

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
June 1992
Vol. XLI No. 6

UTILITY REPORTER

Union Election
Hot Line
1-800-227-5607

Members defend union-negotiated wage rates

Union blisters Ratepayer Advocates

Members of Local 1245 delivered a blistering attack against the Division of Ratepayer Advocates in testimony presented to the Public Utilities Commission in late April. During hearings on a pro-

posed PG&E rate hike, the DRA has argued that PG&E employees as a whole are 8.5% overpaid when compared to the "market rate" for similar employees elsewhere. If the PUC accepts this argument, the PUC could order a reduction in PG&E's rates, virtually forcing PG&E

to slash wages for its unionized workforce.

"The DRA has launched a direct attack on unionization," testified Local 1245 Business Manager Jack McNally, who charged the DRA with attempting to "turn the clock back 50 years."

McNally said that union

members in both clerical and physical classifications would be harmed by the DRA's proposed wages.

In clerical positions, where women predominate, the DRA's proposal could promote sex discrimination, according to testimony by

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Control Foreman Gino Aramini at Sierra Pacific substation in Sparks, Nev. (Photo: Eric Wolfe)

Getting it right!

Sierra Pacific's union workers show there's no substitute for experience

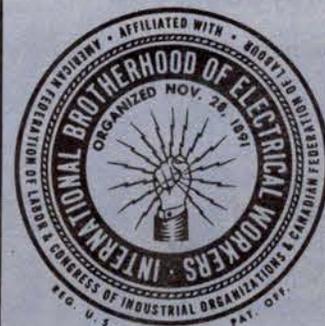
Talk's cheap. Always has been. And in today's economy, there are plenty of fast-talkers to claim that cheap non-union labor is the key to America's economic success.

But union electrical workers at Sierra Pacific Power are demonstrating on a daily basis that there are certain qualities that fast talk and low wages just can't buy. Like experience, reliability, and versatility.

Union means getting it right.

Members of Local 1245 recently put these qualities to work at Sierra Pacific's Greg Street Substation in Sparks, Nev. The new substation, which helps carry load for the surrounding industrial area, is currently fed by one

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CALENDAR

June 2
Primary Election

June 22
All Ballots for
Local Union Election
Must Be Received at
Union's Post Office Box
by 10:00 a.m.



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Workers here and abroad

Rolling the union on...

Keep Them Here: The Mexican Embassy released an economic analysis of the proposed North American Free Trade Agreement that states: "The choice for the United States is not so much to keep jobs or lose them to Mexico. Most of US-lost jobs over the last decade have gone to Asia. The right question to ask is: When jobs go abroad, wouldn't the United States prefer them to go to Mexico rather than Asia?" Despite what the Mexican Embassy thinks, most US workers believe the right question to ask is: "What's wrong with keeping the jobs in the US?"

Biggest hazard: Murder is the greatest occupational hazard facing working women, according to First magazine. The magazine says that 40% of women who die on the job are shot, knifed, strangled or beaten to death. Murder is responsible for only 10% of men's workplace fatalities.

Still Nothing: "What's two times zero?" asked comedian Jay Leno, referring



to George Bush's pledge to "re-double" his efforts to improve the economy.

How'd They Do That?: The bottom 90% of American households had a net worth of \$4.8 trillion in 1989, according to figures released in April by the US government. Not bad, eh? But look again: the top 1% (about 934,000 households) were

worth \$5.7 trillion. That means that the *one family at the top has as much as 90 families at the bottom.* Do you suppose they got it by working 90 times harder?

Precarious situation: How many two-income families would drop below the poverty line if the wife did not work? One out of every two according to Harper's Index.

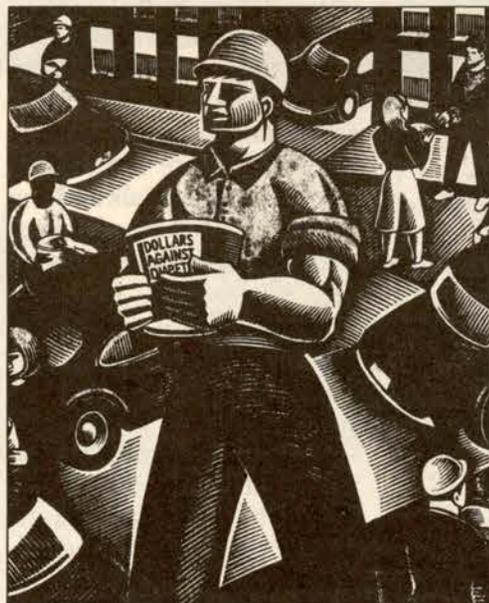
Alice Mary Riley

Alice Mary Riley, daughter of Retiree Club President Tom Riley, died of cancer April 19.

Riley, who performed Off-Broadway, in films and commercials, walked in the union footsteps of her

father. She was active in the Screen Actors Guild (SAG) and served on the national board of directors of the American Federation of Television and Radio Artists (AFTRA).

She was 51.



WE'VE BUILT HOUSES AND SKYSCRAPERS ...
BRIDGES AND TUNNELS ...
HIGHWAYS AND MONUMENTS ...
FACTORIES AND SCHOOLS.
NOW, THROUGH DAD'S DAY, WE CAN BUILD HOPE.

For information on what you can do to make the June 20 DAD's Day event a success, please contact DAD's Day National Coordinator Sara Stein at (202) 331-DADS.

DAD's Day. A Union Tradition.

A Message From the Building and Construction Trades Department, AFL-CIO

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

ENCON Backhoe/Loader Training Program Committee
Spencer Bill Hough
Charles McAlister

CITIZENS UTILITIES COMPANY OF CALIFORNIA

Citizens Utilities General Bargaining Committee
Eric Tanaka
Jim Rupel
Bill Burlison
Pat Thomas
Christine Oakey
Monte Nelson

CENTRAL LABOR COUNCILS

Central Labor Council of Alameda County
Enid Bidou

Central Labor Council of Contra Costa County
Frank Saxsenmeier

Central Labor Council of Kern, Inyo and Mono Counties
Manny Guzman

Bill would aid unemployed

New federal legislation could extend the current emergency extended unemployment benefits program beyond its July expiration date.

The legislation, if passed, would also create a new and permanent program for the

long-term unemployed.

HR 4727 was introduced by Rep. Dan Rostenkowski (D-IL) and Rep. Tom Downey (D-NY). The legislation would continue the emergency program approved last year through the end of 1992. It would also contain a "trigger" to further extend the program if unemployment continues to be high.

The bill would set up a new permanent benefits program beginning in Fiscal Year 1993. The bill is also designed to expand the number of unemployed workers who qualify for the regular 26 weeks of state benefits.

Local 1245 members can help gain passage of this important legislation by immediately writing to their US Representative in Washington, DC.

Write to:

(Your Representative)
US House of Representatives
Washington, DC 20515



Salvador Mercado II (second from right) authored the winning essay in the Local 1245 Al Sandoval Memorial Scholarship competition. He will receive \$500 per year for up to four years toward college expenses. With him are (from left) Sadie Geli Williams of the Center for Ethics and Economic Policy, which judged the competition; Salvador's mother Olivia Mercado, a Local 1245 member; and Business Manager Jack McNally. (Photo: Eric Wolfe)

US policy does not address workers' needs

Editor's note: This year contestants in the scholarship competition were asked if current US economic policy meets the needs of working people. The winning essay is reprinted below.

By Salvador Mercado II

No, the current policy of Mr. Bush does not constitute equality for the working class people in the United States.

The future of our country is one of promise and challenge. Promise in the fact that it can provide a realistic economy for the American people.

Challenge in the fact that its people are separated into very different lives: one filled with comfort and one filled with cold. Few things bridge the gap between these lives more than the issue of jobs and it is jobs that this country has pledged yet to get. So, even though the country's future may be uncertain, the resolve of its people to live in this country has uncertainty with the Bush leadership.

We are finding more working class people on welfare lines—or should we call them "Bread lines of the 30's"? We see more middle class working people on the verge of poverty.

Mr. Bush states that a tax-reform aimed at stimulating economic growth through

various tax cuts will help our economy. The only growth will be seen by large corporations and well-off workers while offering comparatively little benefit to the middle class, which is our working class people.

Just in California alone, people are worse off today than in 1988, when Bush promised to bring our economy up. We have more unemployment, crime, drugs, taxes and smog.

Our present economic policy is so out of touch with reality. Bush lets 40 million Americans go without health care, but he doesn't take a step without a doctor by his side.

Gap widens

Bush's policy has allowed the gap between the rich and poor in America to become the widest in the developed world. The top 20% of Americans get 47% of the wealth and the bottom 20% of Americans get 3.9%. This isn't democracy!

In the State of the Union Address, Bush said the United States was still the "kindest, strongest nation on earth." Where is the kindness? On the streets of America? Where is the strength? In the wheeling-dealing of money-flush Pentagon?

Why not tell us the truth, that 12 years of greed and

gross mismanagement will hurt millions of middle and lower-middle class Americans for decades.

At this time the working people are caught between a rock and a hard place. Those occupying economic middle ground are by no means an endangered species, but a diminishing breed. Data out in February 1992, listed 71% of the U.S. population as middle class working people in 1969. In 1989, the percentage had dropped to 63%.

The Census Bureau is pretty liberal when it describes working middle class. The Bureau states it is a family of four with an annual income of \$18,576 to \$74,303. Families on the lower end of the spread doubtlessly feel middle income working class.

Twenty grand a year to support a family of four at the level of burgers once a month, and ever owning a home? Does the current economy policy really provide for the middle class American people?

The only answer I see is for our people to really look at the Bush policy and start seeking individuals who will provide for the working class people.

This will not be an overnight success. We will need at least four years of democratic working class people to narrow the gap.

POINT OF VIEW

Union defends members' interests on many fronts

Jack McNally, IBEW 1245 Business Manager

These days it's fashionable to say that unions have outlived their usefulness. Even some of our own members occasionally question what purpose unions serve.

But those who raise such questions only need to spend a few minutes thinking about what's going on all around them to have their questions answered.

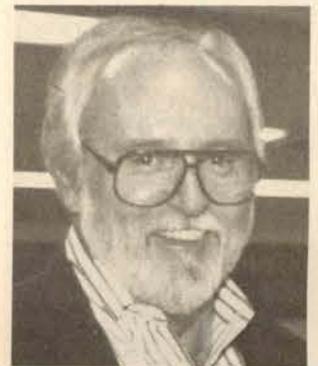
The current PG&E rate case provides a good example. As explained in this issue of the Utility Reporter, the Division of Ratepayer Advocates is proposing that the Public Utilities Commission slash PG&E rates on the assumption that PG&E employees are overpaid. If the DRA's reasoning is accepted by the Public Utilities Commission, our members at PG&E could see their wages drastically reduced.

To fight this outrageous proposal, Local 1245 assembled a team of witnesses, including legal and economic experts as well as some of our members, to give testimony to the PUC.

If the PUC does what should and rejects the DRA proposal, you won't hear much more about it. But remember: problems like this don't just go away by themselves. It takes a big effort by a union. *Your* union.

Your union also stands up for you in Sacramento, where the legislature and regulatory agencies make decisions every day that affect your job, your health, and your family's standard of living.

Local 1245 has lobbied in Sacramento to focus more attention on the possible health effects of electric and magnetic



fields, to give just one example. Thousands of our members—from linemen to VDT operators—are exposed to these fields every day. As related on Page 13 of this issue, scientific research continues to raise troubling questions about EMF. Your union makes sure this issue is not swept under the rug.

Through the grievance procedure, your union stands up for you when you have been treated unjustly by the employer. Sometimes a grievance may help just a single employee, but sometimes the union will use the grievance process to make a stand on a critical issue that could affect large numbers of employees.

For example, the union on many occasions has protested the contracting out of bargaining unit work. We have won some significant victories, including a recent arbitration decision. By defending the bargaining unit as a whole, the union helps make sure that good union-wage jobs are not farmed out to low-wage non-union contractors.

It's easy for any clown to come along and say that unions have outlived their usefulness. But it won't be so easy for working people to defend their standard of living if unions disappear.

Justice Thomas backs bosses

If you ever tried to figure out why unions support more Democrats than Republicans, a good place to begin is to check out the Supreme Court appointments that Republican presidents have made.

Clarence Thomas, President Bush's most recent appointment to the court, provides a good example of how Republican presidents have hurt unions...and the working people unions represent.

In a recent majority opinion written by Justice Thomas, the court ruled that it was illegal for the United Food & Commercial Workers to place organizing pamphlets on workers' cars in a parking lot that was open to the public.

The UFCW had been attempting to organize workers at a store located in a Connecticut shopping center. The owners of the store, who also owned the shopping center and the parking lot, would not let the organizers onto the lot.

Even the conservative-leaning National Labor Relations Board ruled in favor of the union. But not Bush's extremist right-wing court.

Thomas, who was confirmed to the Court last fall by a narrow margin, bought the employer's argument that the leafletting violated the employer's property rights. It was one of his first chances to write a majority opinion, and he used it to spit on free speech. His decision essentially unravelled previous court rulings and NLRB decisions which had balanced the rights of workers to organize against the property rights of employers.

Remember: When you vote for president, you're not just voting for one person for four years. You're also voting for thousands of appointments—some of them for life.

Retirement improved for Merced Irrigation District

Ditch tenders and other classifications represented by Local 1245 ratified a new agreement with the Merced Irrigation District on April 30.

A major feature of the new agreement is conversion of the employees' retirement system to the state Public Employees Retirement System (PERS).



Gary Mai

"The PERS system is considerably better than the previous retirement system," said Business Representative Gary Mai, who helped negotiate the agreement.

Effective July 1, 1993, the current retirement system will be converted to the PERS system, with benefits retroactive to the employees' first day of employment.

According to Mai, the increased cost to the District of the new retirement plan is in the neighborhood of 13%, an indication of the value of the new package to the employees.

Members also received a 1% general wage increase retroactive to April 1. A formula was established for wage increases on the first day of the year in 1993, 1994, and 1995. The agreement's term is 3 years, 9 months.

Equity adjustments of about 5% were bargained for field foreperson, mechanic

welder, heavy truck driver, and spray truck driver. Vacation accrual was increased to 25 days per year after 25 years.

Bargaining for the union, in addition to Mai, were John Goodson, Lowell Paulsen, Jim Clinton, John Rosshirt, and Ron Beck.

Local 1245 represents ditch tenders, construction and maintenance crews, and park rangers, among other classifications, at Merced ID.

Sacramento Municipal Utility District

Agreement clarifies 12-hour shifts

A new letter agreement covering 12-hour shifts took effect May 16 for employees of the Sacramento Municipal Utility District represented by Local 1245.

The union-negotiated agreement replaces four separate 12-hour shift agreements at SMUD, incorporating the best features of each, according to Local 1245 Business Representative Perry Zimmerman.

"We came out real good," said Zimmerman, who negotiated the agreement along with union members Bryan Coffelt, John Callahan III, Jim Loy, Guy Tipton, and Bill Uphoff.

Shift schedules are to be designed so that no employee is regularly required to work more than five consecutive 12-hour days during any one



STEWARDS CONFERENCE

Among those attending the South Coast Valleys shop steward conference in San Luis Obispo earlier this year were (clockwise, from left): Liz Johnson, Ann Martinez, Jack Trygg, Chet Bartlett, Mike Jacobson, Wayne Wellman, Dan Lockwood, and Terry Jones. (Photo: Mike Haentjens)

work week. "Regular work schedule" refers to a 12-hour rather than an 8-hour shift in this agreement.

Overtime will be paid at the applicable overtime rate for all hours worked outside of the normal work hours:

- Extended hours on a normal work day are paid at the applicable overtime rate per current Memoranda of Understanding (MOUs).

- Any regularly scheduled hours over 40 hours in a work week will be compensated at the applicable overtime rate per current MOUs (either time-and-a-half or double-time).

Holiday pay

When an employee's regularly scheduled work day falls on a holiday, the employee will be paid the applicable overtime rate for the hours worked and 12 hours straight time holiday pay. If an employee is required to work a holiday on a normally scheduled day off, the employee will be paid the applicable overtime rate for the hours worked, and 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.

Employees whose day off occurs on a holiday will be paid for 8 hours at the straight time rate or be credited with 8 hours of personal leave at the employee's discretion.

For an emergency call-in with less than a 12-hour notice, employees will be paid

double-time for the hours worked, and paid for 8 hours of holiday pay at the straight time rate or credited with 8 hours of personal leave at the employee's discretion.

If an employee scheduled to work a 12-hour shift requests and is granted the day off on a holiday, the employee will be provided with 12 hours of straight time holiday pay.

Vacation may be taken on an hourly basis. When a full day's vacation is taken, it will be charged according to the normal work shift of the individual. An individual working 12-hour shifts who takes a vacation day will be charged 12 hours of personal leave.

Sick leave may be taken on an hourly basis, as necessary. When a full day of sick leave is taken, it will be charged according to the normal work shift of the individual. An individual working 12-hour shifts who takes a sick day will be charged 12 hours of sick leave.

Benefits

All benefits currently based on an employee's base rate of pay will continue to be based on the employee's current 40-hour work week rate. Benefits currently based on an employee's actual earnings will be so determined.

The agreement also contains provisions pertaining to on-call pay, overtime meals, rest periods, jury duty, leave for death in the family, relief crews, and shift changes.

Members approve new pact with South San Joaquin I.D.

Members of Local 1245 at the South San Joaquin Irrigation District ratified a new two-year agreement on April 20.

The agreement, which covered wages only, provides for a 3% general wage increase retroactive to Jan. 1, 1992. A wage increase pegged to the Consumer Price Index will take effect in Jan. 1, 1993.

Local 1245 represents approximately 45 people at the District, including ditch tenders, construction and maintenance crews, and various clerical classifications.

Negotiating for the union were Robert Geer, Keith Daily, Jim Schaad, Sam Bologna and Business Representative Gary Mai.

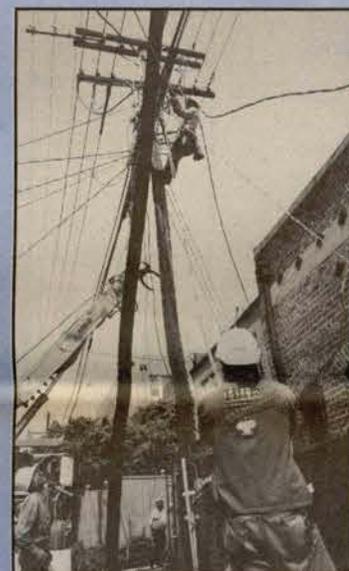
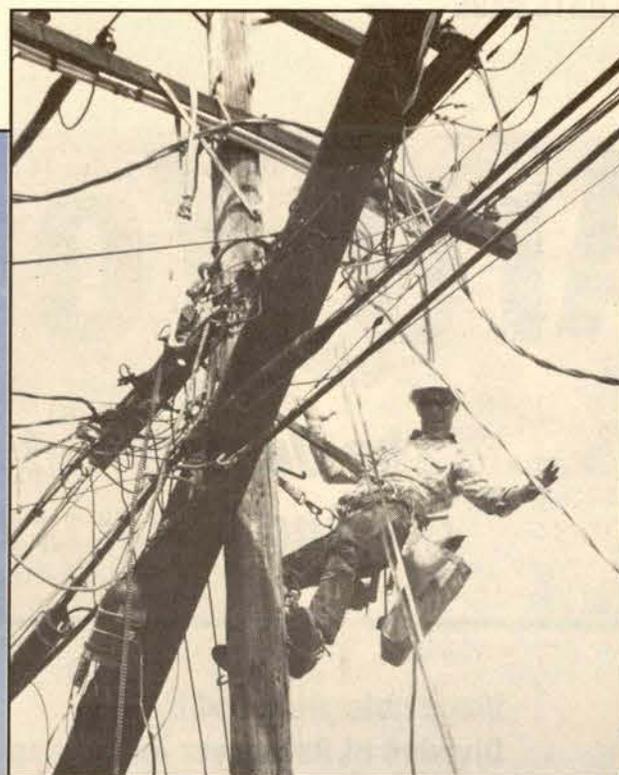
Nowhere to go?

For a while it looked like there was nowhere to go when an Outside Line Construction crew for Sturgeon Electric upgraded a 3-phase 10 KVA to a 167 KVA pole mount in Los Angeles in April. The narrow alley, combined with existing line, afforded the crew little room to maneuver.

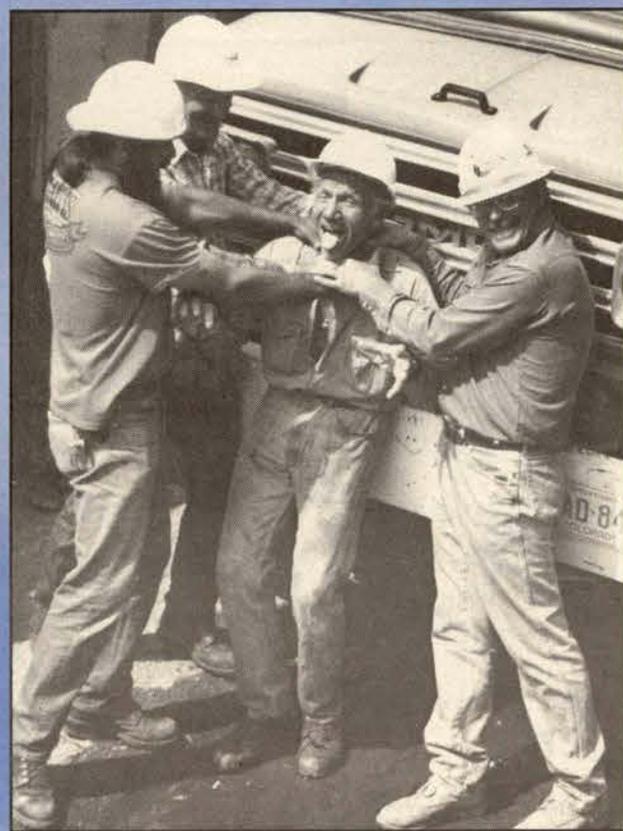
But maneuvering in tight spaces is all in a day's work for these skilled union members, who went on to get the job done. Pictured below, from left, are crew members Larry Schull, a 28-year union member; Herb Finkenzeller, 36 years; Stephen Scheppele, 23 years; and Bill Harr, groundman, eight years.

At right, lineman Schull throws up his hands in mock despair. Below right, all hands watch as Schull attempts to sort through the maze of wire.

At bottom right, for the benefit of the camera, crew members decide to make Finkenzeller the scapegoat for their predicament.

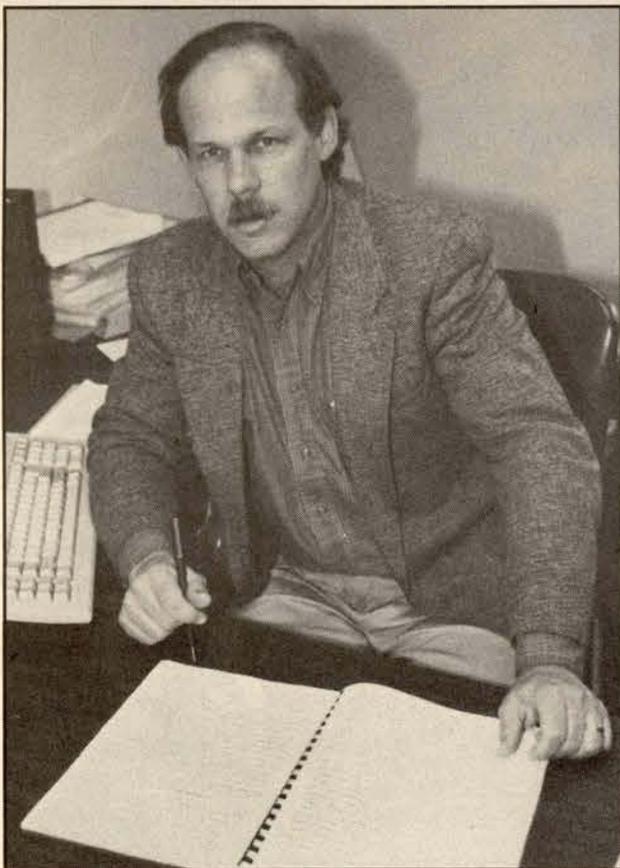
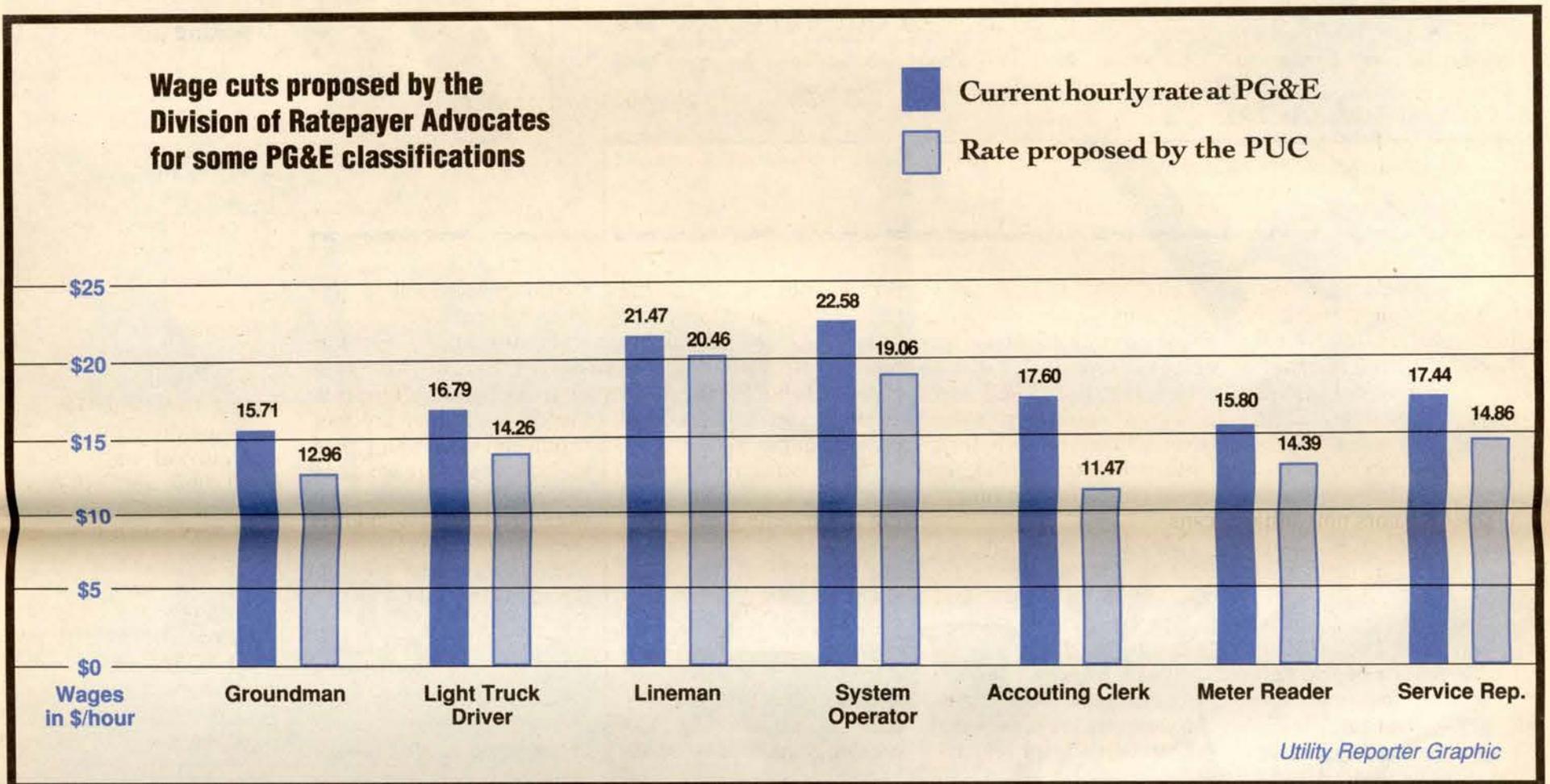


Photos by Eric Wolfe



Are You Overpaid?

**The Department of Ratepayer Advocates says you are.
And it wants the PUC to force your wages down.**



The union's testimony was coordinated by Local 1245 staff attorney Tom Dalzell. (Photo: Eric Wolfe)

From PAGE ONE

Professor Jonathan S. Leonard, a business professor at the University of California at Berkeley.

"A persistent finding in respected academic studies of the labor market is that women typically are paid 10 to 40% less than men with similar observable qualifications," said Leonard.

"If there is discrimination in the market ... a survey will incorporate the effects of discrimination. Applying such survey results to PG&E will then carry the effects of external discrimination into PG&E."

The DRA—a branch of the PUC responsible for representing the interests of ratepayers—believes PG&E clerical workers are overpaid by 14.5% on average. The DRA contends that physical

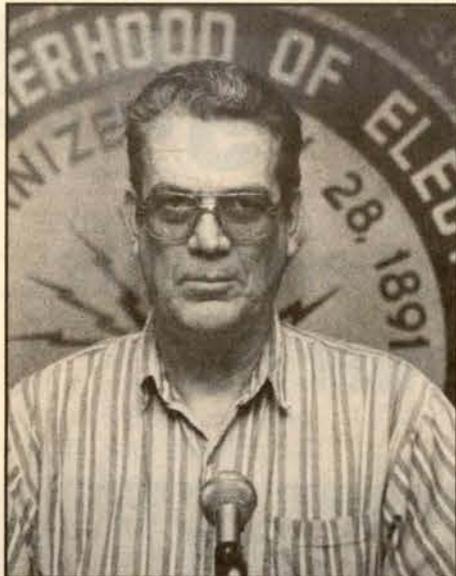
workers are overpaid 7.4% on average.

"We reject the DRA's premise that society's unfair treatment of women workers should be the standard by which PG&E's clerical workers are judged," testified McNally, noting that clerical workers at PG&E achieved their current wage levels through over 40 years of collective bargaining.

"An insult"

McNally vigorously attacked the DRA's proposed wage cuts for physical employees, calling them "an insult to PG&E's physical workers, who are highly skilled and loyal, and who risk their lives on a regular basis to provide service for PG&E's customers."

The DRA was also raked over the coals by four Sys-



Michael Noard, PG&E system operator in Concord, Ca. (Photo: Austin Lea)

“This power system is not run by averages or formulas or calculations. It is run by people. We run it. It’s our job, and we give it 100%. The DRA says we should get just 81.5% of our current wage. But we don’t think the DRA or anyone else would like the results very much if we gave just 81.5% of our current effort.”

Testimony by System Operators to the PUC

tem Operator I’s. Testimony offered by union members Mike Diamond, John Frost, Michael Noard and Duane F. Petersen ridiculed the DRA’s assertion that physical employees, and System Operators in particular, are overpaid.

The operators noted that PG&E spends an estimated \$200,000 or more on training an individual Systems Operator before that operator ever goes on shift. “The DRA may not value our work very highly, but *somebody* sure does,” they testified.

Their testimony also recounted how System Operators played a key role in PG&E emergency response to the 1989 Loma Prieta earthquake.

“In the end, all *you* had to do was flick a switch to make the lights come on,” the union members testified to the PUC. “But there was a hell of a lot more than that involved for us.”

“You can call it having ‘a sixth sense’ or ‘working by instinct’ or ‘playing hunches’, but what it really comes down to is this: to make the right decisions under emergency conditions you have to have a feel for the work. It’s a function of knowledge deepened by experience.

“Put someone in our job without that knowledge and experience,” they continued, “and you increase the chance of error. In our occupation, errors have heavy consequences.”

The System Operators offered examples of how a single error by a System Operator could cascade throughout the PG&E system and possibly even throughout the Western United States, wreaking havoc on millions of Americans.

McNally argued that good training and fair wages reduce employee turnover and help promote higher productivity and quality.

“To get high skills, a company cannot pay low wages. If a company retains workers, it will inevitably pay higher wages on the average than a company with a high turnover of employees,” McNally testified.

DRA meddling

Professor Joseph R. Grodin, a former associate justice of the California Su-

preme Court, testified that the DRA’s attempt to meddle in the collective bargaining process runs afoul of the National Labor Relations Act as interpreted by the US Supreme Court.

“Free collective bargaining,” testified Grodin, quoting a Supreme Court decision, “is the cornerstone of the structure of labor-management relations carefully designed by Congress when it enacted the National Labor Relations Act. Even though agreement is sometimes impossible, government may not step in and become a party to the negotiations.”

If PG&E is made to believe that the PUC will disallow future wage increases, Grodin testified, the company will be inclined “to play it safe, and to deny union wage demands which pose any possibility of exceeding what

the Commission will consider to be ‘reasonable.’”

Under these circumstances, there would be a tendency for the DRA “to intrude into the bargaining process” to provide PG&E with a “reading” on what wage would be acceptable, said Grodin. This would put DRA in violation of the Supreme Court decision that “government may not step in and become a party to the negotiations.”

Even if surveys could actually provide objective evidence of “market” wage rates, use of such surveys “has the effect of imposing upon organized workers ... the wage rates of unorganized workers who are represented by no union at all,” said Grodin.

In effect, the DRA’s proposed method of wage-setting tells workers: You can have a union, just so long as it doesn’t do anything for you.

“If the DRA were to have its way,” testified McNally, “PG&E would be relegated to the status of an interested observer as the union made its appeal for improvements in wages and benefits not to PG&E but to the DRA, not at the bargaining table but in an administrative hearing, and not based on a debate addressing 50 years of bargaining history, but on litigation of surveys and benefit theories.”

Attacking pride

“We’re proud of the job we do,” testified the System Operators. “You can see that pride in the quality of our work, in the quality of the service we provide. When you attack our wages, you’re attacking that pride.

“This power system is not run by averages or formulas or calculations,” they continued. “It is run by people. We run it. It’s our job, and we give it 100%. The DRA says we should get just 81.5% of our current wage. But we don’t think the DRA or anyone else would like the results very much if we gave just 81.5% of our current effort.”

The operators concluded their remarks by urging the PUC to “remove this cloud from over our heads” and to “put this matter to rest” by rejecting the DRA’s attempt to interfere in the collective bargaining process.

Local 1245’s testimony was organized and coordinated by staff attorney Tom Dalzell.

Future issues of the Utility Reporter will carry updates on the PG&E rate case.

Helping prepare the union’s case to the Public Utilities Commission regarding clerical wages were (from left) Pamela Manick, San Francisco Customer Services; Business Rep. Enid Bidou; Pat Collins, Antioch Customer Services; and Jeffrie van Hook, Richmond Customer Services.



Pacific Gas & Electric General Construction Stewards Conference

Local 1245 shop stewards tackled a variety of issues affecting members in PG&E General Construction at a GC Stewards Conference on April 25 in Walnut Creek. Those attending (based on pre-registration list) were: Keith Pride, Anthony Norman, Tim Foley, Fred Pedersen, Russell Blacker,

Jon Gross, Brian Kapaun, Dan Robertson, Danny McMellon, Dean Mooney, Sherrick Slattery, Al Calleros, Art McHugh, Joseph Perry, Frank Mana, Peter Reyes, Harold George, Patrick McKenna, Larry Darby, Dennis Panoo, Douglas Hall, Chris Van Dyke, Rudy Beeler, and Mark Newman.



Senior Assistant Business Manager Darrel Mitchell makes a point.



GC Stewards Conference participants.



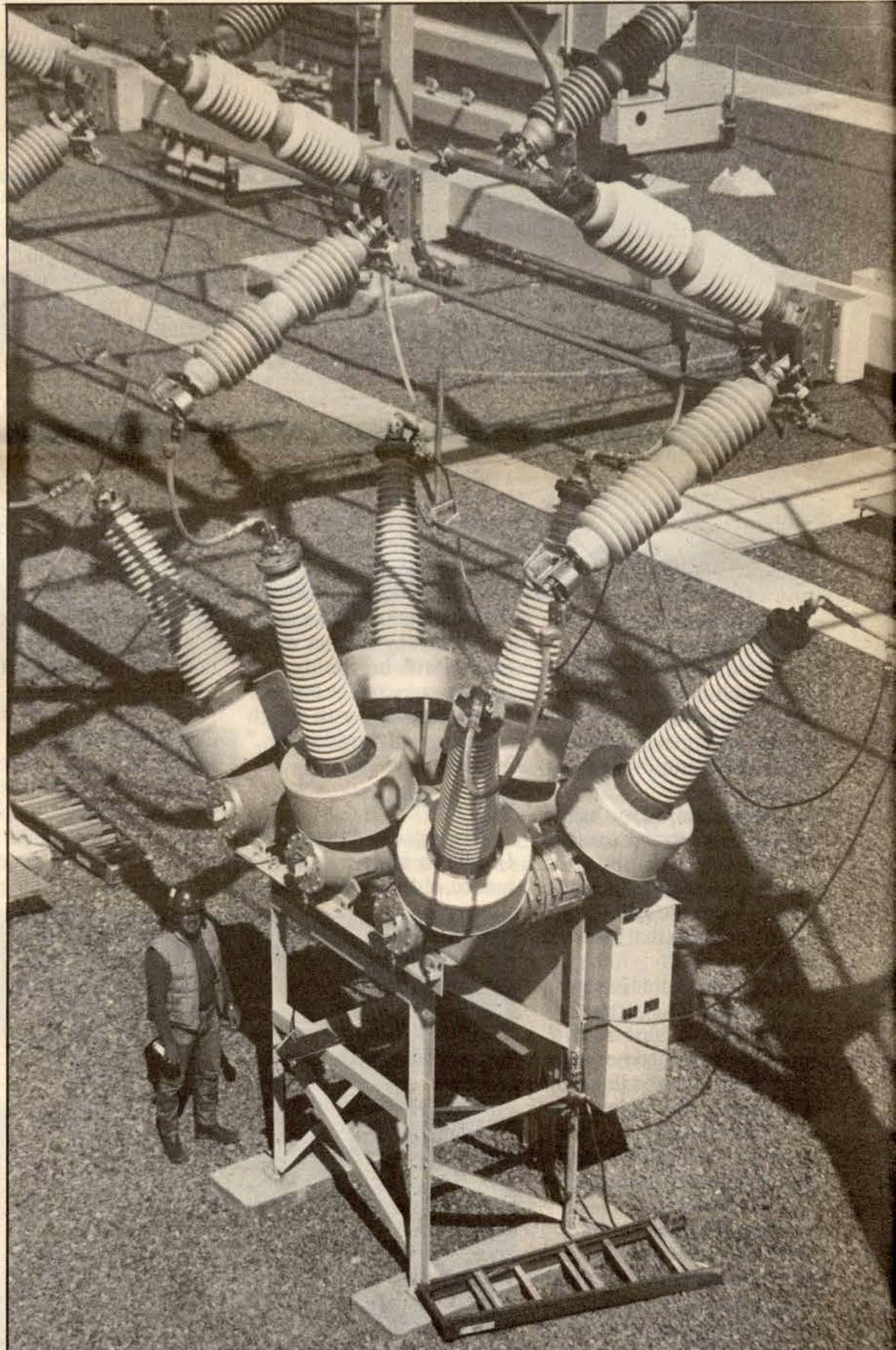
GC Stewards Conference participants.



Staff attorney Jane Brunner leads discussion during the General Construction stewards conference. (Photos: Roger Stalcup)

Getting it right!

Union workers bring versatility to Sierra Pacific Power Co.



From PAGE ONE

110 KV line. Two more 110 KV lines are now being added.

When the Utility Reporter visited the site in April, a crew headed by Control Foreman Gino Aramini was installing a gas breaker.

"One thing that's unique about this department is we do the construction, the wiring, and the maintenance," said Aramini, a 27-year union member who has spent most of his ca-

reer in the Substation Control and Testing (SCAT) department. "We do it all."

Many companies would separate these functions into different jobs. But at Sierra Pacific, the crews must be versatile enough to handle all three.

Good for workers

Having diverse skills is good for the workers, said Aramini, because it helps keep their jobs interesting.

"It keeps you sharper. If you're doing the same thing every day you can

get in a rut, and that makes accidents more likely," he said.

At the same time, the company benefits from having crews versatile enough to handle a variety of situations that may arise while they're in the field rather than having to call in specialized crews.

In today's economy, many companies in the non-union sector do as little training as possible so that they can put people to work very quickly. That may be good for short-term profits, but it's not so good for workers. When they are laid off they often have trouble finding other employment because their range of skills is so narrow.

Sierra Pacific's apprenticeship program helps maintain the skill level of the company's workforce. Jointly administered by the company and the union, the apprenticeship program has recently been expanded from three years to four years, in part to help keep pace with changing technology.

The breaker being installed at the Greg Street Substation provides a good example of technological change, and the demands put on employees by that change. Some breakers currently in use at Sierra Pacific were built before World War II. Unlike these older breakers, which use oil, the newest breakers use gas. SCAT crews must be able to work with both.

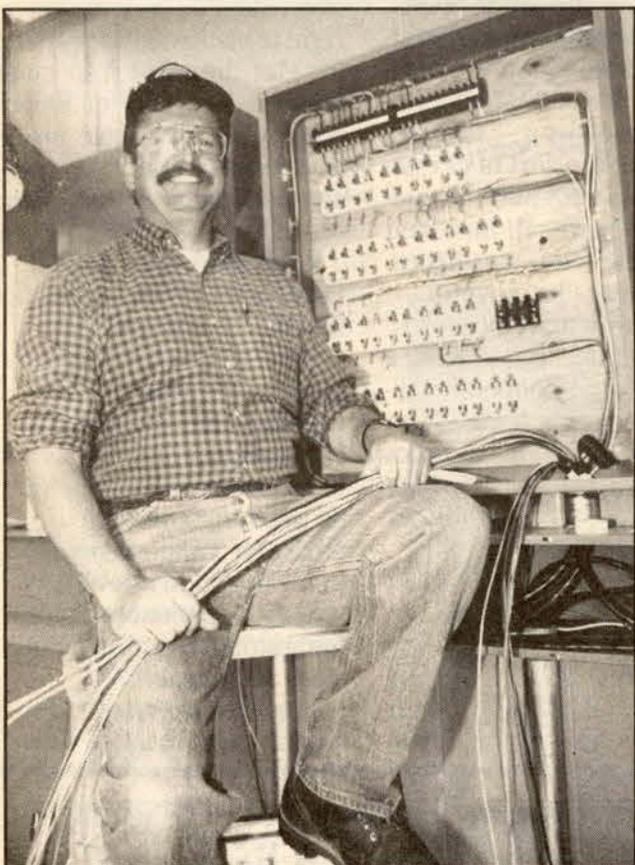
Representation

Union representation on the apprenticeship committee benefits the company because it insures that the skills and experience of bargaining unit members will be utilized in shaping the training program.

However, it also benefits



Far left: Bird's eye view of Gino Aramini, control foreman, 27-year union member. Left: Dan Foster, electrician, 19-year union member. Below: John Peterson, control technician, 14-year union member. Above right (from left): Al Feleciano, electrician and shop steward, 28-year union member, and Kenny Brown, third-year apprentice. (Photos: Eric Wolfe)



the apprentices by making sure they are treated fairly and equitably during their apprenticeship.

Union members currently serving on the joint apprenticeship committee are Don Moller, Line Department; Phil Whinery, SCAT; Kenny Atkins, Gas Service; and Stephanie Baber, Clerical.

SCAT crew members are proud of the fact that, even in a right-to-work state, their department is 100% union. One advantage of being union, said Control Technician John Peterson, is that employees get fair compensation for their technical abilities.

"In Nevada, a lot of technical jobs don't reward your

ability," said Peterson while at work on the Greg Street Substation job. "I wouldn't have today what I have financially without the union ... The benefits are the biggest thing."

"It's made our way of life a lot better," agreed Al Feleciano, a shop steward and 28-year union member. "You have a voice, and I think that's really important."

Being 100% union also gives employees a leg up in grievance situations, according to Aramini.

"We know the book [union contract] pretty well," said Aramini. "I can put a stop to a lot of stuff before it even gets started."

"If you didn't have a union, they'd bury you," he added.

"In Nevada, a lot of technical jobs don't reward your ability. I wouldn't have today what I have financially without the union... The benefits are the biggest thing."

John Peterson, control technician

Workers organize City of Fallon

With union, they got clout

All things come to those who wait. Unless, that is, you're waiting for a wage hike. Employees of the City of Fallon, Nev., discovered that you might end up waiting a long time if patience is the only arrow in your quiver. In 1989, fed up with the lack of progress in dealing with city management, they lost their patience.



Troubleman Dennis Heck

"We couldn't get a response from the city on wages. We were concerned about our job security. We didn't know what our rights were," said Ron Shuey, a City of Fallon lineman with 23 years experience.

City employees finally contacted Local 1245 for help. They were acquainted with Local 1245 through their frequent contact with Sierra Pacific Power employees. With assistance from Local 1245 Business Representative John Stralla, the employees prepared to petition Nevada's Employee-Employer Relations Board (EERB) for a representation election.

However, the city chose to voluntarily recognize the union. Bargaining began in 1990. End of story.

Well, not quite. To apply to the 1990/91 Fiscal Year, negotiations had to be completed by July 1, 1990. According to Stralla, the city delayed and the deadline was missed, prompting the union to file charges against the city for bad faith bargaining and harassment.

The EERB eventually sided with the union, ordering the company to pay lost wages for 1990/91. End of story.

Well, not yet. The city refused to pay.

Local 1245 filed suit in District Court, demanding that the city be forced to abide by the EERB ruling. That case is still pending.

Meanwhile, the two parties entered negotiations for Fiscal Year 1991/92. Although raises were negotiated for most classifications—by an average of 14%—no agreement was reached for five classifications. That disagreement was sent to arbitration, where it is still pending.

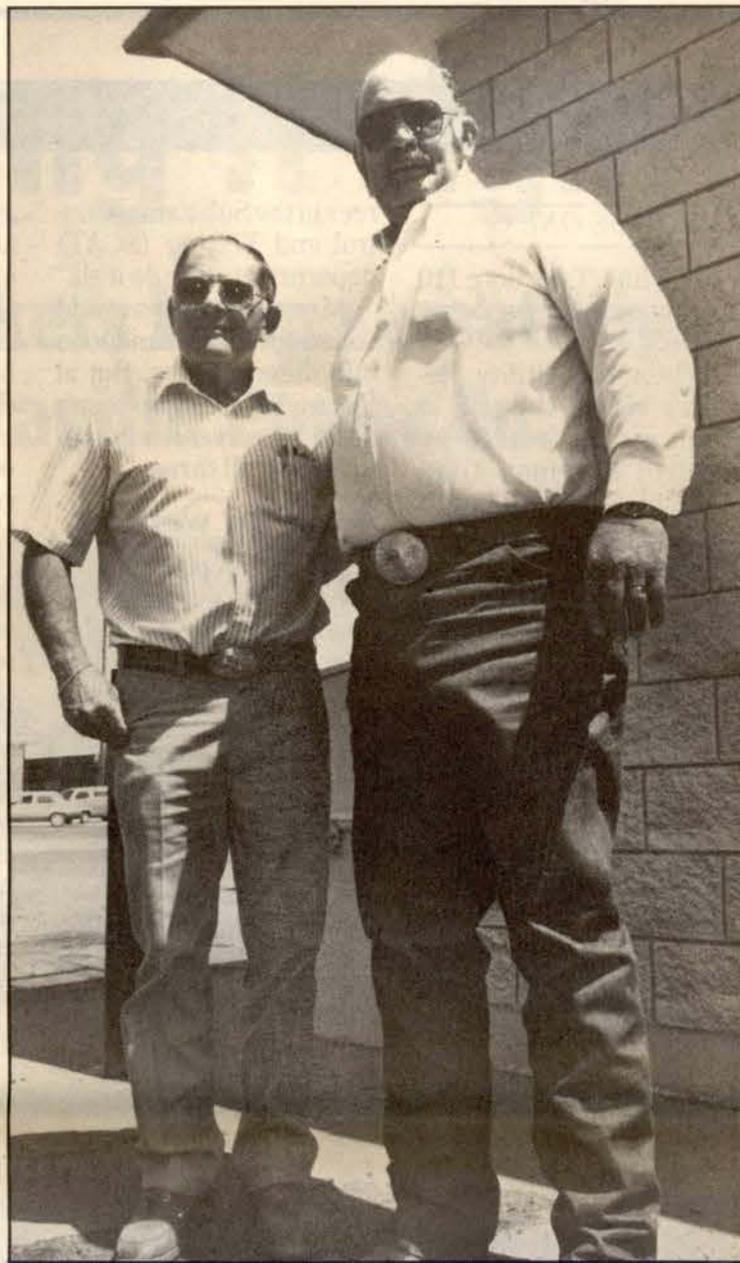
But for the other classifications, the union drive has finally begun to pay off. As a result of the 1991/92 settlement, retroactive to the beginning of the fiscal year, employees received checks this spring for back wages.

Joe R. Jiminez, a sanitation worker (or "G-man"), received a check for \$3669 for back wages.

"It looked good, too," said Jiminez. "I'm planning on going on vacation."

"After 18 years, I was making just \$9.21 an hour," said James "Shag" Cooper, who received about \$4,000 in back wages as a result of the 1991/92 settlement. "Now I'm making \$12.39."

Cooper, who served on the



Business Rep. John Stralla (left) and "Shag" Cooper

bargaining committee during the final stages of negotiations, credited Shuey and Stralla for the wage gains. But management undoubtedly noticed Cooper's presence at the table, too. At 6-foot-something, Cooper looks like the sort of person who could shot-put a city negotiator several hundred miles if he felt it was necessary to get talks moving.

"You work at a place for 18 years you deserve to have a little bit," said Cooper, recalling the negotiations. "The economy went up, the cost of living went up, but they kept saying 'We don't have money to give you raises.'"

Serving with Cooper, Shuey and Stralla on the bargaining team were Jerry Mayfield, Charly Gomes, and Shelley Rakushin. Cooper replaced negotiator Brent

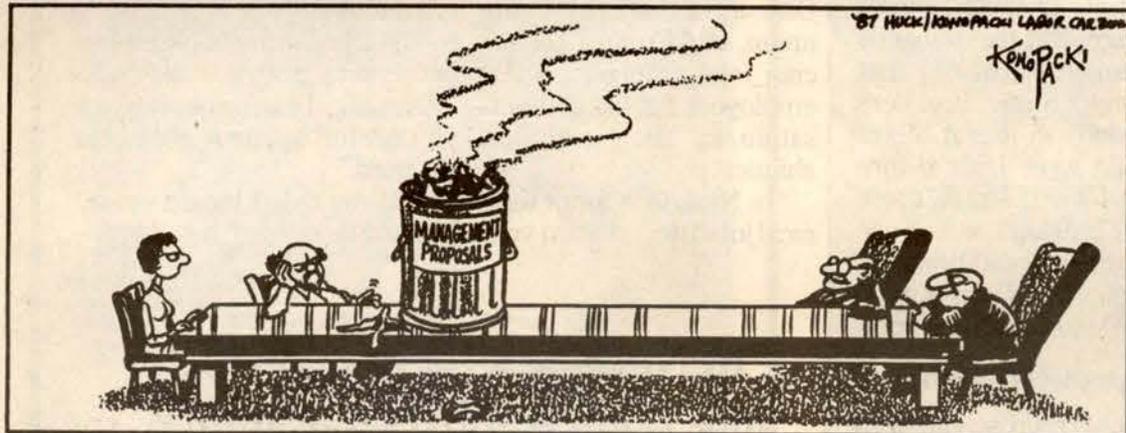
Newman, who died recently. More money could be coming their way if the Nevada court upholds the employees' right to back wages for 1990/91. But the most important thing is that City of Fallon employees now have an effective way to make city management take notice: their union.

Is he glad they turned to Local 1245? "You better believe it," said Jiminez.

Added Cooper: "We're grateful for what we got and what the union helped us get. I just want a little more, to help us raise our families and do the things we want to do."

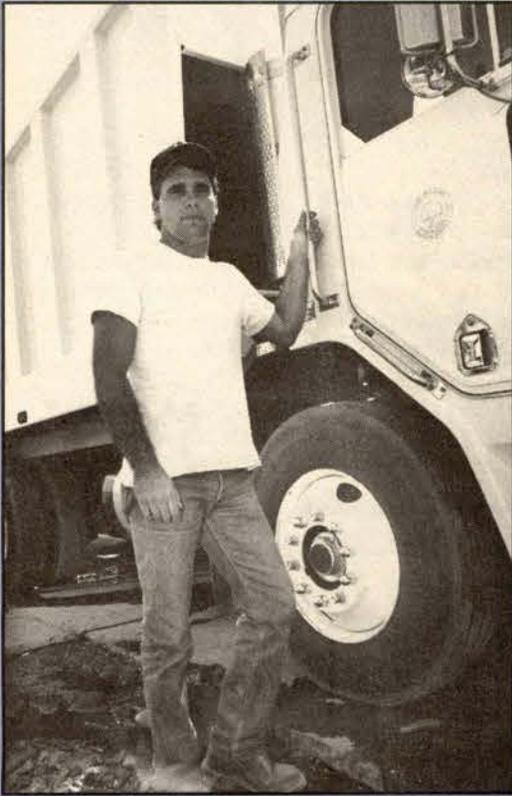
City of Fallon employees know they don't have to rely strictly on patience anymore for getting the things they want and deserve.

The reason is simple: these days Fallon's a union town.



"You work at a place for 18 years you deserve to have a little bit."

City of Fallon:



"G-man" Mark Johnson.

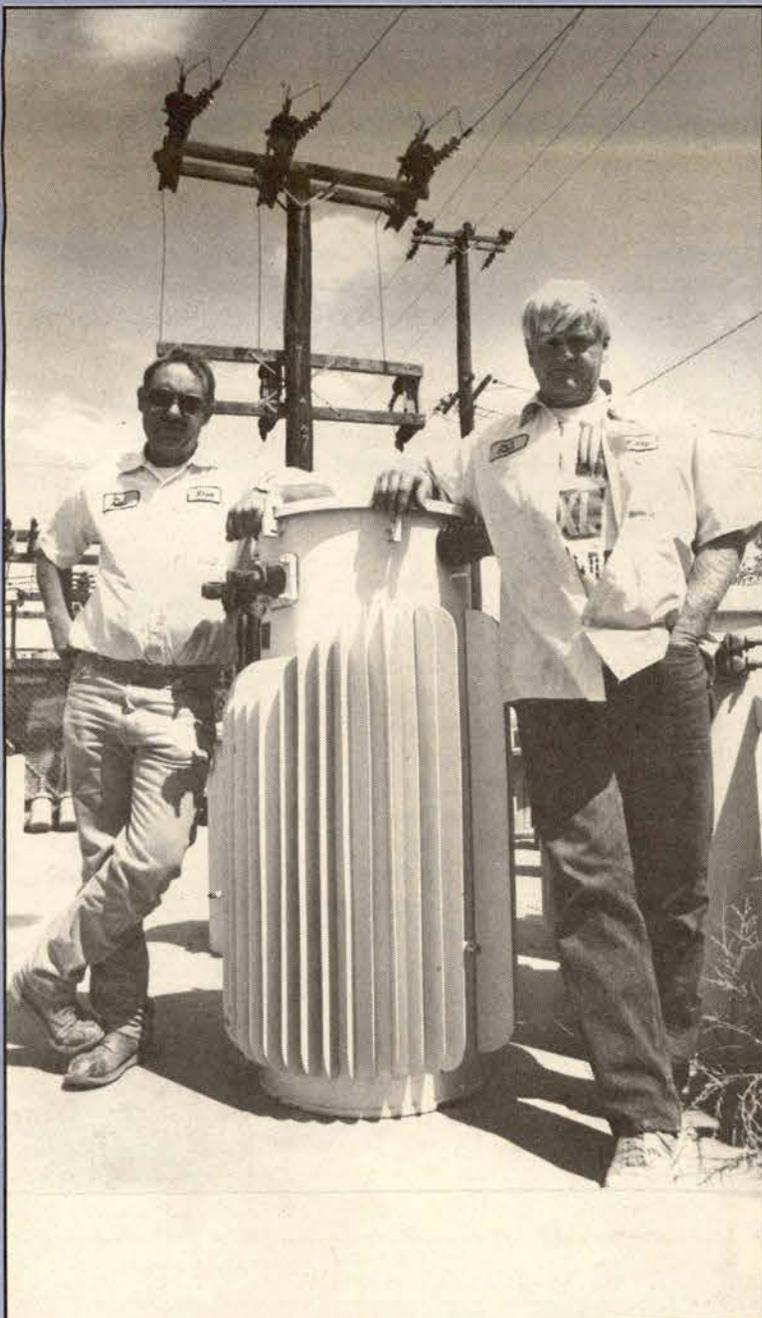


Account Rep. Michelle Gulden.



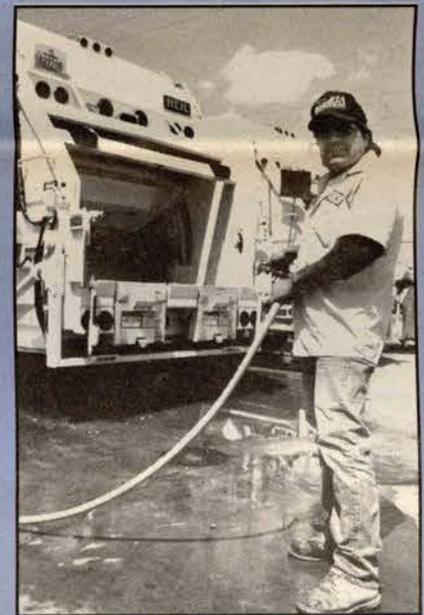
From left: Ed "Whitey" McBroome, Business Rep. John Stralla, Ron Shuey, and Dennis Heck.

... a union town



Ron Shuey (left) and Ed "Whitey" McBroome.

"G-men" Dennis Castillo, below, and Joe R. Jiminez, right.



Regional training conferences sharpen PG&E stewards' skills



South Bay Region Stewards Training Conference.

Sacramento March 7

Terry Andreucci
Ken Andrews
Jim Basgall
Ronald S. Bass
Ron Blakemore
Richard Brazil
Ken Brown
John Cameo
Steve Chapman
Jim Clemons
Thomas C. Conwell Jr.
John Cox
Grover Day
Sharon Delgado
Dan Dennis
Patti Eide
Clarence D. Felkins
Jerome Fernandez
Arlene Filter
Wayne Fippen
Tim Foley
Patrick C. Gates
Denis Goodman
Russell L. Greenwood
Jack C. Hall
W.E. Skip Harris
Al Harte
Barry Humphrey
Harvey Iness
Danny Jackson
James R. Jurkiewicz
Al Knudsen
Christine Lay
Robert F. Lovett
Frank J. Mana
Greg Molakides
Dale E. Noble
Michael K. Oelrichs
Bruce Ollar
Gary Outlaw
D. L. Paramenter
Mark A. Patterson
Fred H. Pedersen
Rick Ricardy
Ralph Rigg
Terry Rist
Russ Rylee
Luis J. Sabala
Litha Saunders
Bonnie L. Semas
Kit Stice
William Tomlinson
Mike Vrooman

Billy Wallace
David Whitehead
Al Wilhelm
John Harper
Roddy Sammon

San Jose January 18

John Bauer
Rich Bidinost
Bill Brill
Chuck Clark
John Coates
Brian Cook
Robert Dailey
Larry Darby
Leslie Davis
Mike Davis
Fred R. DeAguinaga
Clark Dotson
Alfonso S. Faustino, Jr.
Joe Fradin
Richelle Gallegos
Art Garza
Joy T. Hernandez
Manuel Hernandez
Paul Hills
James H. Horton
Tom Hutchinson
Ron Jenkins
Mike Jensen
Rich Landucci
Tim Lorenzen
Sal Lozano
Chris Maka
Pete Mandon
Richard Manley
Jim Mauzey
Julio E. Mejia
Daniel Melanelphy
Norm Mercer
Steve Moore
Robin Morrison
Mark E. Newman
Robert G. Olague
Ken Richards
Gerald M. Roza
Al Salinas
Paul Santo
Timothy Santo
Jeff Schlocker
Pat Stoffey
John A. Sunseri
Jesse Swift

Leo Tablizo
Jerry Takeuchi
Thomas Thorne
Ken Townsend
Eugene Van Ness
James Vermilyer
John Vernatter
Bob Watts
Ron Weeks
Sandra Weeks
Gaylon W. Woods
G. emach

Concord February 15

Charles Adams
Steve Alexander
Bradford D. Applin
Yoshiko T. Ball
Huey Battiste
Hozel Blanchard
Pat Collins
Bill Coutts
Mike Crater
Ed Cluster
Robert Daniels
James H. Davis
Jim Doorman
Donna Franklin
John Frost
Stan Halford
Shirley A. Henry
Clifton E. Jackson
Bert L. Jeffery III
Craig Joseph
Wil Joseph
Phil Kamp
Larry Lynch
Larry Magnoli
Debbie Mazzanti
J. E. McCauley
Hal W. McClure
David E. Meier
John M. Mendoza
Michael W. Noard
George J. Oryall
Wayne Pacheco
Millie Phillips
Doris Pierce
John Pirie
R. Nagaraja Rao
Cynthia Reed
Norma Ricker
Theodore Rios
Craig M. Sanchez
Adrienne Scott

Ray Shepherd
Sherrick Slattery
B. R. Smallwood
Bill Steiger
Ina B. Thompson
Thomas N. Thorne
Jerry Totes
Carol A. Turk
Corazon F. Valdez
Steve A. Valdez
Arthur M. Viray
Kenneth C. Walsh
Tom Warren
Eddie Williams
R. G. "Rudy" Woodford
Tom D. S. Young

Santa Rosa March 21

Stewart S. Anderson
Robert E. Blank
Mike Bundy
Robert Castillo
Ken Cuneo
Barney Curtice
Sandi Damitz
Corrine Dauer
William J. Dawson
Larry C. Finch
Larry W. Finch
Larry B. Fox
David P. Fritz
Ray Gallagher
Stephen C. Gerst
Lisa Grecco
Doug Hall
Al Harper
Jim Hill
Bill Hunt
Barry G. Jensen
R.E. Johnson
C.J. Jorrissen
Karl Kohlruss
Terry MacLeod
Linda Norris
William J. Peaslee
Ken Rawles
Roy R. Runnings
George Stokes
Lloyd Stottsberry
Lem Stubblefield
Barbara Symons
Roger W. Taylor
Lee Thomas
Ken Williams

Fresno January 11

Alfred Acosta
Pete Altamirano
Mary C. Barber
Fiedla Barrios
Tess Bock
Bob Bowers
Bill M. Baxter
Baxter Canfield
Dave Cannon
Alex Castillo
Wayne D. Cook
L.T. Cordova
Greg Crawford
Ed Dwyer
Kim T. Fredrickson
Tom Garcia
Tony George
Michael F. Grill
Chris Habecker
Loren Hansen
Lee Haring
Linda Holloway
Bill Howard
John M. Jacobson
Gerald E. Jay
Eric Jensen
Elizabeth Johnson
Linda Jurado

Jeff Knisley
Steve Lace
Daniel Lockwood
Lloyd Madansky
Ernie Magana
Karen Mason
Marshall Massey
Dan Mayo
Robert L. McCormack
Glen McGuire
Emet R. Miranda
Dean E. Mooney
Thomas E. Moore
Joy O'Hagan
Denis O'Neill
Mel Ormonde
Joe Perry
Keith Rasmussen
Jim Riblett
Robert Richerson
Dave E. Sahlstrom
David Scott
Floyd Swanger
Jack Trygg
Mark Turner
Gary Uratsu
Art Verret
Geary Weaver
Billy Arthur Weilage
Art Wert
Robert Whittly



Bay Area Region Stewards Training Conference.



Staff attorney Tom Dalzell at Bay Area Stewards Conference.



Bay Area Region Stewards Training Conference.

Bush blocks safety law improvements

Close to 7,000 workers have been killed on the job since legislation was introduced in Congress last August (HR3160) to strengthen protections for the nation's workers. In addition to those killed, tens of thousands have been seriously injured.

But the Bush administration continues to oppose union-backed efforts to strengthen the nation's worker health and safety laws. On April 29, just one day after Workers Memorial Day, the Bush administration showed its utter contempt for workers by vowing to fight any effort to increase federal protections for workers' health and safety.

Bush not only opposes Congressional efforts to strengthen federal statutes on occupational safety and health, he is actively thwarting the *current* safety laws by forbidding OSHA to create new regulations under the authority it already has. (See "Safety is Dangerous" elsewhere on this page).

Bush has backed away from his earlier lukewarm support of portions of HR

3160, such as extending workplace protection to state and local government employees. The Bush administration claims there is not enough money to provide workplace safety for those employees.

The Bush administration also has backed away from strengthening penalties

against employers who willfully violate the law. Even in cases where willful violations cause serious bodily harm to workers, the Bush administration says there should be no criminal penalties.

Similar legislation is being considered in the US Senate, where it is called S. 1622. Union members con-

cerned about health and safety in the workplace should contact their US Representative in Washington and urge him or her to co-sponsor and support comprehensive OSHA reform—HR 3160. Write to:

(Your Representative)
US House of Representatives
Washington, DC 20515

Bush Extends Moratorium on New OSHA Regulations

-NEWS ITEM



New light thrown on possible EMF-cancer connection

Magnetic particles discovered in human brain

An important breakthrough in research on the human brain has strengthened theories that magnetic fields may have serious health effects on humans who are exposed to them.

Researchers at the California Institute of Technology recently discovered tiny magnetic particles in human brains. Such particles have been found previously in other animals, but never in humans.

The particles apparently provide some species of animals, such as pigeons, with an in-born sense of direction. It is not clear if humans possess a comparable ability.

However, the finding adds new fuel to the debate over the possible health effects

stemming from exposure to electric and magnetic fields. Millions of workers are routinely exposed to such fields during the course of their work, including electric linemen, power plant employees, and VDT operators.

While epidemiological studies have found disturbing connections between electric and magnetic field exposure and a variety of cancers, including leukemia, scientists have yet to demonstrate the exact biological mechanism by which such exposure could trigger these diseases. For years it was widely believed that magnetic fields passed harmlessly through the body, not interacting with the tissues they passed through.

"In the past, physicists have not believed in the link

because they said there was nothing in the body affected by magnetic fields. Now we have something," said geobiologist Joseph L. Kirschvink, who discovered the particles during the course of his research.

Extremely small

The magnetic particles discovered by Kirschvink and his research team are made up of magnetite, a naturally-occurring mineral. The particles are extremely small, ranging in size from about a millionth of an inch to a hundred-thousandth of an inch in diameter.

Kirschvink found that the particles in human tissues are almost identical to those found in other animal tissue. The particles appear to be

distributed throughout the brain, with the highest concentration in the membrane that encloses the brain.

The total amount in the brain is about one-millionth of an ounce, far less than the amount of nonmagnetic iron in the brain, such as oxygen-carrying hemoglobin and ferritin.

Safety is dangerous

"The positive effect of wealth on health has been established," says a recent memo from James MacRae Jr. in the Bush administration's Office of Management and Budget.

Richer workers, according to MacRae, have more leisure time, eat better, and have better health care.

Does this mean the Bush administration now advocates higher wages to promote health?

Nope.

MacRae argues that workplace safety regulations will cause wages to drop. And since poor workers are less healthy, MacRae says OSHA safety regulations can harm workers' health.

Accordingly, MacRae recently suspended a proposed OSHA rule that would have set limits on the presence of certain hazardous substances in the workplace. All in the best interests of workers, of course.

George Orwell once warned that governments could twist the truth through techniques known as "double-speak" and "double-think". In Orwell's nightmarish novel "1984", totalitarian governments tried to convince the people that "War is Peace" and "Freedom is Slavery".

But it took the Bush administration to come up with "Safety is Dangerous."

Richard Haines

Local 1245 member Richard Haines died while working in Oakland, Ca. on April 24.

Haines, a 24-year-old Utilityman with Pacific Gas & Electric, died while working with a crew installing poles on the K1104 12 KV circuit at Broadway

Terrace. Brother Haines had been preparing to climb a pole when he was found bleeding on the ground.

The accident is under investigation by Cal-OSHA. Local 1245 extends its sympathies to the family and friends of Brother Haines.

UNIT MEETING SCHEDULE JULY - DECEMBER 1992

		Jul	Aug	Sep	Oct	Nov	Dec
SAN JOAQUIN							
1111	FRESNO Cedar Lanes Cedar & Shields Tuesday 5:30 p.m.	7	4	1	6	3	1
1112	BAKERSFIELD *Labor Hall 200 W. Jeffery St. Wednesday 5:30 p.m.	15	12	16	14	11	16
1113	MADERA Madera Valley Inn 317 N. "G" Thursday 5:15 p.m.	2	6	3	8	5	3
1117	WASCO Wasco Inn 1120 Hwy 46 *Thursday *4:00 p.m.	16	13	17	15	12	17
1118	CRANE VALLEY The Kettle Hwy 41 Oakhurst Wednesday 7:30 p.m.	1	5	9	7	4	2
1120	SELMA Hot Fudge & Pizza 1826 Rose St. Thursday 5:00 p.m.	9	13	10	8	12	10
*1121 (NEW)	COALINGA/AVENAL PSEA Club House Kettleman Comp. Sta. Tuesday 5:30 p.m.	7	4	8	6	3	8
1122	MERCED IRRIG. DIST. Ryan's "G" Street Tuesday 7:30 p.m.	7	4	1	6	3	1
1123	MERCED *Mi Pueblo 950 Motel Dr Wednesday 5:30 p.m.	8	12	*2	14	*18	9
1124	LOS BANOS Wool Growers Inn 609 H Street Thursday 5:00 p.m.	9	13	10	15	12	10
1127	TAFT Bit of Country 738 Finley Dr Monday 5:30 p.m.	13	10	14	12	9	14
1128	LEMOORE Fleet Reserve 788 D St. *Tuesday 5:30 p.m.	14	11	15	13	10	15
1129	AUBERRY Tony's Auberry Road Tuesday 5:45 p.m.	14	11	8	13	10	15
COAST VALLEYS							
1211	SALINAS Am. Legion Hall 14 W. Laurel Dr Tuesday 5:00 p.m.	7	4	8	6	3	8
1212	MONTEREY Surd's 2030 Fremont St Wednesday 5:00 p.m.	15	12	16	14	11	16
1215	SAN LUIS OBISPO Margie's Diner San Luis Obispo Thursday 5:00 p.m.	9	6	10	8	5	10
1216	SANTA MARIA *Maya Restaurant S.Maria Airport Tuesday *4:30 p.m.	7	4	8	6	3	8
1217	TEMPLETON Good Neighbor Deli Tuesday 4:30 p.m.	14	11	15	13	10	15
1218	MPTV CABLE Surd's 2030 Fremont St. Tuesday 7:00 p.m.	14	11	15	13	10	15
1219	HOLLISTER Paine's Rest. 421 East St Wednesday 5:00 p.m.	8	5	9	7	4	9
1220	DIABLO CANYON *Margie's Diner San Luis Obispo Wednesday *5:00 p.m.	15	5	16	7	4	16
1221	BUELLTON Andersons Monday 5:00 p.m.	13	10	14	12	9	14
*1223 (NEW)	DIABLO CANYON/SWING SHIFT ** Wednesday 2:00 p.m.	15	5	16	7	4	16
PIPE LINE							
1311	BARSTOW PSEA Rec. Rm. Hinkley Station *Wednesday 5:30 p.m.	8	5	9	7	4	9
1312	*HENDERSON *Eagles Club *Henderson, NV *Thursday 5:30 p.m.	—	6	—	8	—	10
1313	TOPOCK Rec. Rm. Park Moabi *Thursday 5:30 p.m.	9	—	10	—	5	—
SANTA CLARA							
1411	CITY OF SANTA CLARA Round Table Pizza 3050 El Camino Thursday 5:30 p.m.	9	13	10	8	12	10
SAN JOSE							
1501	SAN JOSE CLERICAL Round Table Pizza 3050 El Camino Tuesday 6:15 p.m.	7	4	1	6	3	1
1511	SAN JOSE PHYSICAL Round Table Pizza 3050 El Camino Tuesday 8:00 p.m.	7	4	1	6	3	1
1512	BELMONT 240 El Camino San Carlos Wednesday *5:30 p.m.	8	12	9	14	11	9
1513	SANTA CRUZ Adolph's 525 Water St Thursday 7:00 p.m.	9	6	10	8	5	10
CITY OF OAKLAND							
2211	OAKLAND GENERAL The Flanker 45 Hegenberger Thursday 5:00 p.m.	16	20	17	15	19	17
EAST BAY							
2301	EAST BAY CLERICAL White Knight 3150 Pierce St. Thursday 6:30 p.m.	9	13	10	8	12	10
2311	OAKLAND The Flanker 45 Hegenberger Tuesday 5:45 p.m.	7	4	1	6	3	1
2314	HAYWARD/FREMONT McHart's Pizza 3400 Fremont Blvd. Wednesday 6:00 p.m.	8	12	9	14	11	9
2316	CONCORD IBEW Local 1245 Walnut Creek Thursday 7:30 p.m.	9	13	10	8	12	10
2317	ANTIOCH Round Table Pizza 2741 Lone Tree Wy. Thursday 7:00 p.m.	2	6	3	1	5	3
2318	RICHMOND White Knight 3150 Pierce St. Tuesday 5:00 p.m.	14	11	8	13	10	8
SAN FRANCISCO							
2401	SAN FRANCISCO CLERICAL Hyatt Regency 5 Embarcadero Ctr Wednesday 5:30 p.m.	8	12	9	14	11	9
2412	SAN FRANCISCO 4 Berry Street Embarcadero Wednesday 5:30 p.m.	1	5	2	7	4	2
STOCKTON							
2511	STOCKTON Ed Stewart Post 3110 N. West Ln Thursday 7:30 p.m.	9	13	10	8	12	10
2512	ANGELS CAMP Round Table Pizza Hwys 4 & 49 Wednesday 4:00 p.m.	1	5	2	7	4	2
2513	JACKSON Gold Cntry Pizza 525 S. Hwy 49 Tuesday *5:00 p.m.	7	4	1	6	3	1
2514	USBR/TRACY Control Room Tracy Pumping Plant Wednesday 4:00 p.m.	8	12	9	14	*18	9
2515	MODESTO Sundial Lodge 808 McHenry Wednesday *7:00 p.m.	8	12	9	7	11	9
2516	CITY OF LODI Round Table Pizza Kettleman Lane Thursday *4:00 p.m.	2	6	3	1	5	3
2517	SONORA RoundTable Pizza Junction Shp Ctr Tuesday 4:00 p.m.	14	11	15	13	10	8
2518	MODESTO IRRIG. DIST Sundial Lodge 808 McHenry Wednesday 5:00 p.m.	1	5	2	7	4	2
2519	S.SAN JOAQUIN IRRIG DIST SSJID Headqtrs Tuesday 6:00 p.m.	14	11	8	13	10	8
PACIFIC GAS TRANSMISSION							
3012	SANDPOINT 550 Samuels Sandpoint Thursday 7:00 p.m.	16	20	17	15	19	17
3023	WALLA WALLA Jack's Fountain Book Nook/Main St. Wednesday 7:00 p.m.	8	12	9	14	11	9
3024	REDMOND Pietro's Pizza 413 W. Glacier Tuesday 7:00 p.m.	14	11	8	13	10	8
3025	SPOKANE Chapter 11 Rest W. 7720 Sprague Ave. Wednesday 7:00 p.m.	15	19	16	21	18	16

UNIT MEETING SCHEDULE JULY - DECEMBER 1992

HUMBOLDT			Jul	Aug	Sep	Oct	Nov	Dec
3111	EUREKA Labor Temple 9th & E St.	Tuesday 7:30 p.m.	14	11	15	13	10	15
SHASTA								
3212	REDDING Uppercrust Pizza 3655 Meadowview	Tuesday 5:15 p.m.	7	4	1	6	3	1
3213	BURNEY Sam's Pizza Johnson Park	Thursday 6:00 p.m.	9	6	3	8	5	3
3214	RED BLUFF Palomino Room 723 Main St.	Thursday 5:30 p.m.		13	10	15	12	10
3216	TRINITY New York Hotel Weaverville	Tuesday 5:15 p.m.	14	11	8	13	10	8
3217	CITY OF REDDING *2300 Hilltop Dr Redding	Wednesday 5:30 p.m.	8	12	9	14	*10	9
NEVADA								
3311	RENO IBEW Hall 2713 E. 4th St.	Wednesday 7:00 p.m.	1	5	2	7	4	2
3312	CARSON CITY Fire Station	Monday 5:30 p.m.	13	10	14	12	9	14
3313	YERRINGTON Fire Station	Tuesday 5:00 p.m.	7	4	1	6	3	1
3314	SOUTH LAKE TAHOE Moose Lodge	Thursday 5:30 p.m.	2	6	3	1	5	3
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Wednesday 4:30 p.m.	15	19	16	21	18	16
3318	ELKO Stockmen's Hotel Elko	Tuesday 6:00 p.m.	14	11	8	13	10	8
3319	WELLS *B&C Saloon 479 6th St.	Thursday 6:30 p.m.	16	20	17	22	19	17
3320	NORTH LAKE TAHOE Carpenters Hall Kings Beach	Wednesday 5:30 p.m.	15	12	16	21	18	16
DESABLA								
3411	CHICO Pizzoni's Pizza Hwy 32, Chico	Wednesday 7:30 p.m.	22	19	16	21	18	16
3412	QUINCY Moons Restaurant Lawrence Street	Wednesday 7:00 p.m.	8	5	2	7	4	2
3417	PARADISE Red Lion Pizza 6011 Skyway	Thursday 7:30 p.m.	9	6	3	8	5	3
DRUM								
3511	AUBURN Moose Lodge Sacramento & High	Tuesday 7:00 p.m.	14	11	8	13	10	8
3512	ROSEVILLE Zorro's Pizza 1125 Orlando Plaza	Monday 5:30 p.m.	13	10	14	12	9	14
3513	GRASS VALLEY The Office 102 Richardson St.	Wednesday 6:00 p.m.	8	12	9	14	11	9
3813	PLACERVILLE The Hoosgow 2865 Ray Lawyer Dr.	Thursday 5:00 p.m.	9	13	10	8	12	10
COLGATE								
3611	MARYSVILLE Marcellas 1245 Bridge St.	Wednesday 6:00 p.m.	1	5	2	7	4	2
3613	OROVILLE *Elks Hall 2010 Montgomery	Tuesday 6:00 p.m.	21	18	15	20	17	15
NORTH BAY								
3711	MARIN COUNTY Round Table Pizza S. Novato Blvd	Thursday 6:00 p.m.	9	13	10	8	12	10
3712	SANTA ROSA Round Table Pizza 421 Stony Point	Tuesday 7:00 p.m.	7	4	1	6	3	1
3713	E. GEYSERS LII Red School House Bottle Rock Rd	Wednesday 6:00 p.m.	22	19	23	21	18	23
3714	UKIAH Discovery Inn 1340 N. State St	Wednesday 7:30 p.m.	8	5	9	7	*4	9

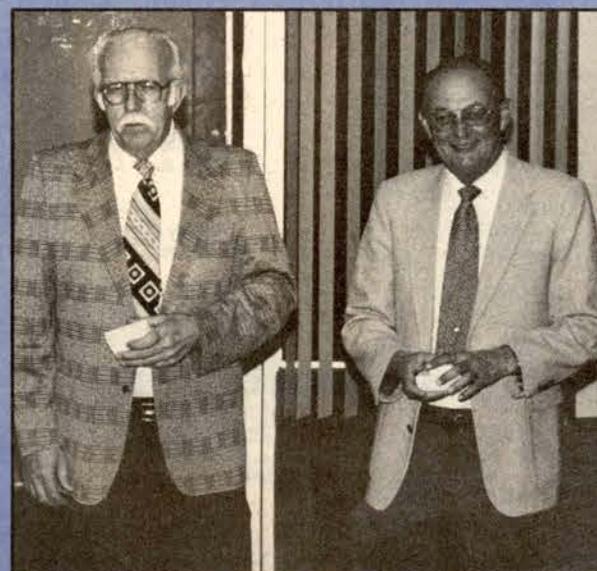
			Jul	Aug	Sep	Oct	Nov	Dec
3715	LAKEPORT Senior Center 527 Konociti Ave	Tuesday 7:00 p.m.	7	4	8	6	3	8
3716	NAPA/VALLEJO Mary's Pizza Jefferson, Napa	Thursday 7:00 p.m.	2	6	3	1	5	3
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Thursday 5:00 p.m.	23	20	24	22	19	24
3718	W. GEYSERS Round Table Pizza Healdsburg Ave	Tuesday 6:30 p.m.	21	18	22	20	17	22
SACRAMENTO								
3011	SACRAMENTO REGIONAL TRANSIT IBEW Local 1245 3453 Ramona	*Thursday 5:00 p.m.	9	13	10	8	12	10
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Wednesday 6:00 p.m.	1	5	2	7	4	2
3812	VACAVILLE *Round Table Pizza 541 Peabody Rd.	*Monday 5:30 p.m.	20	17	21	19	16	21
3814	WOODLAND American Legion 523 Bush Street	Thursday 5:30 p.m.	2	6	3	1	5	3
3911	SMUD IBEW LU 1245 3453 Ramona, Sac.	Wednesday *5:00 p.m.	8	12	9	14	11	9
3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Tuesday 6:00 p.m.	7	4	1	6	3	1
*3913 (NEW)	Geysers (SMUD) LIII Red School House Bottle Rock Rd	Wednesday 5:00 p.m.	15	19	16	21	18	16
CITIZENS UTILITIES COMPANY								
4012	SUSANVILLE RoundTable Pizza 2655 Main	*Tuesday 5:30 p.m.	7	4	1	6	3	1
4013	ALTURAS Benney's 1200 W. 4th St.	Tuesday 5:30 p.m.	14	11	8	13	10	8
4014	EL K GROVE Pizza Barn 8610 Elk Grove	Thursday 5:30 p.m.	23	20	17	22	19	17
4015	BURNEY - CUCC Sam's Pizza Hwy 299 E.	*Monday 5:30 p.m.	13	10	14	12	9	*7
DAVEY TREE								
4404	DAVEY TREE/OAKLAND The Flanker 45 Hegenberger	Tuesday 4:15 p.m.	7	4	1	6	3	1
4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St	Thursday 6:00 p.m.	16	13	17	15	12	17
4415	DAVEY TREE/WALNUT CREEK IBEW Local 1245 Walnut Creek	Tuesday 5:00 p.m.	21	18	15	20	17	15
4416	DAVEY TREE/SELMA Hot Fudge & Pizza 1826 Rose St.	Thursday 6:30 p.m.	2	6	3	1	5	3
4417	DAVEY TREE/SANTA ROSA Round Table Pizza 421 Stony Point	Tuesday 7:00 p.m.	14	11	8	13	10	8
4418	DAVEY TREE/EUREKA *Eagles Hall 11th St. Arcata	Monday 5:00 p.m.	13	10	14	12	9	14
4419	DAVEY TREE/REDDING Angelo's Pizza 1774 Calif. St.	Tuesday 6:30 p.m.	7	4	1	6	3	1
4420	DAVEY TREE/NAPA Pietro's 999 Trancas St.	Tuesday *5:00 p.m.	21	18	15	20	17	15
4421	DAVEY TREE/BELMONT 240 El Camino San Carlos	Wednesday 5:00 p.m.	15	19	16	21	18	16
OUTSIDE LINE								
4911	OUTSIDE LINE/SACRAMENTO IBEW LU 1245 3453 Ramona	Saturday 10:00 a.m.	11	8	12	10	14	12
4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr Riverside	Wednesday 8:00 p.m.	8	12	9	14	*18	9

* Indicates change
** To be determined at a later date

Pin ceremony honors members in North Bay



30 Years



35 Years

November 23, 1991

Photos by Larry Pierce

Local 1245 members in the North Bay were recognized for their years of service in the union. Among those scheduled to be honored (based on those who made reservations to attend) were:

35 years: Larry Daniel, David Dearing, Gary Demits, Wayne Lawrence.

30 years: Franklin Smith, Daniel Jurado, Robert Johnson, James Gerrans.

25 years: Robert Swanson, Egon Svendsen, B.D. Stewart, Abe Mares, Allan Lawson, Frederick Kramer Jr., Frank Kenney Jr., Joseph Caballero III, R. S. Brady, Jr., Donald Bettencourt, Girman Arbet

20 years: David Visser, Rick Smithers, Cecil Shore, Kenneth Jenkins, Charles Hadrich, John Grass, Richard Giorgi, Charles Fisher



25 Years



20 Years

