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 proposed 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 wage reductions.

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

See PAGE SIX

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 led by one
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.

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

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.
US policy does not address workers' needs

Editor's note: This year's 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

The Bush leadership.

May 31, 1992

with the Bush leadership.

ing people on the verge of

lines-or should we call them

ing class people on welfare

this country has uncertainty

has pledged yet to get. So,

with cold. Few things bridge

with comfort and one filled

resolve of its people to live in

more than the issue of jobs

the gap between these lives

people are separated into

people.

US policy does not address workers' needs

The winning essay is reprinted below.

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 mem-

bers, 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 health effects

of electric and magnetic

fields, to give just one ex-

ample. 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 appointee 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 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 leafleting violated the employer's property rights. It was one of his first chances to write a majority opinion, and he used it to spout on free speech.

His decision essentially unraveled 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).

"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 15% 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 bargain 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 Pauisen, Jim Clinton, John Rossshirt, 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 15 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 II, 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 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).

Holidays

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.

Workers who do not work 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.

Benefit

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.
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.

Wage cuts proposed by the Division of Ratepayer Advocates for some PG&E classifications

<table>
<thead>
<tr>
<th>Wages in $/hour</th>
<th>Groundman</th>
<th>Light Truck Driver</th>
<th>Lineman</th>
<th>System Operator</th>
<th>Accounting Clerk</th>
<th>Meter Reader</th>
<th>Service Rep.</th>
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Current hourly rate at PG&E
Rate proposed by the PUC

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 14.5% 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...
"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

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 Supreme 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 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 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 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."

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.

Union workers bring versatility to Sierra Pacific Power Co.

Getting it right!

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

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 career 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 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.

Troublemans Dennis Heck and Ron Shuey, a City of Fallon lineman with 23 years experience, decided to contact 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.

But for the other classifications, the union drive has finally begun to pay off. As a result of the 1991/92 settlement, 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 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 shoot-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:


... a union town

“G-men” Dennis Castillo, below, and Joe R. Jimenez, right.

Ron Shuey (left) and Ed “Whitey” McBroome.
### Regional training conferences sharpen PG&E stewards’ skills

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<thead>
<tr>
<th>Location</th>
<th>Date</th>
<th>Participants</th>
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**South Bay Region Stewards Training Conference.**

**Fresno**

January 11

- Alfred Acosta
- Pete Altamirano
- Mary C. Barber
- Fiedia 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 Knaile
Steve Lane
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 Ribelet
Robert Richerson
Dave E. Sahistom
David Scott
Floyd Swanger
Jack Trygg
Mark Turner
Gary Uratzu
Art Verret
Geary Weaver
Billy Arthur Wellage
Art Wurtz
Robert Whitty

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**Bay Area Region Stewards Training Conference.**

Staff attorney Tom Dalzell at Bay Area Stewards Conference.

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Bay Area Region Stewards Training Conference.
Bush blocks safety law improvements

lose 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 concerned 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

New light thrown on possible EMF-cancer connection

Magnetic particles discovered in human brain

A n 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 line workers, 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.

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.
<table>
<thead>
<tr>
<th>CITY</th>
<th>MEETING SCHEDULE</th>
<th>JUL</th>
<th>AUG</th>
<th>SEP</th>
<th>OCT</th>
<th>NOV</th>
<th>DEC</th>
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<tbody>
<tr>
<td>SAN JOAQUIN</td>
<td>FRENO</td>
<td>Cedar Lanes</td>
<td>Cedar &amp; Shields</td>
<td>Tuesday</td>
<td>7</td>
<td>4</td>
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<tr>
<td></td>
<td>BAKERSFIELD</td>
<td>&quot;Labor Hall&quot;</td>
<td>209 W. Jeffrey St.</td>
<td>Wednesday</td>
<td>15</td>
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<td></td>
<td>MADERA</td>
<td>Madera Valley Inn</td>
<td>317 &quot;Q&quot;</td>
<td>Thursday</td>
<td>2</td>
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<tr>
<td></td>
<td>WASCO</td>
<td>Wasco Inn</td>
<td>1120 Hwy 46</td>
<td>Thursday</td>
<td>16</td>
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<tr>
<td></td>
<td>CRANE VALLEY</td>
<td>The Kettle</td>
<td>Hwy 41 Soutur</td>
<td>Wednesday</td>
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<tr>
<td></td>
<td>SELMA</td>
<td>Hot Fudge &amp; Pizza</td>
<td>1760 Rose St.</td>
<td>Thursday</td>
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<td></td>
<td>COOLING/LA VINA</td>
<td>PSEA Club House</td>
<td>Kettleman Comp. Sta.</td>
<td>Tuesday</td>
<td>7</td>
<td>4</td>
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<td>MERCEDES IRISH DIST.</td>
<td>Ryan's &quot;O&quot; Street</td>
<td>Tuesday</td>
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<tr>
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<td>BAKERSFIELD</td>
<td>&quot;Milt Puddo&quot;</td>
<td>950 Motel Dr</td>
<td>Wednesday</td>
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<td>LOS BANCOS</td>
<td>West Growers Inn</td>
<td>609 H Street</td>
<td>Thursday</td>
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<td>13</td>
<td>10</td>
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<tr>
<td></td>
<td>TAFY</td>
<td>Bill of Country</td>
<td>738 Finley Dr</td>
<td>Tuesday</td>
<td>13</td>
<td>10</td>
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<td></td>
<td>LEMORE</td>
<td>Fleet Reserve</td>
<td>708 O St.</td>
<td>Tuesday</td>
<td>14</td>
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<td></td>
<td>AUBERRY</td>
<td>Tom's</td>
<td>Tuesday</td>
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<tr>
<td>SANTA CLARA</td>
<td>SALINAS</td>
<td>Am. Legion Hall</td>
<td>14 W. Laurel Dr</td>
<td>Tuesday</td>
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<td>MONTEREY</td>
<td>Sarlo's</td>
<td>2040 Fremint St.</td>
<td>Wednesday</td>
<td>15</td>
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<tr>
<td></td>
<td>SAN LUIS OBISPO</td>
<td>Margie's Doner</td>
<td>San Luis Obispo</td>
<td>Thursday</td>
<td>9</td>
<td>6</td>
<td>10</td>
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<td></td>
<td>SANTA MARIA</td>
<td>&quot;Mayo Restaurant&quot;</td>
<td>S. Maria Airport</td>
<td>Tuesday</td>
<td>7</td>
<td>4</td>
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<td>TEMPLETON</td>
<td>Good Neighbor Dei</td>
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<td>MP-TV CABLE</td>
<td>Sarlo's</td>
<td>2040 Fremint St.</td>
<td>Wednesday</td>
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<td>HOLLISTER</td>
<td>Pal's Rest.</td>
<td>421 East St</td>
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<td></td>
<td>DIABLO CANYON</td>
<td>&quot;Margie's Doner&quot;</td>
<td>San Luis Obispo</td>
<td>Wednesday</td>
<td>15</td>
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<td>16</td>
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<td></td>
<td>NELLISTON</td>
<td>Andersons</td>
<td>Monday</td>
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<td>DIABLO CANYON/SWING SHIFT</td>
<td>(NEW)</td>
<td>Wednesday</td>
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<td>5</td>
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<td>7</td>
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<tr>
<td>STOCKTON</td>
<td>STOCKTON</td>
<td>Ed Stewart Post</td>
<td>310 S. West L</td>
<td>Thursday</td>
<td>5</td>
<td>13</td>
<td>10</td>
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<td></td>
<td>ANGELA CAMP</td>
<td>Round Table Pizza</td>
<td>Hwy 4 &amp; 49</td>
<td>Wednesday</td>
<td>1</td>
<td>5</td>
<td>2</td>
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<td>JACKSON</td>
<td>Gold City Pizza</td>
<td>525 S. Hwy 49</td>
<td>Tuesday</td>
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<td>4</td>
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<tr>
<td></td>
<td>USB/TRACE</td>
<td>Cazens Restaurant</td>
<td>Tracy Pumping Plant</td>
<td>Sunday</td>
<td>8</td>
<td>12</td>
<td>9</td>
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<td></td>
<td>MODESTO</td>
<td>Sandhill Lodge</td>
<td>808 McLeary</td>
<td>Wednesday</td>
<td>8</td>
<td>12</td>
<td>9</td>
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<tr>
<td></td>
<td>CITY OF LODI</td>
<td>Round Table Pizza</td>
<td>Kettleman Lane</td>
<td>Thursday</td>
<td>2</td>
<td>6</td>
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<tr>
<td></td>
<td>SONORA</td>
<td>Round Table Pizza</td>
<td>Junction Hwy</td>
<td>Sunday</td>
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<td>MODESTO IRISH DIST.</td>
<td>Sandhill Lodge</td>
<td>808 McLeary</td>
<td>Wednesday</td>
<td>1</td>
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<td></td>
<td>S.S. SAN JOAQUIN IRISH DIST</td>
<td>SSJID Headquarters</td>
<td>Tuesday</td>
<td>6</td>
<td>3</td>
<td>9</td>
<td>18</td>
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<tr>
<td>SANTURA</td>
<td>CITY OF SANTURA</td>
<td>Round Table Pizza</td>
<td>2090 El Camino</td>
<td>Thursday</td>
<td>9</td>
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<tr>
<td>PACIFIC GAS TRANSMISSION</td>
<td>SANDY POINT</td>
<td>500 Sanwald</td>
<td>Saxpoint</td>
<td>Thursday</td>
<td>15</td>
<td>26</td>
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<tr>
<td></td>
<td>WALLA WALLA</td>
<td>Jack's Fishing</td>
<td>Book Hook/Main St.</td>
<td>Wednesday</td>
<td>8</td>
<td>12</td>
<td>9</td>
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<td></td>
<td>MADERA</td>
<td>Pines Pizza</td>
<td>413 W. Glacier</td>
<td>Tuesday</td>
<td>14</td>
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**NOTE:** The schedule is for July - December 1992.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Time</th>
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<tbody>
<tr>
<td>July 18</td>
<td>Johnson Park</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 19</td>
<td>Sam's Pizza</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 20</td>
<td>Roseville's Pizza</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 21</td>
<td>Grass Valley</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 22</td>
<td>Discovery Inn</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 23</td>
<td>Palomino Room</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 24</td>
<td>Kings Beach</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 25</td>
<td>Carpenter's Hall</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 26</td>
<td>American Legion</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 27</td>
<td>Seaborn's</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 28</td>
<td>Red Lion</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 29</td>
<td>IBEW Hall</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 30</td>
<td>Senior Center</td>
<td>5:00 p.m.</td>
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<tr>
<td>July 31</td>
<td>Round Table Pizza</td>
<td>5:00 p.m.</td>
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<tr>
<td>August 1</td>
<td>B&amp;C Saloon</td>
<td>5:00 p.m.</td>
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<tr>
<td>August 2</td>
<td>The Flanker</td>
<td>5:00 p.m.</td>
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<tr>
<td>August 3</td>
<td>Round Table Pizza</td>
<td>5:00 p.m.</td>
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<td>August 4</td>
<td>Labor Temple</td>
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<td>August 5</td>
<td>Fire Station</td>
<td>5:00 p.m.</td>
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<td>August 6</td>
<td>Moose Lodge</td>
<td>5:00 p.m.</td>
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<td>August 7</td>
<td>Redding</td>
<td>5:00 p.m.</td>
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<td>August 8</td>
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<td>August 9</td>
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<td>August 14</td>
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<td>August 16</td>
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<td>August 30</td>
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<tr>
<td>August 31</td>
<td>Fire Station</td>
<td>5:00 p.m.</td>
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* Indicates change
** To be determined at a later date
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 Gerrana.
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