

UTILITY REPORTER

Cesar Chavez
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Negotiations prompt huge turnouts at unit meetings

PG&E bargaining zeros in on job security

General bargaining between Local 1245 and Pacific Gas and Electric Co. entered a second month with serious differences still separating the two parties.

The possible loss of jobs from restructuring and telephone consolidation has given special urgency to this year's bargaining and has sparked huge turnouts at Local 1245 unit meetings throughout the state.

Job security issues formed the heart of the union's initial bargaining package, including Voluntary Retirement Incentives (VRI) for those at risk of losing their jobs. Union negotiators continued to press job security issues throughout the first month of bargaining.

PG&E's formal response to the union's VRI proposal is expected on May 11.

Company negotiators in April stressed PG&E's concern with cost controls. For example, PG&E wants employees to pay 20% of medical



OVERFLOW

Members spilled out into the hallways at an April unit meeting in Walnut Creek, reflecting members' concern over job security issues in the current bargaining at PG&E.

and dental premiums. Union negotiators believe such cost-shifting to employees is unjustified, and have reminded PG&E negotiators that a major cost-control measure negotiated in 1990—the Point-of-Service Managed Care program—has not yet had a chance to work.

The Managed Care program just took effect in Janu-

ary of this year.

Area Differentials

A serious difference in opinion took shape in late April when the company indicated that it would probably include area differentials in its yet-to-be-presented wage offer.

Equal pay for equal work has been one of the basic

tenets of collective bargaining for Local 1245 since the union's earliest days. In fact, discrimination in the payment of wages was a major issue prompting PG&E employees to organize a union in the first place—back in the 1940s.

"They had things like area differentials where they paid people less out in the boon-docks," former Business Manager Ron Weakley recalled in a 1990 interview. "They had sex differentials. It was pretty Neanderthal."

Weakley, one of the original organizers of Local 1245, said the basis of the organizing campaign was that "you shouldn't discriminate against anybody, for political beliefs, sex, race, or anything else."

Senior Assistant Business Manager Darrel Mitchell said the union does not view area differentials "as a legitimate cost-control mechanism."

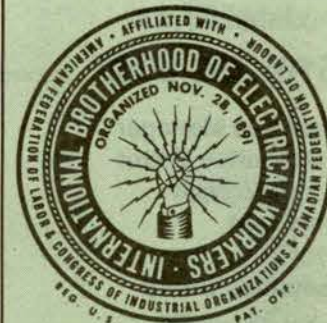
The union has proposed a four-year contract with a 4.5% wage increase for 1994,

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SWEARING IN

From left: Local 1245 President Howard Stiefer swears in new Treasurer Chuck Davis and new Recording Secretary Ed Mallory at the Walnut Creek hall.



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CALENDAR

May 21
East Bay Pin Dinner
CANCELLED

May 22
Softball Tournament
Concord, Ca.

June 5
Joe Valentino
Memorial Poker Run
Brannan Island State
Recreation Area

June 5
Outside Line Pin Dinner
Palm Springs

June 12
Nevada Regional
Stewards Training
and
Nevada Pin Dinner
Reno



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WIPA



Workers here and abroad

Rolling the union on...

He's Baaaaack: Frank Lorenzo, the union-buster who flew Eastern and Continental airlines into bankruptcy, is back with a new airline—Friendship Airlines. If the US Department of Transportation rules that he is "fit" to own an airline, Lorenzo can continue his worker-bashing ways.

Assassination Protested: The African National Congress staged massive demonstrations last month to protest the assassination of Chris Hani, a leader of the movement for black majority rule in South Africa. Cyril Ramaphosa, the labor organizer who now serves as secretary-general of the ANC, said every "sensible" politician should now realize that the process of dismantling South Africa's system of white minority rule must be accelerated. "Failing that," said Ramaphosa, "the country will plunge into chaos."

Recovery?: The number of layoffs reported in the New York Times in January was 83,103. The previous January 46,136 layoffs were reported, according to Harper's Index.

Devotion to Duty: When NLRB field examiner Glenda Zaim came to Smith's Bakeries in Bakersfield for a routine vote count in a union representation election, she was confronted by a robber holding a sawed-off shotgun and ordered to the floor. The

robber departed with her gold necklace but not her ballot box. After police arrived, Zaim summoned the workers to cast their votes. The United Food and Commercial Workers won, 22-12.

Wait and Watch: When National Labor Relations Board member Clifford Oviatt Jr. leaves May 28, three of the five board seats will be vacant, freeing President Clinton to create a majority on the board that reflects his priorities rather than those of his Republican predecessors.

Dubious Distinction: California and Texas had the most work-related fatalities during the 1980s, according to the National Institute for Occupational Safety and Health. Each state had more than 6,600, or more than 10% of the US total for the decade.

Torture in China: Workers in China are more likely to be tortured than students and intellectuals because they lack the "social status, economic means, or political connections" to defend themselves, Amnesty International reported. Although students got most of the media attention during the 1989 uprising in China's Tiananmen Square, the Chinese government has suppressed workers with particular brutality.

Fix It: Cal-OSHA ordered the state Department

of Motor Vehicles to fix workstations blamed for an outbreak of cumulative trauma disorders among computer terminal operators at DMV headquarters in Sacramento. Cal-OSHA inspectors found that an astonishing 58 of 150 employees had cumulative trauma problems. Despite overwhelming evidence that such problems have reached crisis proportions, Cal-OSHA has failed to issue safety standards covering ergonomics (workstation safety).

Victory at Parc 55: Local 2 of Hotel Employees and Restaurant Employees won its long battle against Parc 55 Hotel in San Francisco in late March when hotel management finally agreed to bargain a contract. Workers quickly ratified a settlement that brings Parc 55 up to union standard for pay and benefits.

Metalworkers Mobilize: Thousands of metalworkers in eastern Germany went on strike this month for an immediate 26% wage hike. Employers agreed to the increase in 1991 but later changed their minds. The central issue is how quickly the wages of eastern German workers should rise to match the levels in western Germany.

Only Option Left?: One-fourth of Americans say they use prayer as a form of health care, according to Harper's Index.

APPOINTMENTS

PACIFIC GAS
TRANSMISSION CO.

PGT Negotiating
Committee
Frank Locati

THERMALITO
IRRIGATION DISTRICT

Thermalito Irrigation
District Negotiating
Committee
Dale Loomis

OROVILLE-WYANDOTTE
IRRIGATION DISTRICT

OWID Interim Bargaining
Committee
OWID Joint
Apprenticeship
Committee
OWID Joint Health
Assessment Committee
OWID Labor/Management
Committee
Wilbur "Geno" Higgins

CENTRAL LABOR
COUNCILS

Sacramento Central Labor
Council
Larnell Gill

Napa/Solano Counties
Central Labor Council
Thelma Dixon

CONFERENCES AND
CONVENTIONS

IBEW Construction and
Maintenance Conference
Jack McNally
Richard Dunkin

IBEW Regional Utility
Conference
Ken Ball
Frank Hutchins

JUSTICE FOR
JANITORS!

Local 1245 members in San Mateo County marched in solidarity with janitors last month in conjunction with the Service Employees International Union's Justice for Janitors campaign. On the line, from left, are: Dave Walters, Barbara Fain, Bob Quinn and son Christian Quinn, and Brad Schuback. (Photo: Landis Marttila)



SYMONS HONORED

Local 1245 honored out-going Recording Secretary Barbara Symons at the May Advisory Council meeting with a special presentation that brought Advisory Council members to their feet in recognition of Symons' many years of service on the Executive Board. Symons resigned from the Board in February in order to have time to pursue other interests, but says she will remain active in her unit. Pinning on Symons' corsage is Business Manager Jack McNally. (Photo: Bob Martin)



Dues investment yields big return

By Leo Canty

Where do my union dues go? Union members repeatedly ask this question. With the same frequency, their leaders respond, giving a dollar-for-dollar description of the cost of doing business. But this explanation rarely connects.

I prefer a different approach. Instead of the "bean counter" analysis, I like to frame a perspective based on relative value for things to which we can all relate.

Relatively speaking, union dues are quite a deal. They are the premium paid on "real-life" insurance. You reap the benefits while still on this planet, make money on your investment, and save even more of those hard-earned dollars by taking advantage of membership benefits.

If you have an accident or get in a bind, your protection comes with no deductible and—unlike most insurance companies—the union is always looking for more people to serve, not fewer.

The union works hard to make your work life safer and better so you can live long enough to retire, and then some. Union dues fund the system that exists only to serve your interests as a working person; they're also spent to try to make government work for you, too.

No other individual,

group, or organization insists on decent wages, hours, or working conditions as a standard for America's workforce. No one in Congress or state legislatures spends all of their time watching out for you or working to insure that the standard of your work life is not diminished.

Without the union, what can we expect? How about more medical cost shifts, lower wages and extra hours on the job, all for the sake of the "global competition".

Maybe business can cut costs by "skipping" those health and safety measures for a while. Or, the boss could be entertained by harassing or firing us for not jumping high enough.

The list could be longer, but the point is made. It's not

only what you get, but also what you *don't* get for dues.

Fewer people pose the union dues question these days because there are fewer union members. There's no understandable answer to that problem, but if more people realized just how much they can get in return for their dues investment, and did some comparison shopping, they'd see that union dues pay for the best deal that can be found—anywhere.

When the rest of America's workers figure this out, union leaders would then have a much easier question to answer: "How can I join?"

(Leo Canty, a labor editor for the Connecticut State Federation of Teachers, is president of the International Labor Communications Association.)

Labor television

Saving the US clothing industry

We Do the Work, the independent public TV series about working in America, presents a half-hour special this month on the US apparel industry.

While some economists say the garment industry here is dead, making clothes for America still employs a million people in this country and provides entry-level work to immigrants.

"Sewing Our Future" tells how fashion designers,

manufacturers and unions are working to keep the clothing business thriving in the US.

Show times are:

Eureka/TV 13
Mondays, 7:30 pm
Los Angeles/TV 28
June 5, 6:30 pm
San Francisco/TV 9
May 23, 2 pm
San Mateo/TV 60
May 4, 6:30 pm
Santa Rosa/TV 22
May tba, 7:30 pm

POINT OF VIEW

Think before jumping on deregulation bandwagon

Jack McNally, IBEW 1245 Business Manager

It's easy to go along with crowd.

That's what a lot of American businesses have been doing these last few years when it comes to deregulation: going along with the crowd. Utilities are the latest example.

In order to "be more competitive," a lot of companies during the 1980s adopted a peculiar way of looking at their employees. We saw this happen in the airline, trucking and telephone industries. Instead of seeing their employees as a source of the company's productivity, employers regarded their employees as disposable. In many cases, employers imposed wage cuts, slashed benefits, and attacked unions.

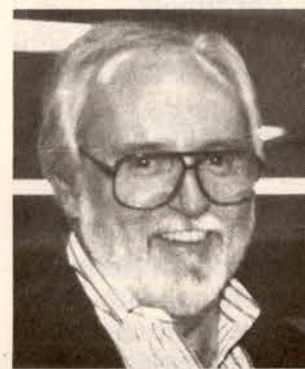
As a result, we saw increasing chaos in these deregulated industries. Service was sacrificed, and in some cases the public safety was compromised. The promised cost-savings were minimal or non-existent.

Is this what we want to happen in the utility industry?

It's easy to say that we need to control costs. No one likes to see their utility bills go up. And many of the utilities that employ Local 1245 members have taken important steps to control costs through innovative conservation programs and reducing bureaucratic waste.

But it's one thing to reduce waste and another thing altogether to slash away at the very thing that makes a utility company like PG&E such a community asset: its employees.

The public holds utility employees in high regard for several reasons. The work can be difficult. It is



often dangerous. But the biggest reason the public values utility employees is because power is an essential service and the public knows that utility employees like those in Local 1245 will keep that power coming whenever it is humanly possible.

The union is an important part of this equation. We help make sure that employees are properly trained. We watchdog safety issues. And through collective bargaining we make sure that employees receive fair value for their labor. The wage and benefit standards we have established for our members have a positive ripple effect in the communities we serve.

Utilities don't exist just to maximize profits for their shareholders. At least they *shouldn't* view their mission that way. Their primary value is in providing an essential service to, and providing jobs for, their community.

Utilities ought to think twice about jumping on the deregulation bandwagon. It might be wiser for them to exercise some caution, and to join forces with those of us who say that service to community and professional pride are more important than simply devising new schemes to maximize profit.

General Bargaining

From PAGE ONE
Cost-of-Living Adjustments (COLAs) for 1995 and 1996, and a re-opener for 1997.

More Parttimers

Another issue with serious implications for job security is the company's proposal to increase its use of parttime employees at the new telephone centers.

The use of parttime employees is on the rise throughout the nation, with disastrous consequences for workers. Just this spring Bank of America announced its intention to convert much of its full-time workforce to parttime status, thereby shedding its obligation to provide benefits to those workers.

PG&E maintains that being able to utilize more parttime employees would increase its flexibility and thus reduce costs. However, the company's proposal could open the door to eventually using parttime workers to replace *all* fulltime workers



Debra Mazzanti



Assistant Business Manager Dorothy Fortier discusses union concerns about telephone consolidation during General Bargaining with PG&E. (Photos: Eric Wolfe)

at the telephone centers. And it could create a precedent for eroding fulltime work in other job classifications at PG&E as well.

"Our standard of living here in America is based on stable, fulltime jobs," said Local 1245 Business Manager Jack McNally.

"If we get into a situation where people have to hop around from one parttime job to another, it's going to undermine that. People will end up working for lower wages, they'll be lucky to get any benefits at all, and it will be harder for them to organize unions and bargain," McNally said.

Effects of Deregulation

PG&E's rush to control costs is driven in part by utility deregulation, which has brought new players into a market once dominated by regulated monopolies.

Theoretically, deregula-

tion is supposed to create competitive pressures which force companies to control costs and become more efficient. This in turn is supposed to provide better service and cheaper prices for consumers.

However, in the real world, deregulation has not performed as the theories predicted. In the telephone, airline and trucking industries, deregulation has left a trail of job losses, higher prices, and impaired service.

Most importantly, deregulation has disrupted the *stability* of these industries. These concerns prompted the Clinton administration last month to convene a special commission to re-evaluate the deregulation of the airlines industry.

PG&E has a long-standing reputation for providing safe and reliable power to the citizens of California. It is a

reputation built up through the years by the performance of highly-skilled, highly-motivated and well-paid employees.

Cost-control efforts that undermine that performance could, in the long run, prove to be the costliest mistake of all.

Early Conclusion

Despite continuing differences on a range of issues, both the company and the union hope to conclude bargaining in the next few weeks.

Besides differences over wages, benefits and VRI, the union and company must resolve conflicting views on other important issues. These issues include procedures for staffing the new telephone centers, adjustments for individuals currently receiving retirement or Long Term Disability benefits, and what items to carry over to interim negotiations.

Local 1245 members employed by PG&E can stay informed on the progress of negotiations by consulting the union bulletin board for bargaining updates, or by calling 1-800-227-5607 for a recorded message on bargaining.

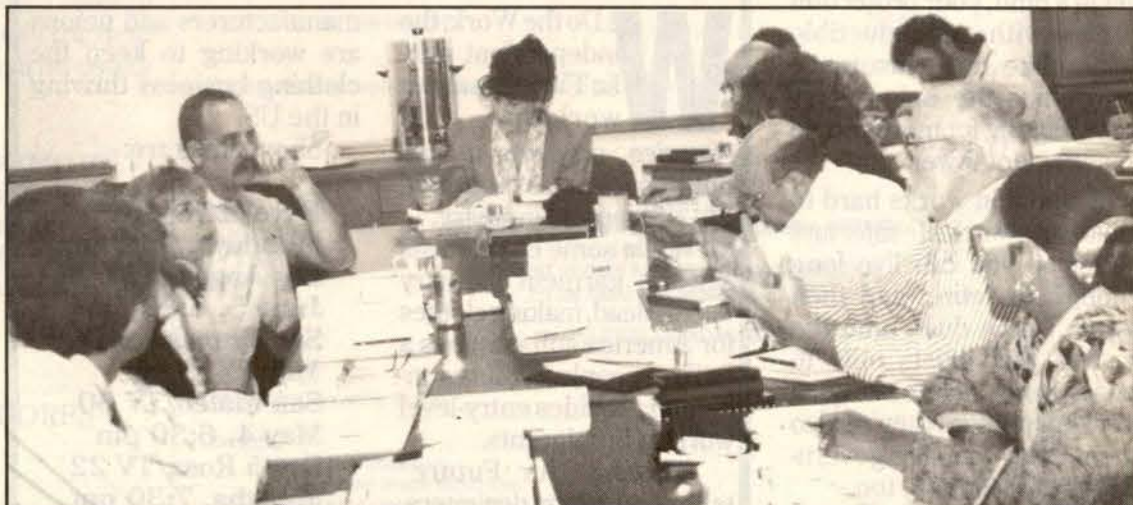
Serving on the 1993 General Bargaining Committee are Donna Ambeau, Michael Brocchini, Al Calleros, Pat Gates, Chris Habecker, Jeff Knisley, Debra Mazzanti, Robert Olsen, Nagaraja (Dada) Rao, Dan Robertson, Business Manager Jack McNally, and Local 1245 President Howard Stiefer. Staff members serving on the committee are Senior Assistant Business Manager Darrel Mitchell, Assistant Business Managers Dorothy Fortier and Roger Stalcup, Benefits Director Wendy Bothell, and Business Representative Bob Martin.



Roger Stalcup (left) and Pat Gates



From left: Jeff Knisley, Mike Brocchini, Robert Olsen.



Business Manager Jack McNally questions company about Voluntary Retirement Incentives.

Retirement, life insurance, sick leave

Members at Regional Transit choose benefits

Maintenance workers represented by Local 1245 at Sacramento Regional Transit opted to forego wage increases in the first year of their new agreement in order to obtain improvements in retirement benefits, life insurance and sick leave.

The agreement provides a retirement formula of 2% at 55 and 2.5% at 65. Life insurance was raised to \$50,000 per employee. The employer picks up the premium.

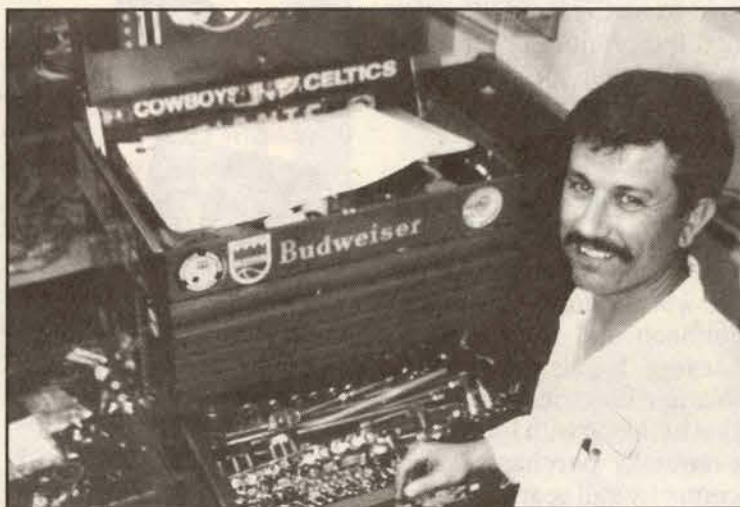
Wages will go up 4% in March of 1994, with a wage

reopener for the last eight months of the 32-month agreement.

The union successfully resisted efforts by the employer to erode dental, vision and medical benefits, according to Business Representative Wayne Greer.

Protecting benefits was the negotiating committee's strategy from the beginning.

"In these times we were looking for benefits over wages. We went with the long range," said John Mendonca, a member of the union bargaining team. "Our major priority was our retirement and we got what we wanted



Union negotiator John Mendonca.

on that, and got something we could live with on medical."

Union negotiator Jim Watt credited the union with helping members preserve their living standards.

"It saved our butts as far as benefits are concerned," said Watt. "Everywhere in the US medical costs are going up. Employers are trying to make that up by making employees pay more for premiums and take cuts in benefits."

The only blemish on the new agreement as far as benefits are concerned was a small increase in the co-pay for Kaiser: from \$1 to \$5.

The agreement provides a bonus week of pay after three years for employees using less than half of their sick leave entitlements in a three-year period. Previously

employees earned a bonus week of vacation if they used less than half of their sick leave over a five-year period.

A major addition to the new agreement, according to Greer, was the establishment of a system of positive discipline.

Management had been complaining of high rates of unavailability for work among bargaining unit members, according to Greer, who said supervision was responsible for low morale among workers, leading to absenteeism.

Greer said management showed keen interest when the union suggested that a system of positive discipline could help improve morale and thus reduce unavailability for work.

On the bargaining committee with Watt, Mendonca and Greer was Larnell Gill.



Union negotiator Jim Watt under an RT light rail train.

Citizens Utilities pact approved

By a wide margin Local 1245 members approved a new four-year agreement with Citizens Utilities that provides a 4% wage increase retroactive to Jan. 1.

Additional wage increases of 3.5% will take effect Oct. 1, 1993 and Oct. 1, 1994, with an increase of 2% scheduled for Oct. 1 1995.

According to Local 1245 Business Representative Mickey Harrington, the bargaining unit will be placed into the corporate 401K Plan, which provides for matching funds effective 1996.

The contract reclassifies Wage Level I's to Wage Level

II's, except for operators. Operators who are within the published wage rates had 15 cents per hour added to their base wage rate.

The agreement changed bidding procedure to company-wide. It maintains demotion rights by old District Areas.

The new agreement also expanded the medical plan to apply to retirees and their spouses.

Serving on the union bargaining committee, in addition to Harrington, were Bill Burlison, Monte Nelson, Jim Rupel, Patricia Thomas, Bruce Gilbert, Christine Niemiec, and Eric Tanaka.

New policy on leave at SMUD

Employees represented by Local 1245 at the Sacramento Municipal Utility District can now carry up to 60 days of personal leave into the next year.

Previously only 50 days could be carried over. The change was bargained after members raised the issue at unit meetings.

Annual leave which remains in excess of 60 days at year's end is forfeited and that amount is paid to the employee at the regular straight time rate of pay.

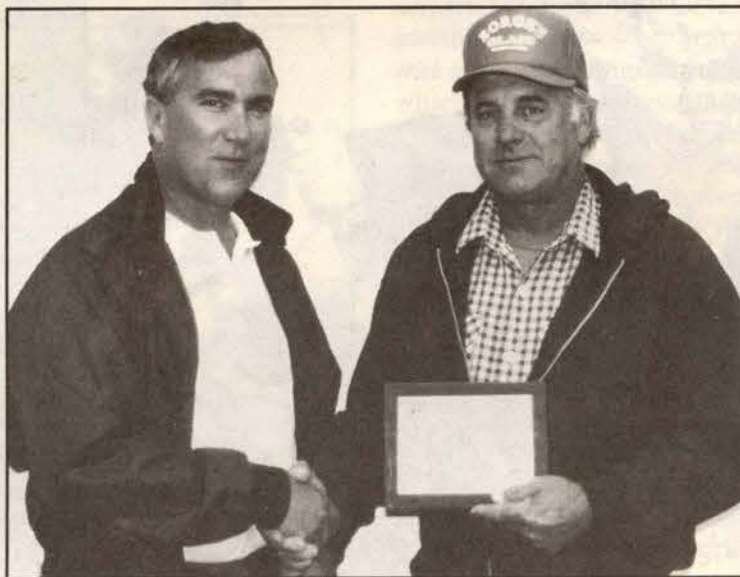
Power Systems Operations

In another recent Letter Agreement, new class specifications were adopted for Power System Operations employees. These previously exempt employees were recently organized into the Local 1245 bargaining unit.

Serving on the union's bargaining committee for Power System Operations were Karen Webber, power system analyst; Dan Williams, power system operator II; Wess Johnson, power system scheduler; and Business Representative Dennis Seyfer.

PERS Credit for Military Service

In another recent action, the SMUD Board of Directors approved an amendment to the District's contract with the Public Employees' Retirement System (PERS) that permits IBEW-represented employees to purchase PERS service credit for active military or merchant marine service prior to PERS membership.



BIG-TIME DONOR

Ken Stanke (right), a Local 1245 lineman out of PG&E's DeAnza Division, is congratulated by Mike Varni, electric general foreman, for reaching the 10 gallon mark in his many donations of blood to the Red Cross.

Steinle honored for service

The California-Nevada Power Line-man Apprenticeship program recently honored union contractor Tom Steinle for his years of service to apprenticeship training.

Steinle, who retired last year, served with the program since its founding in 1971, first as a contractor's representative and then as a contractor. He was presented with a plaque to honor his service.

"Tom was very much a

supporter of apprenticeship," said Russ Cridland, director of the apprentice program. "I feel Tom had an awful lot of commitment to the program and to the industry."

Originally an IBEW line-man, Steinle came to Outside Line Construction from Southern California Edison. He worked for Grissom and Johnson and then for L.E. Meyers. He also worked for Warner Electric, a company that he, along with John Pouk, eventually purchased. That company still bears the name



Tom Steinle

Pouk & Steinle.

"Tom fully recognized that apprenticeship needed to be a joint effort—with both union and industry," said Cridland.

OUTSIDE LINE CONSTRUCTION



On an Outside Line crew hanging capacitors on Gladys Street in Los Angeles last year for Delta Tec were, from left: Jessie Sires, a 27-year union member; Don Harding, 19 years; Mike McKinney, 15 years; and Rodney Peterson, 19 years.

New pact at Thermalito I.D.

Local 1245 members at Thermalito Irrigation District approved a new three-year agreement that provides a 4% general wage increase in 1993 and cost-of-living increases in 1994 and 1995.

The new agreement, which takes effect July 1, ties the 1994 and 1995 wage hikes to the Consumer Price Index for Urban Wage Earners and Clerical Workers.

In a new provision, medical benefits for retirees will be expanded to cover retiree

spouses, according to Business Representative Ed Fortier, who helped negotiate the agreement.

The pact lifts the 150-day cap on sick leave. It also permits employees, upon retirement, to buy back 50% of unused sick leave. Formerly employees could buy back just 25 days.

In addition to Fortier, Dale Loomis served on the union's bargaining committee.

Plumas Sierra Communications

Local 1245 bargained an 18-month first agreement for two members in Plumas Sierra Communications.

The 18-month agreement mirrors the agreement Local 1245 has with Plumas Sierra Rural Electric, where the union represents about 15 workers. The new agreement took effect Jan. 1.

Plumas Sierra Communications markets satellite reception equipment.

Joe Valentino Memorial Poker Run

This year's Poker Run, dedicated to the memory of Joe Valentino, gets started at 7:30 a.m. on Saturday, June 5, at the Brannan Island State Recreation Area. For more information, contact your shop steward or call the union office at 510-933-6060.

"I can't find good, loyal workers for a dollar an hour within a thousand miles of here."



YES YOU CAN YUCATAN



When the U.S. is too expensive and the Far East too far
"Yes You Can In Yucatan"

This ad by a US broker seeks to entice US employers to move to Mexico to exploit cheap labor. If the North American Free Trade Agreement is approved, this trend will accelerate.

*Union insists any changes must be bargained***Local 1245 defends discounts for Sierra Pacific workers**

If you want to monkey with the energy discounts enjoyed by unionized employees at Sierra Pacific Power Co., you'd better make sure you consult the union first.

That's the message Local 1245 sent to the Public Service Commission of Nevada this month in a strongly-worded petition prepared by Local 1245 staff attorney Tom Dalzell. The petition seeks "to strike all testimony concerning the issue of the employee discount" from PSC hearings now underway.

Excerpts from the union's petition are reprinted below.

Factual Background

Sierra Pacific has had an employee discount in Nevada since 1912; it was thus in place when Local 1245 signed its first contract with Sierra Pacific in 1945. The discount has always been considered part of an employee's total compensation.

In 1962 negotiations between Sierra Pacific and Local 1245, the company submitted formal proposals as to employee rates for gas, electric, and water services, and on April 23, 1962, the parties agreed to letters of understanding to establish the formulas for the discounts.

Although the discount was discontinued for non-bargaining unit employees in 1981, in three sets of negotiations during the 1980's the discount was discussed and retained by the company in return for concessions on other issues by the union.

Prior Commission Action on the Discount

On May 24, 1976, the Com-

mission eliminated the employee discount for Sierra Pacific employees and retirees. [T]he Commission gave no notice that it intended to change or eliminate the rate schedule applicable to Sierra's employees and retirees.

Thereafter, Local 1245 initiated litigation in the First Judicial District Court of the State of Nevada.... After a court trial, District Judge Stanley A. Smart...overturned the Commission's elimination of the discount on several grounds, including the following:

The elimination of Sierra's employee and retiree discount was unlawful and unreasonable in that the Commission failed to afford Sierra, the affected employees and retirees, and the general public notice as required by chapter 704 of the Nevada Revised Statutes and the Constitutions of the United States and the State of Nevada.

[O]n April 21, 1983, the Supreme Court of the State of Nevada affirmed Judge Smart's decision.

With the exception of the 1976 Commission order which was overturned by the District Court, the Commission has regularly approved the discount tariff since it was first filed with the Commission in 1962.

The Discount in 1993

Seemingly oblivious to the explicit lessons of history, the Commission has once again initiated an inquiry into the appropriateness of the employee discount without affording notice to Sierra's employees, retirees, and union. It is difficult to comprehend the motivation for

doing precisely what the District Court and Supreme Court found inappropriate and objectionable a decade ago.

Whatever the motivation (which may very likely be as benign as ignorance of the past), the inquiry is flawed from the start and should be halted.

The Discount and Collective Bargaining

The National Labor Relations Board considers employee discounts such as those received by Sierra Pacific employees to be a "mandatory subject of bargaining"-one which the employer and union are required to bargain over....

Because employee discounts have been considered wages for the purposes of mandatory bargaining, an employer must bargain over discounts if so requested by the union; to refuse to do so, or to unilaterally discontinue such discounts, constitutes a violation of Section 8(a) (5) of the National Labor Relations Act.

The terms of a collective bargaining agreement between parties subject to the jurisdiction of the National Labor Relations Board - such as the employee discount set forth as part of the agreement between Sierra Pacific and Local 1245 - are historically and uniformly sheltered from government intervention by the application of the doctrine of federal preemption in the area of labor relations. Neither the National Labor Relations Board, nor the courts, nor the states, may dictate the terms of a collective bargaining agreement without violating the fundamental premise of the National Labor Relations Act.

Replacement of the Discount

Article 19.4 of the current collective bargaining agreement between Sierra Pacific and Local 1245 provides that the company shall not "abrogate or reduce the scope of any present plan or rule beneficial to employees." If Sierra Pacific were to deter-

[A]n employer must bargain over discounts if so requested by the union; to refuse to do so, or to unilaterally discontinue such discounts, constitutes a violation of Section 8(a)(5) of the National Labor Relations Act.

mine that the employee discount should be discontinued, it would be required under the terms of the contract to provide a benefit of equal net value to its employees....

Perhaps the highest cost associated with a Commission order eliminating or modifying the discount would be intangible. The discount is presently an incentive for employees to live within Sierra's service area, a factor which is crucial in emergency call-out situations; absent the discount's incentive, the company's ability to respond to emergencies could be noticeably impaired. The discount also fosters a sense of identification with the company, an estimable boost to productivity. Thirdly, any interference by the Commission with the collective bargaining process would inevitably result in employee dissatisfaction and a loss in morale among a work force already plagued with morale problems due to financial problems in the utility industry, massive lay-offs in other utilities, and increased public hostility to utilities. The decrease in morale could not help but lead to higher turnover and lower productivity.

Aside from the intangible costs of replacing the dis-

count, the economic costs to the ratepayer would be real. The discount is subject neither to income taxes nor mandatory payroll taxes, and further has no effect upon benefits or payroll taxes based upon an employee's total gross income. Thus, if Sierra Pacific and Local 1245 were to negotiate a taxable replacement benefit, the cost of a replacement benefit would be at least twice the present cost of the discount.

Conclusion

A wide variety of complex issues are raised by any Commission inquiry into the employee discount. Because of the importance of the issue, the serious legal issues which the issue raises, and the potential impact on employee morale and productivity, the Commission's treatment of the issue without due notice to Local 1245 is inappropriate, as evidenced by the 1979 decision by Judge Smart and the 1983 decision by the Supreme Court.

For the reasons set forth above, all testimony on the issue of the employee discount should be stricken. Should the Commission wish to address this issue in the future, it should give appropriate notice to Sierra Pacific's employees, retirees, and union.

Seemingly oblivious to the explicit lessons of history, the Commission has once again initiated an inquiry into the appropriateness of the employee discount without affording notice to Sierra's employees, retirees, and union.



UNION!

Roseville workers transform unity into strong voice



Associate Power Engineer Dave Brown. (Photo: Eric Wolfe)

Why would 56 out of 57 workers in a bargaining unit belong to the union even though they are not required to join?

Because City of Roseville employees know a good deal when they see it.

"At bargaining time you're all in it together. The comradery makes you a little tighter group," observes Dave Brown, associate power engineer.

"I think [the union] helps bring all the sections in the department together."

Roseville employees have clearly discovered the secret to success, according to Business Rep. Wayne Greer, who claims he's "never seen a group as together as this one is."

And sticking together has paid off. Since Local 1245 began representing Roseville employees in the early 1970s there have been "tremendous gains" in the wage and

benefit package, said Unit Chair Randy Wilkins.

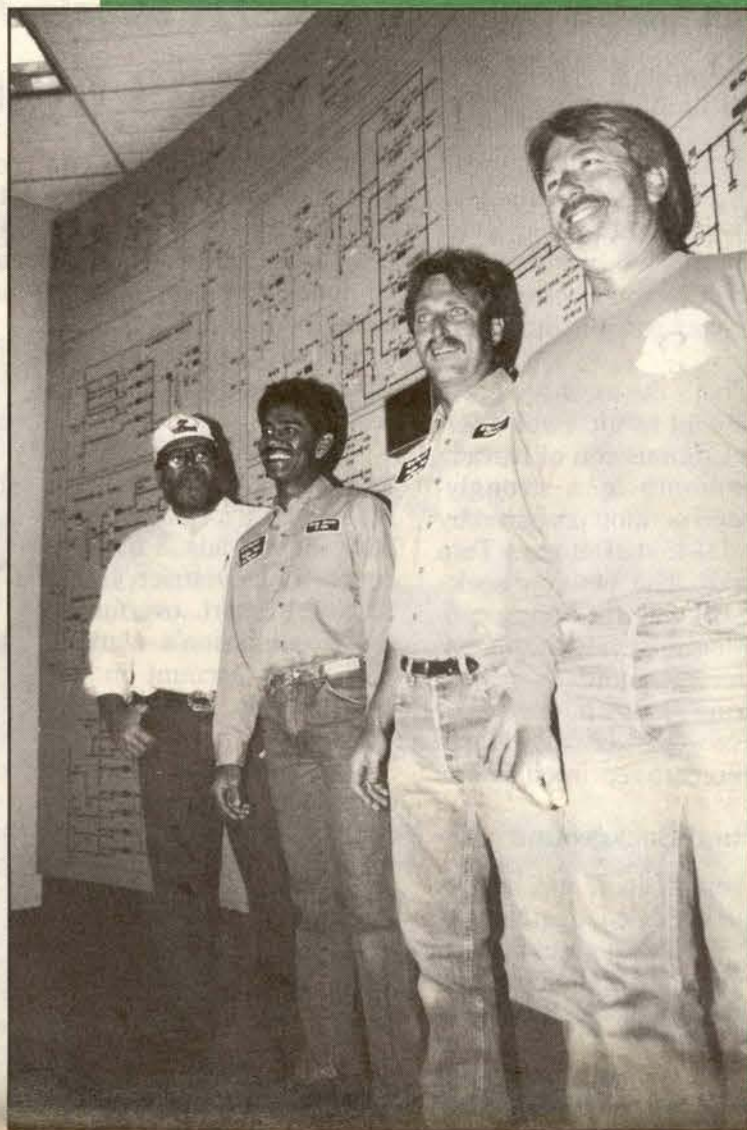
Union representation has fostered better labor-management relations as well, according to Larry Layton, unit vice chair and a former Advisory Council member.

"Because there is a union on the property, things can be discussed rather than letting problems fester," said Layton. "The rank and file can deal with problems. As a result, 'the city gets its work

done, and workers are treated fairly."

Local 1245 members provide a full range of energy-related services to the city. They maintain the 60KV transmission and 12KV distribution systems. They maintain the substations. They read the meters. They operate the regional waste water treatment plant.

Brown, along with Kam Hung, the other power engineer, writes specifications for



From left: Dan Goucher, dispatcher; Mohammed Khan, electronic tech II; Chris Dunaway, electronic tech II; and Larry Layton, line crew supervisor. (Photo: Eric Wolfe)



Working at the waste water treatment plant are, from left: Dennis Clark, Geoff Hoyland, Henry Freese, Sherman Bailey, Don Cox and Jody Kobayashi

New addition to Roseville unit**Energy analysts assess demand, then figure out ways to meet it**

Supplying electricity is something Local 1245 members have been specializing in for a long time.

But how do you know how much electricity you'll need in the future? How much of your projected demand can you meet through energy conservation, how much will require new supply? Where will you acquire new supply?

In Roseville, you ask the Mikes. As electric resource analysts, Mike Bloom and Mike Wardell forecast demand and help the city figure out how to meet it.

Energy conservation is the logical first step. Most utilities have discovered in recent years that it's usually cheaper to conserve than to produce or purchase new power. If conservation is what you're looking for, in the City of Roseville you ask for Pat.

Energy specialist Pat Morrison helps run the programs that provide incentives for customers to conserve. Contrary to the popular stereotype, conservation doesn't mean encouraging people to do without. It means making your current use of energy more efficient. The City of Roseville accom-

When somebody calls to complain about high electric bills, you don't tell them to buzz off. You send them to Morrison. Chances are he can help.

plishes that by offering incentives to customers to add insulation to their homes or to trade in old appliances on newer, more efficient models.

When somebody calls to complain about high electric bills, you don't tell them to buzz off. You send them to Morrison. Chances are he can help.

"We try to give them some understanding of where their energy is used so they can get a better handle on managing it," Morrison explains.

Among the innovations encouraged by the City is use of fluorescent lights to reduce energy consumption, according to Wardell.

"Five years ago you could give compact fluorescent bulbs away and nobody would use them. The technology has gotten better so now people use them."

Wardell said that the bulbs now provide light that looks

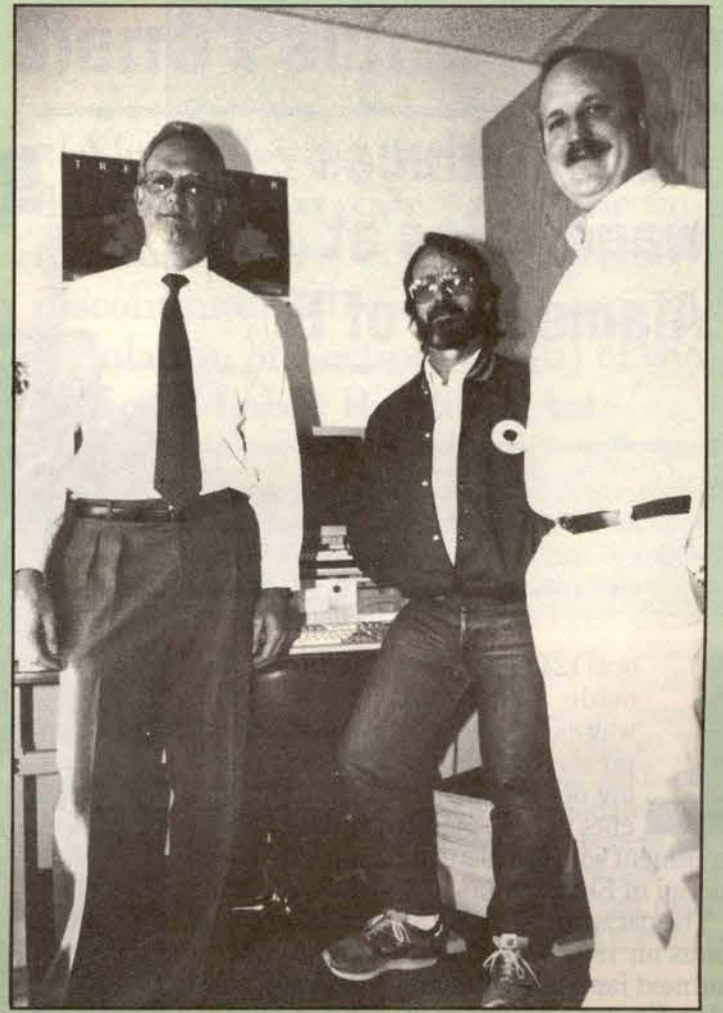
more like incandescent light, plus they now fit in standard incandescent lamps.

Helping with the energy conservation effort is Kerry Willis, energy assistant. Willis handles community relations projects, like running an art calendar contest for elementary school children and joining Morrison to explain energy issues to high school students.

New to Local 1245

These experts in energy analysis are relative newcomers to Local 1245. They started out with the city planning department, working under a grant. For a time they were affiliated with an operating engineers local, but when their functions were moved to the electrical department, "we decided it was appropriate to be part of IBEW," said Morrison.

Morrison makes no secret of his disappointment with



Mike Bloom, Pat Morrison, Mike Wardell.

the last round of bargaining. He believes that his department's issues were not adequately addressed.

But that hasn't caused him to backtrack on his commitment to the union. Quite the contrary, he has escalated his involvement. Morrison recently became unit recorder in an effort to gain more visibility for his department.

Bloom shares that commitment, believing that Local 1245 can help connect their department with the

others. "One of the reasons we wanted to affiliate with the union is we were separated from the other people," Bloom said.

As energy costs climb—and conservation technology becomes more sophisticated—people like Morrison, Willis, Bloom and Wardell will have an increasingly important contribution to make—not only to the communities they serve, but to the unions that represent energy workers.

equipment, designs substations and overhead, and serves as a problem-solver in the event of cable failures or damaged equipment.

Local 1245 members even perform functions that used to be performed by the city planning department: forecasting energy use, running energy conservation programs, and determining how the city is going to meet future needs. (See story above).

Working for a small, municipal utility has its advantages, which Local 1245 members are quick to point out.

"If a problem comes up, we're there," said Joe Reding,

a foreman with 19 years in the union. "There's not much travel time."

Brown points to another advantage: variety. At a larger utility, Brown said, engineering duties tend to be quite specialized. At a smaller utility, "you have a wider variety of responsibilities."

On the other hand, there's no hiding place when you live right in the community where you work.

"You're always representing the city," noted Reding. "That affects how you treat people. We work right here in the city every day. If you screw up—or do something good—you see it everyday."

There's no hiding place when you live right in the community where you work.

"You're always representing the city," says Joe Reding. "That affects how you treat people. We work right here in the city every day. If you screw up—or do something good—you see it everyday."



Joe Reding

Pact produces wage gains at Alameda B of E

Local 1245 members made significant wages gains and preserved full funding of medical benefits in a 42-month agreement with the Alameda Bureau of Electricity.

The pact provides for a 3% bonus on 1993 wages, to be paid next January. It also provides for general wages increases in 1994, 1995 and 1996 to match the Bay Area Consumer Price Index for all urban wage earners, with a cap of 4% a year.

Despite efforts by the local news media to portray the wage adjustments as unreasonable, most members of the Public Utilities Board de-

fended the pact. The Board members maintained that the raise was needed to retain qualified workers and to avoid retraining costs for new employees.

Hank Stefanetti, a member of the union negotiating team, believes the Board used good judgment.

"The reason they pay us well is because of what we do. They can't get a well-trained group of individuals

in six months to come onto this job and do what we do," said Stefanetti. "It takes a well-skilled group."

"The city came up with the premise that you want really qualified people work-

Hanging around (left) are, from left: Phil Mosle, lineman; John Deschaine, groundman; Hank Stefanetti, line working superintendent and union negotiating committee member, and Robert Mackey, apprentice lineman. Below: Hans Williams, electrical helper. (Photos: Eric Wolfe)



ing here," said Leonard Erwin, an electric working supervisor and union member since 1959. "They didn't want to interrupt that."

Local 1245 Business Representative Dean Gurke, a member of the union negotiating team, said that tying wage increases to the Consumer Price Index benefits both parties.

"Having the CPI protects us against inflation at a time when many public sector employees don't have that kind of protection. But it also protects the Bureau because they know they only have to match the inflation rate," Gurke said.

He noted that the agreement contains a provision to reopen wages for the last six months of the term if the CPI exceeds 6% during the preceeding 12 months.

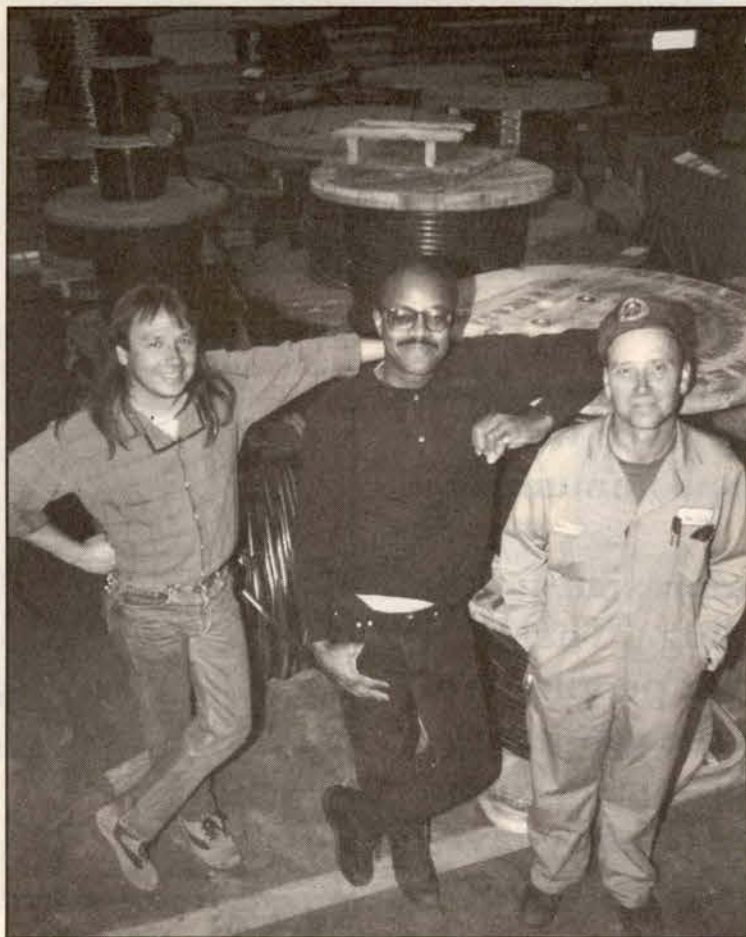
Although a local newspaper in Alameda criticized the agreement in an editorial, a news story in the same newspaper quoted General Manager Bill Lewis offering a different view.

"The Board felt in order to ensure the reliability of services citizens have come to expect, we need to retain our very good [IBEW] employees," Lewis said.

Serving on the union's negotiating team along with Stefanetti and Gurke were Larry Rodriguez, system dispatcher and member of the Local 1245 Advisory Council; Dennis Gow, an electrician/cable splicer; and Tim Meier, storekeeper.

The agreement, which runs from Jan. 1, 1993 to June 30, 1996, covers 38 members of Local 1245 employed by the Bureau of Electricity, including linemen, system dispatchers, electricians, helpers, warehouse employees, inspectors, and engineering aides.

At left, from left: Tim Meier, storekeeper and member of the union negotiating committee; Joe Parker, stock clerk; and Stony Burk, stock clerk. Below: Unit Recorder Bud Dougherty (left) and Greg Smith, both electrical maintenance techs.



Gracias, Cesar

By Tom Dalzell

On Thursday, April 29, a crowd of 35,000 marched through Delano, Ca. in a final tribute and farewell to Cesar Chavez, founder and president of the United Farm Workers of America, AFL-CIO, who died April 23 at the age of 66.

I marched, joining a farm worker march for the first time since leaving the UFW in 1980, a year before I came to work for Local 1245.

Twenty-five years ago, on June 15, 1968, I arrived in Delano for the first time. Fresh, scrubbed and 16 years old, I stepped off a Greyhound bus; I was dressed like the proper Philadelphia boy that I was, in a seersucker jacket,

oxford shirt, tie, slacks, and penny loafers. I knew only that the UFW office was on the west side of town, and so I picked up my gear and started walking west. The Delano summer sun got to me quickly, and after a few blocks I was soaked, winded, and discouraged. A farm worker family driving by spotted me, recognized me as a hopelessly naive volunteer in search of the UFW, and drove me to the UFW office.

I worked that summer for the UFW newspaper, and then returned a changed person to Philadelphia and my last year of high school. I worked summers for the UFW as I finished high school and college, and then in 1972 returned to Delano and worked for the UFW legal department for the next eight years, following strikes and organizing drives in Calexico, Yuma, Coachella, Lamont, Delano, Poplar, Salinas, Stockton, and Davis.

I worked with hundreds of others who were drawn to the UFW by the leadership of Cesar Chavez. The working conditions of California's migrant farm workers were, and for the most part still are, dismal. The power of California agribusiness is monumental, and it was no small task to organize farm workers into a union.

Where others had failed, the UFW for a time suc-

ceeded. Drawing on his Community Service Organization training by Fred Ross (who in turn had been trained by community organizer Saul Alinsky, who in turn had been trained by John L. Lewis of the CIO), Cesar took traditional labor organizing tactics and added touches which would be familiar to the cultural sensibilities of the Mexican and Filipino workers. When traditional tactics failed, he turned to Gandhi and Dr. Martin Luther King Jr., with fasts, marches, and boycotts. Cesar's strong personal leadership, based on equal parts of deeply held religious values and a love of a good fight against the odds, was the centerpiece of the UFW's early successes.

In those years, the UFW drew the nation's attention to the plight of farm workers. Through pressure created by boycott organizations throughout the United States and Canada and by organizing drives and strikes throughout California, we convinced the California legislature to enact the Agricultural Labor Relations Act, a landmark piece of legislation which opened the door to true collective bargaining for farm workers. We went on to beat the odds again, winning the right to bargain for tens of thousands of farm workers and, in the process, driving the Teamsters from the

fields.

Cesar built the UFW from scratch. To work with Cesar and the UFW in its glory years was a joy and an inspiration which has carried hundreds of us into lives of social change. If it were not for the inspiration of Cesar Chavez and my years with the UFW, I most certainly would never have found the deep satisfaction which comes from working for Local 1245 and its members. Although Local 1245's members are several rungs up on the economic ladder from farm workers, the mission of Local 1245 is that of the UFW—to help workers exercise control over their own lives. My life is infinitely richer for the years which I spent working for Cesar, both because of the experiences of those years

and because of the experiences with Local 1245 since I left the UFW.

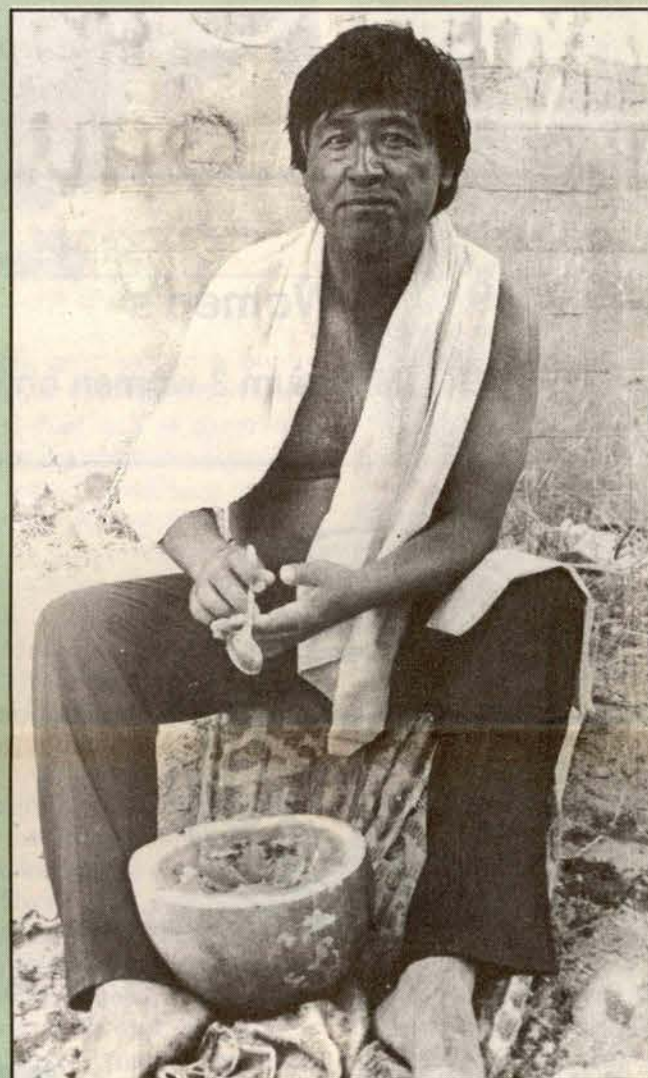
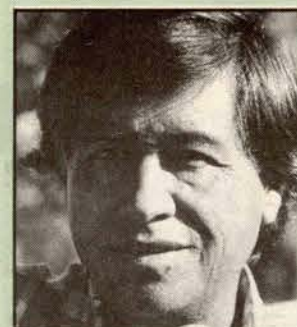
As Cesar's funeral march worked its way slowly west through Delano, we passed an elementary school on the left. Hundreds of children, most of whom are the sons and daughters of farm workers, were pressed against the school fence, waving white handkerchiefs at the marchers. On the schoolyard walls were large posters which the children had made in honor of Cesar.

One sign said simply "Gracias Cesar / Thank You Cesar". I guess that this said it all for me. I thank you Cesar for the years with you and for the years since.

Q.E.P.D.

(Tom Dalzell is a staff attorney for Local 1245)

Below: Chavez in a 1975 photo by Cathy Murphy. Right: Chavez in a 1974 photo by Cres Fraley.



Chavez embraces child during a lengthy fast in 1988.



Business Rep. Jack Osburn and staff attorney Tom Dalzell carry Local 1245 banner in march honoring Cesar Chavez. (Photo: Landis Marttila)

Hear Ye! Hear Ye!

SIXTEENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT

IBEW LOCAL UNION 1245

Saturday, May 22 & Sunday, May 23, 1993
Willow Pass Park, Concord, California

Four Divisions

- Women's
- Men's "D"
- Coed (Minimum 3 women on field)
- 35 & Older (Minimum 5, 35 or older on field)



Individual Trophies
for the 1st Place Teams

Team Trophies for 1st, 2nd,
& 3rd in all Divisions

Winner of "D" Division
to Advance to State
Industrial Championship



For More Information,
Contact:
Ed Caruso
(510) 933-6060

**Women
Encouraged
to Participate!**

**\$155 Entry Fee
Due No Later
Than May 14, 1993**

USSA Umpires Provided

Retiree benefits: a trail of broken promises

Broken promises. Everywhere you look these days, promises about retirement benefits are being broken by American companies. The list includes McDonnell Douglas, General Motors, DuPont, Navistar International, Unisys, John Morrell & Co., and Primerica Corp.

In recent Congressional hearings, Rep. William J. Hughes of the House Aging Committee called the trend "both a personal and a national tragedy."

The crisis was brought about because corporations made promises about both pension and medical insurance benefits which they are now unable to fulfill.

"As corporations seek to reduce their production costs...by shutting down plants, automating production processes, and laying off workers, they create a new crisis for themselves and their employees by reducing the ratio of active workers in comparison to retirees," Staughton and Alice Lynd recent wrote in Labor Notes.

ERISA: No Help

Unfortunately, retirees don't get much protection from the Employee Retirement Income Security Act of 1974 (ERISA), the federal program that was supposed to protect the bargained-for fringe benefits of working people. ERISA provides some protection for pensions, but almost no protection for health insurance benefits, claim the Lynds, who are longtime labor activists.

ERISA doesn't require vesting of health benefits and provides no back-up system or guarantee for health insurance.

Another problem is that ERISA "pre-empts" the possibility of using state courts to protect fringe benefits.

Big Loophole

A big loophole in many labor agreements, the Lynds maintain, is that the duration of health insurance benefits depends on the intention of the parties as expressed in

the contract language. Even if the employer has said that health or life insurance is for life, the employer has no legal obligation to continue benefits if the plan says that the employer has the right to modify, amend, or terminate

the plan.

"The burden is on the worker or retiree to show from the language of the plan that the parties intended health insurance benefits to be lifelong," the Lynds noted.

They suggest that con-

tract language should expressly and unambiguously state that the intent of the parties is to vest health insurance benefits for life. Money to pay for health insurance benefits should be set aside at least quarterly in a trust fund to be used only for the administration and payment of health insurance benefit claims.

National Plan Needed

A broader strategy in battling the loss of health benefits for retirees is for senior citizens to lobby for a national health program, according to Dan Schulder, legislative director of the National Council of Senior Citizens.

Schulder recently told the House Aging Committee that median income for elderly households is only about \$13,500 and that 37% of older men and women have incomes under \$10,000. Schulder said "the prospect of paying, out-of-pocket, hundreds and even thousands of dollars to maintain health insurance is terrifying for many and a cause of deep concern for all."

Another problem, he noted, is the canceling of health insurance for the survivor "soon after the death of the covered retiree."

Retirement benefits come under attack

By Orville Owen

Retired workers in ever-increasing numbers are losing their retirement benefits as companies cut back on retirees benefits or drop them outright.

Current labor agreements that secure and protect the retirement benefits of many of our retired members may be at risk in negotiations this year. Based on current trends of the collective bargaining process in the utility industry, company negotiators may have marching orders from the corporate directors to re-

duce the costs of providing medical coverage to employees and retired employees.

As an individual acting independently, a retiree would find it difficult to change management goals or directives. However, retirees acting in unity and purpose can make a difference.

It is imperative that we organize and act now in developing our strategy and participation in protecting those benefits we fought so hard to gain. We need each other just as much now as we did when we organized over 50 years ago.

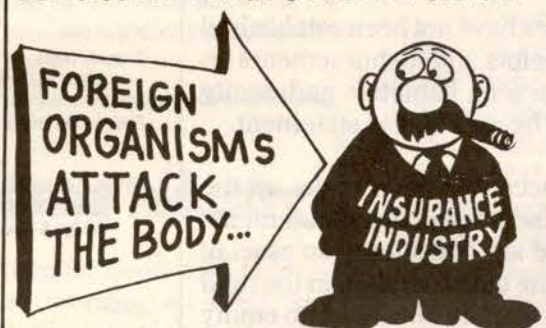
Corporate 'bigboys' guide health reform

When President Clinton unveils his program for national health care reform, it is likely to bear a strong corporate imprint.

Clinton's task force has relied heavily on the advice of an informal group of corporate "bigboys" called the Jackson Hole group in shaping the new policy. In the group are corporate representatives from Prudential, Aetna, Kaiser, American Medical Association, Pharmaceutical Manufacturers Association, and Cigna.

Polls show that Americans favor a Canadian-style "single payer" system, which would basically eliminate private profit from the health insurance business. Clinton, however, is cool to the idea.

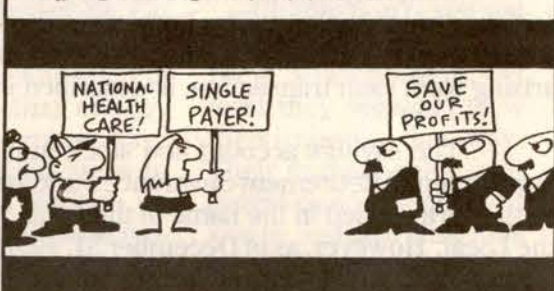
HOW A MANAGED COMPETITION HEALTH CARE SYSTEM WORKS:



THE BODY OVERPOWERS THE INVADERS AND REMOVES THEM FROM THE DECISION MAKING PROCESS.



UPON ENTERING THE BLOOD STREAM, THE GERMS ARE CONFRONTED BY THE BODY'S DEFENSES.



CORPORATE DOMINANCE OF THE HEALTH CARE SYSTEM RESUMES AND PROFIT FLOWS FREELY AGAIN.



IBEW
Local
1245



Retirees Corner

Reno chapter established, others planned

By Orville Owen

The Reno Chapter was established on April 29 and joins the East Bay and San Jose chapters in the Local 1245 Retirees Club.

Some of the members active in organizing the Reno chapter are Sylvester "Tex" Kelley, George MacDonald, Jay Kilgore, and Tom Lewis. Organizers of the San Jose chapter include Jack Hill, Watie Anthney and Harold Zirpel.

We are currently involved in organizing and establishing other retiree chapters in Bakersfield, Fresno, Santa Rosa, Chico and Sacramento areas.

Retired members in those areas are encouraged to contact the Local 1245 Retirees Club for further information. Call the union hall at 510-933-6060.

IBEW Local 1245 FINANCIAL STATEMENT

**FOR THE YEAR ENDED
DECEMBER 31, 1992**

INDEPENDENT AUDITOR'S REPORT

February 26, 1993

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

We have audited the accompanying statement of Assets, Liabilities and Equity arising from cash transactions as of December 31, 1992 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year ended December 31, 1992. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

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

The savings account and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1992, the entire amount in the fund was a liability to present and former employees and the Local had no equity in the fund.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year ended December 31, 1992 and its assets, liabilities and equity at December 31, 1992 in accordance with the basis of accounting described in the note to the Statement of Assets, Liabilities and Equity arising from cash transactions.

/s/Dalmas Accountancy Corp.
DALMAS ACCOUNTANCY CORP.
Certified Public Accountant

EXHIBIT A

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY ARISING FROM CASH TRANSACTIONS December 31, 1992

ASSETS

Cash Accounts and Stock Fund at cost:		
General Fund:		
Wells Fargo Bank & Bank of America - Checking accounts	\$274,199.19	
Wells Fargo Bank - Market rate account	86,742.55	
Wells Fargo Bank - Savings account	47,998.49	
Franklin Adjustable U.S. Government Securities Fund at FMV	1,099,764.60	
Variable Rate Government Fund at FMV	1,446,741.27	
Cash funds	5,800.00	
Total General Fund		\$2,961,246.10
Savings Accounts and Stock Fund at cost - Supplemental Retirement-Severance Fund		22,413.64
Checking Account - Political Donation Fund		7,215.15
Total current assets at cost		\$2,990,874.89
Accounts receivable - auto sales		16,700.00
200 shares PG&E common stock - at cost		3,388.17
Air transportation deposit		425.00
Loans receivable		
Energy Workers Ctr. (Note 2, 4)		71,529.89
Francella Memorial		7,000.00
Fixed assets (Note 1):		
Automobiles (53) at cost	860,593.77	
Less: allowance for depreciation	502,814.41	357,779.36
Furniture and office equipment - at cost	823,896.83	
Less: allowance for depreciation	467,460.24	356,436.59
Total assets		<u>\$3,804,133.90</u>

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of December receipts to forward	\$165,084.20	
For supplemental Retirement-Severance Current liabilities	22,413.64	187,497.84
Equity:		
General Fund	3,609,420.91	
Political Donation Fund	7,215.15	3,616,636.06
Total liabilities and equity		<u>\$3,804,133.90</u>

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT B

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1992

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance, December 31, 1991	\$23,997.40
Receipts:	
Interest	580.56
Dividends	535.68
Total receipts and balance	25,113.64
Disbursements:	
Direct payment made to former employee	2,700.00
Balance, December 31, 1992	<u>\$22,413.64</u>
Details of Balance:	
Strong Government Securities Fund	\$19,358.13
Dodge & Cox Fund Account - at cost	3,055.51
Total as above	<u>\$22,413.64</u>

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT C

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1992

POLITICAL DONATION FUND

Cash balance, December 31, 1991	\$17,078.83
Receipts:	
Portion of local union dues deposited directly to this fund	20,446.00
Old outstanding checks written off	3,000.00
Total receipts and balance	40,524.83

LOCAL 1245 FINANCIAL STATEMENT

Disbursements:

Ed Smeloff for Assembly	500.00
David Roberti Election Committee	2,000.00
Senator Bill Lockyer	1,000.00
Friends of Henry Mello	1,000.00
Senator Dan McCorqudale	500.00
Freitas State Senate Committee	1,000.00
David Roberti Campaign Committee	1,000.00
Friends of Dan Hauser	500.00
Friends of Valerie Brown	1,000.00
Phil Isenberg for Assembly	500.00
Barbara Lee for Assembly	500.00
Johan Klahs for Assembly	500.00
Delanie Eastin for Assembly	750.00
Margaret Synder for Assembly	1,000.00
Friends of Margierite Archie-Hudson	500.00
Dede Alpert for Assembly	1,000.00
Gwen Moore for Assembly	750.00
Mike Gotch for Assembly	1,000.00
Byron Sher for Assembly	1,000.00
Hilda Solis for Assembly	500.00
Jim Beale for Assembly	500.00
Friends of Paul Horcher	500.00
Kay Albani for Assembly	500.00
Friends of Tom Umberg	500.00
The Dick Floyd Committee	1,000.00
Nick Petris for State Senate	500.00
Boatright Senate '92	500.00
Willie Brown Committee	1,000.00
Friends of Peter Keat	500.00
Nevada State AFL-CIO	100.00
Humboldt Del Norte COPE	100.00
Friends for State Senate	1,000.00
The Dick Floyd Committee	1,000.00
David Roberti Election Committee	1,000.00
Sue Hone for Bart	250.00
Robert Price	500.00
Vivan Freeman	500.00
Ken Haller NV Dist #27	500.00
Jan Evan Dist #30	100.00
Bernie Anderson Dist #32	500.00
Bob Sader Assembly Dist	100.00
Madonna Long #34 Humboldt	100.00
Marcia de Braga #35 White Pine	100.00
Ray Neighbors #36 Esmeralda	100.00
Joe McKnight #40 Carson City	100.00
Assembly Demo Statewide Voter Reg.	2,000.00
John Versarecci NV State Assembly #39	100.00
Bob Revert NV Senatorial Dist #18	100.00
Friends of Valerie Brown	100.00
Kay Albani for Assembly	100.00
Margaret Synder for Assembly	100.00
Alpert for Assembly	100.00
Vivien Bronshwag for Assembly	100.00
Debra Brown for Assembly	100.00
Jane Carney for Assembly	100.00
Julie Banstein for Assembly	100.00
Lucy Killea '92 Committee	100.00
Teresa Hughes for Senate	100.00
Central Labor Council-COPE	250.00
IBEW COPE	1,500.00
Dan Richard	250.00
Other	59.68

Cash balance, December 31, 1992-	
Wells Fargo checking account	<u>\$7,215.15</u>

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT D INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1992

GENERAL FUND

Cash balance, beginning December 31, 1991		<u>\$3,306,328.73</u>
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$99,878.89	
"BA" members' dues	6,581,151.22	
Initiation fees	20,854.91	
Reinstatement fees	587.00	
Agency fees	51,314.97	
Working dues	263,299.60	
Difference in dues	7,001.29	
Retirement Club dues	<u>8,514.00</u>	7,032,601.88
Reimbursements to General Fund:		
Interest	107,257.47	
Dividends	346.00	
Workmens compensation dividends	95,096.70	
Refunds and reimbursements:		
Loan payments - Energy Workers Center:		
Interest	11,833.99	
Principal	40,497.77	
Sale of used autos	26,775.00	
Union Shopper	1,337.00	
Other receipts	8,784.58	
American Group Insurance-experience rate rebate	<u>38,509.00</u>	330,437.51
International portion of receipts:		

"A" members' per capita	247,995.15	
"BA" members' per capita	1,596,551.94	
Initiation fees	20,854.93	
D.B.A.F. fees	68.00	
Reinstatement fees	2,507.00	
Agency fees	16,247.00	
Difference in per capita	<u>1,185.10</u>	1,885,409.12

Total receipts 9,248,448.51

Total balance and receipts 12,554,777.24

Disbursements, per Page 13 of Schedule of Disbursements 9,593,531.14

Cash balance, December 31, 1992, Details of Statement of Assets, Liabilities and Equity \$2,961,246.10

The accompanying Report and Notes are an integral part of these financial statements.

GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers	\$1,853,533.54	
San Francisco C.L.C.	4,320.00	
Santa Clara C.L.C.	5,460.00	
Alameda C.L.C.	7,680.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	4,200.00	
Nevada State Electrical Association	588.00	
Sacramento C.L.C.	8,400.00	
Contra Costa C.L.C.	6,300.00	
California Federation of Labor	63,000.00	
California State Association of Electrical Workers	29,400.00	
Marin County C.L.C.	819.00	
San Joaquin and Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	780.00	
Napa-Solano C.L.C.	1,926.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Medara C.L.C.	3,000.00	
Sonoma, Mendocino, Lake C.L.C.	1,932.00	
Merced-Mariposa C.L.C.	1,350.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	240.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	576.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	2,400.00	
Idaho State AFL-CIO	149.24	
Coalition California Utility Workers	3,600.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Tri Counties C.L.C.	1,920.00	
California Labor Federation-Retirees Dues	12.00	
Forum-C.C., Napa, Solano	20.00	
Congress of California Seniors	24.00	
Forum-Alameda Retired Members	15.00	
Maritime Trades Post Council	420.00	
Public Employees Council	50.00	
C.L.O.C.	7,524.00	
TCC-6	127.20	
9th District Manufacturing	120.00	
North Eastern Nevada C.L.C.	275.00	
Utility Co-ordination #5	<u>230.00</u>	
		<u>2,018,821.98</u>

Staff expenses:		
Salaries	2,907,729.64	
Expenses	195,269.54	
Automobile expenses	292,755.78	
Automobile purchases	106,892.00	
Administrative expenses	<u>3,402.57</u>	
		<u>3,506,049.53</u>

GENERAL FUND

Research and Education:		
Subscriptions and publications	\$17,019.16	
Public relations	119.02	
Scholarship fund	2,500.00	
Membership survey	<u>17,226.21</u>	
		<u>36,864.39</u>
Office salaries:		
Administration office salaries	295,626.97	
Bargaining unit salaries	<u>367,836.43</u>	
		<u>663,463.40</u>
Office expenses:		
Rent	151,570.57	
Telephone	179,111.61	
Postage mail service and meter expense	49,583.49	
Print room/printing	61,927.27	
Supplies	27,158.35	
Equipment maintenance	24,596.81	
Data processing	111,479.07	
Equipment rental	790.97	
Utility reporter	111,113.19	
Miscellaneous	16,974.50	
Bank charges	859.76	
Furniture and equipment purchases	<u>28,772.68</u>	

See NEXT PAGE

LOCAL 1245 FINANCIAL STATEMENT

Utilities and janitorial	8,238.03
Christmas cards	255.00
	<u>772,431.30</u>

GENERAL FUND

	Salaries Paid Or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$19,664.38	\$25,139.47	\$44,803.85
Executive Board Trial Board		1,585.02	1,585.02
Advisory Council	13,532.12	60,785.76	74,317.88
Trustee Committee	14,474.96	2,507.75	16,982.71
Review Committee	2,259.12	4,206.06	6,465.18
Safety Committee	9,410.77	7,211.36	16,622.13
Shop Stewards expenses	21,574.56	44,798.71	66,373.27
Other Conferences	11,392.21	55,681.39	67,073.60
Labor Management		11,808.12	11,808.12
J.T. Grievance	2,011.92	9,452.13	11,464.05
Grievance/FF/LIC		5,139.05	5,139.05
Regional S/S Conference		4,496.44	4,496.44
Women's Conference	880.78	20,068.44	20,949.22
	<u>95,200.82</u>	<u>252,879.70</u>	<u>348,080.52</u>

Various other Committees:			
Citizen Utility	25,142.53	26,034.37	51,176.90
Sierra Pacific Power	5,643.37	604.92	6,248.29
U.S. Bureau of Reclamation	5,314.56	2,310.70	7,625.26
Outside Line	6,165.11	6,222.25	11,387.36
Sacramento Muni Utilities			
District	2,249.94	204.70	2,454.64
Regional Transit	12,965.49	6,351.97	19,317.46
Local Union Election	10,103.34	25,527.73	35,631.07
International Union Elections		3,994.00	3,994.00
International Convention	1,923.76	(488.00)	1,435.76
Central Labor Expenses		130.78	130.78
Retirees		364.73	364.73
P.U.C. - Case Cost		28,825.84	28,825.84
Outside Line Conference	1,559.84	1,038.30	2,598.14
Leadership Conference		7,472.29	7,472.29
Leadership	949.44	10,258.37	11,207.81
Pacific Gas Transmission	377.53	2,543.55	2,921.08
Organizing Expenses	2,476.20	1,486.90	3,963.10
Pacific Tree	44,765.05	33,567.00	78,332.05
Modesto Irr. District	5,539.30	546.36	6,085.66
Merced I.D.	1,746.40	1,458.75	3,205.15
City of Oakland		369.00	369.00
Davey Tree	10,176.22	13,784.53	23,960.75
Arbor Tree	19,624.26	6,230.04	25,854.30
Truckee Donner P.U.D.		93.17	93.17
Tri-dam		23.67	23.67
City of Roseville		231.83	231.83
City of Berkeley		84.09	84.09
CP National Elko		1,118.71	1,118.71
CP National Needles		335.93	335.93
WAPA		270.02	270.02
CAPCO	451.20	248.54	699.74
Century Cable	1,951.04	2,036.23	3,987.27
ARP/TCI Santa Cruz	393.60		393.60
City of Healdsburg		40.98	40.98
Bureau of Alameda-Gen. Neg.		27.04	27.04
Sonic Cable	2,421.44	1,902.74	4,324.18
TCI Reno		66.13	66.13
Concord TV Cable		84.89	84.89
City of Redding	2,390.70	1,598.58	3,989.28
Internal Organizing		295.64	295.64
Paradise I.D.	192.96	146.67	339.63
Organizing All Other		205.00	205.00
CP National Tahoe		542.00	542.00
AC Transit	6,247.33	877.03	7,124.36
Mt. Wheeler	1,127.28	16.56	1,143.84
Oroville-Wyandotte I.D.		75.00	75.00
Wells Rural Electric		260.05	260.05
Shasta Dam PUD		319.97	319.97
Lindmore I.D.		148.26	148.26
Lassen MUD		192.75	192.75
WP Natural Gas		577.32	577.32
MPTV Cable	224.16	142.00	366.16
Nevada Cable		101.11	101.11
So. San Joaquin	40.30	1,169.28	1,209.58
Russian River Energy Co.	1,624.33	50.65	1,674.98
Western TV Cable	832.68	554.47	1,387.15
South West Gas		38.88	38.88
City of Fallon		84.65	84.65
Foster Wheeler		52.44	52.44
Bella Vista	134.08	32.31	166.39
	<u>174,753.44</u>	<u>191,883.67</u>	<u>366,637.11</u>

GENERAL FUND

	Salaries Paid Or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Departmental:			
Arbitration	1,912.55	20,331.12	22,243.67
Interim Negotiations	297.04	1,011.53	1,308.57
Diablo Canyon	2,616.35	170.09	2,786.44
Gas Servicemen		58.23	58.23
Drug Testing		314.47	314.47

Negotiations	883.65	68.40	952.05
Re-rate		142.62	142.62
Clerical Job	5,615.65	604.96	6,220.61
PLO		244.15	244.15
Miscellaneous General			
Office	7,794.26	2,563.84	10,358.10
Ad Hoc		87.92	87.92
Hydro/Water Dept.		859.13	859.13
EMF Neg. Comm.	10,148.58	2,567.64	12,716.22
G.C. Negotiations		487.23	487.23
Transmission		418.57	418.57
Steering Committee		687.45	687.45
Helicopter Committee	604.50	1,328.27	1,932.77
Telep Consolidated	193.61	586.21	779.82
Geysers		40.66	40.66
Technical Comm.		212.52	212.52
Transition Committee		889.75	889.75
	<u>30,066.19</u>	<u>33,674.76</u>	<u>63,740.95</u>

GENERAL FUND

Membership expenses:		
Supplies-Local		\$27,412.78
Supplies-Intl.		15,034.75
Union shopper purchases		10,531.84
Miscellaneous fees		2,567.00
50th Anniversary supplies		560.59
Lineman Rodeo		7,057.72
Golf Tournament		2,018.00
		<u>65,182.68</u>
Membership benefits:		
Group life insurance		102,490.08
Unit drawing award		500.00
Individual drawing award		500.00
Service award dinners		42,370.72
Social Fund		10,500.00
Flowers and donations		738.44
Memorial Bibles		247.88
		<u>157,347.12</u>
Payroll taxes:		
Employee portion:		
U.S. income tax withheld		\$(560,490.31)
California income tax withheld		(147,104.32)
FICA withheld		(242,077.32)
SDI withheld		(23,804.63)
U.S. income tax forwarded		560,490.31
California income tax forwarded		147,104.32
FICA forwarded		242,077.32
SDI forwarded		23,804.63
Local Union portion:		
FICA		243,326.35
California Unemployment		9,937.63
U.S. Unemployment		4,440.92
		<u>257,704.90</u>
Employee benefits:		
Health and Welfare plans		381,640.11
Group life insurance		78,497.38
Pension plan (Note 5)		518,791.33
Administration trustee pension plan		6,050.00
Other costs, pension plans		20,791.49
Administration fees, pension plan		550.00
		<u>1,006,320.31</u>

GENERAL FUND

Other disbursements:		
Legal fees		\$39,110.37
Hall rentals		61,954.89
Workmen's Compensation Insurance		99,171.86
Refunds		3,865.70
Audit fees		13,135.00
PRD fees		9,294.98
Charitable donations		15,067.34
Payroll deductions - 401(k), savings, credit union dues		127.95
Fair Give-a-way		839.82
Insurance bond		10,492.00
Insurance-professional liability		8,798.00
Insurance-auto		40,348.88
Insurance-property		3,172.00
Insurance-travel		735.00
Miscellaneous taxes		287.31
Baseball tournament		1,063.75
Local Union Election-Sequoia Pacific		23,422.10
		<u>\$330,886.95</u>

Total General Fund Disbursements

\$9,593,531.14