducted several such meetings for PG&E with stewards throughout the company to help spread the word on how to get the most service for the least cost under the Managed Care health program to take effect in January 1993.





Lou Basso

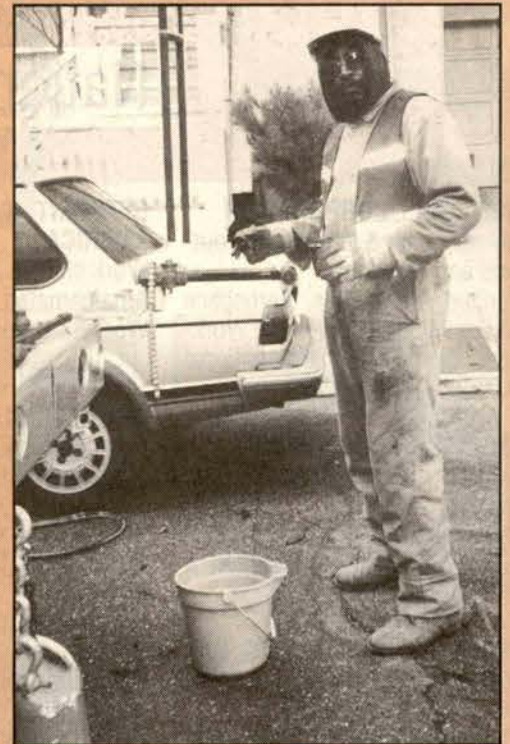


Steve Poulo

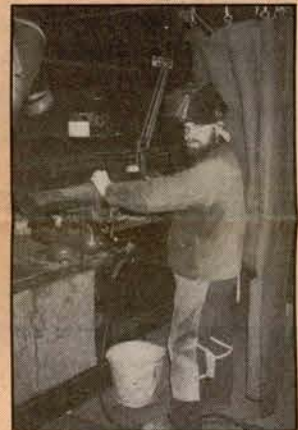
## Pacific Gas & Electric Gas T & D San Francisco



Steve Spadini, fitting gas pipe.



Rodney Blaylock, putting primer coating on gas pipe.



Richard Murphy, getting ready to cut and weld.



From left: John Gibbs, Kevin Scannell, Chris Quintana, Andy Saitz, Wayne Santos, and John Bowen. (Photos by Bernard Smallwood and Landis Marttila)



Fred Pederson



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

**BROWN CORPORATION**  
Motor mounts, brackets and dash assemblies  
International Union of Electronic, Electrical Salaried, Machine & Furniture 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

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

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

**GREYHOUND LINES, INC.**  
Bus company  
Amalgamated Transit Union

**GUILD WINERIES & DISTILLERIES**  
Cook's Champagne  
Distillery, Wine & Allied Workers International 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

**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

**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

**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


**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

**Don't be a scabby consumer. Help these workers achieve justice on their jobs by honoring their boycotts.**

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



Well, let's start at the top and take it away,  
My name is Simpson, Bartholomew J.  
I'm a hip cartoon, known 'round the world.  
My creators make money, in the bank it's squirreled.  
But the folks that draw me, who do all the work,  
Are workin' non-union, their boss is a jerk.  
'Cause if they draw "Union" in my cartoon bubble,  
I gotta sinkin' feelin', they'd be in deep deep trouble.

**DEEP DEEP TROUBLE!**

Now some of me is drawn in the USA,  
But, most of me is drawn in Korea, Hey!  
You can't join a union in that far-off place,  
If you do they'll slam prison bars in yer face.  
But they all work cheap, 'cause the bosses say so,  
They cheat the cartoonists, and rake in the dough!  
If you want my solution, here's a word to the wise,  
Get offa yer butt, let's organize!

**TROUBLE, LET'S MAKE TROUBLE!**

HUCK/KONOPACKI LABOR CARTOONS  
KONOPACKI  
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