

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
December 1993
Vol. XLII No. 12

UTILITY REPORTER

Happy Holidays!

Former foes bridge differences

Local 1245, Arbor Tree sign labor agreement



A handshake between Business Rep. Landis Marttila and Arbor Tree President Steve Alvarez signals a new beginning for the union and the tree trimming contractor.

Arbor Tree Surgery Co. and Local 1245 put old disputes behind them last month and signed a labor agreement that brings Arbor into the circle of union tree contractors.

About 60 Arbor employees are covered by the agreement, which provides for prevailing union wages on any tree trimming work that Arbor performs for Pacific Gas and Electric. The agreement was completed in time for Arbor to bid as a union contractor on several contracts now being awarded by PG&E for work from San Francisco south to Santa Maria.

Business Manager Jack McNally said the pact with

See BACK PAGE

PG&E Letter Agreement

Local 1245 negotiates clerical job protection

An agreement between Local 1245 and Pacific Gas and Electric Co. protects members of the Clerical bargaining unit against forced layoffs during the company's current wave of restructuring.

The Letter Agreement, signed Nov. 12 by Business Manager Jack McNally, requires the company to provide an employment option to any Customer Services office employee impacted by telephone consolidation or by any other Customer Service consolidations or reductions of office employees that occur during the next 12 months.

Under the agreement, any employee who is fulltime will be offered a fulltime employment opportunity, and any parttime employee will be offered a parttime employment option.

The agreement comes in response to last year's decision by PG&E to consolidate

local telephone service into four regional Call Centers. The agreement also applies to the expected consolidation of the company's credit functions and any other consolidation activity during the next year.

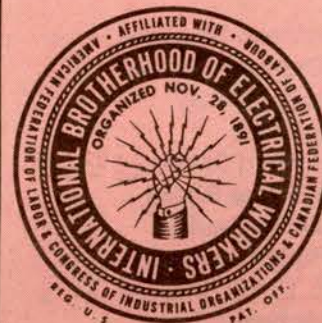
By law the company has the right to restructure its operations. However, it is required to bargain with the union over the impacts of restructuring.

"Phone consolidation presented the union with a very difficult problem, because some of our members are going to be hurt no matter how the company carries it out," said Business Manager Jack McNally.

"So we took the position that the most important thing the union can do is protect jobs, and to do our best to make sure that the process is as fair as possible," McNally said.

Under the terms of the agreement, the initial staffing of the Call Centers is be-

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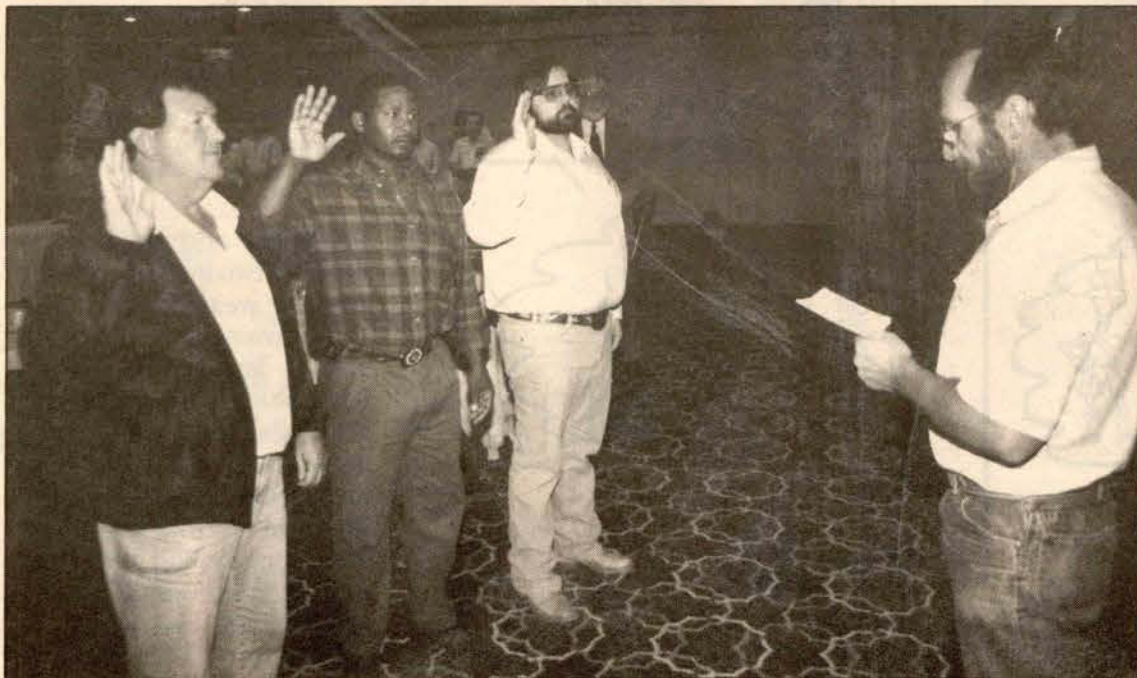
Sierra Pacific Power
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CALENDAR

December 3
Pin Dinner
Redding, Ca.

December 11
Stewards Conference
Eureka, Ca.

Merry
Christmas
and
Happy
New Year!



TAKING THE OATH
At the November Advisory Council meeting in Concord, Local 1245 President Howard Stiefer (right) swore in new Advisory Council members (from left) David Pittman, representing Irrigation Districts; Clifton Smith, representing PG&E General Construction; and Dan Lockwood, representing PG&E's Diablo Canyon Power Plant.

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WIPA



Workers here and abroad

Rolling the union on . . .

Airborne Again: The Flight Attendants union won an important victory when President Clinton persuaded American Airlines to enter into binding arbitration to settle a contract dispute. The five-day strike had severely disrupted the airline's business heading into the Thanksgiving holiday.

Thrown Out: Independent trade union leader Han Dongfang returned to China in August, but was beaten up and thrown out of the country in less than 24 hours. Han is an outspoken champion of trade union rights, but in China it is illegal to organize

outside the official, communist party-dominated union.

That's Service: The Coal Employment Project reported that widows of miners killed in two 1976 explosions at Kentucky's Scotia Coal Co. have finally received the official reports on the disasters. After 17 years, the reports were sent by overnight mail.

Time to Begin: Labor Party Advocates, a movement of union members wanting to establish an independent political party for labor, has decided to hold the party's founding convention in early 1995. Labor Party Advocates

believes the Democratic and Republican parties have failed to address the needs of working people.

Job Generator: The average manufacturing job generates 2.2 jobs in supplier and other businesses, nearly four times the 0.58 jobs generated by each job in personal and business services, and nearly seven times the figure for each job in retailing, according to the Economic Policy Institute. EPI says these figures show that "manufacturing is integral to our economy...and should be treated as an essential national asset."



ON THE MEND
Business Rep. Sam Tamimi (right), recovering from recent health problems, made a welcome appearance at last month's Advisory Council meeting. Seated next to him is Assistant Business Manager Perry Zimmerman.

Robert Whitney

PG&E Troubleman Robert Whitney was fatally injured on Nov. 29 in Orland, Ca.

Brother Whitney was performing a switching operation at a recloser when the control box was energized by primary voltage. Investigation of the accident is ongoing.

Per capita hike takes effect

Per capita payments to the International will increase by \$1 effective Jan. 1, 1994 in accordance with a decision by delegates to the 34th Convention of the IBEW held in St. Louis, Mo. in 1991.

In addition, for members at PG&E receiving a wage increase at the start of the year, union dues will go up accordingly.

These two factors could result in some members paying approximately \$2 more in overall dues.

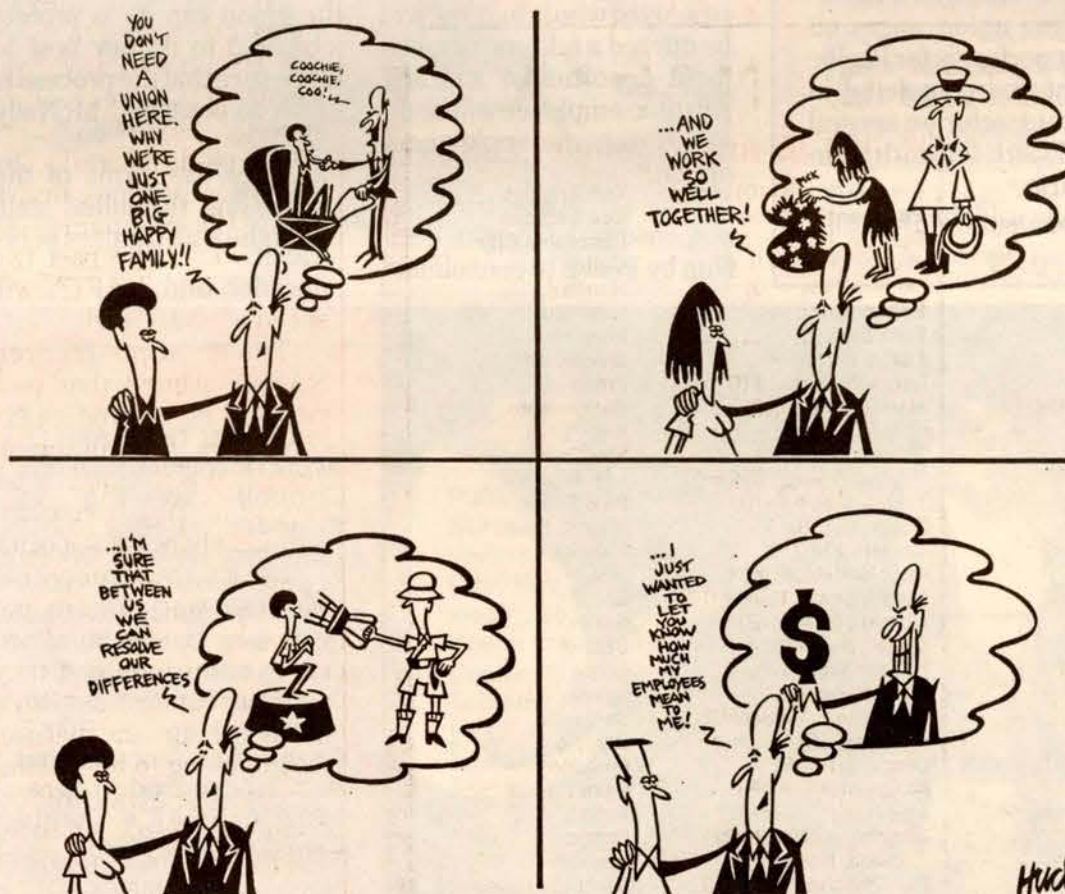
Poland-US Solidarity:

The Polish trade union Solidarity lent support to California's striking Diamond Walnut workers Oct. 1 when it demonstrated against parent company Sun-Diamond at a national produce fair in Posnan, Poland, Labor Notes reported. Sun-Diamond is one of several American companies being sponsored at the fair by the US Agriculture and Commerce Departments.

Into the Streets: If Republicans filibuster the Workplace Fairness Bill—which would ban the use of permanent replacement workers during strikes—the AFL-CIO should "ask all people who believe in fairness and the democratic process to take to the streets in support of fairness and democracy, and remain there until it is achieved." That's what UAW Sec.-Treasurer Bill Casstevens recently wrote in a letter to AFL-CIO President Lane Kirkland.

Nuclear Discontent:

Scientists and workers at Russia's two leading military nuclear weapons research centers were considering job actions last summer, even through strikes in that sector are illegal. They claimed the government is not financing the agreed conversion program for the nuclear weapons industry and that their salaries are late and not properly indexed.



Injured workers must make choices

By Sharon K. Brady

In January 1994, a new set of workers' compensation laws will go into effect. One of the changes strongly affecting injured workers concerns how workers may obtain doctor evaluations for their workers' compensation cases.

Medical-legal evaluations are "one-time" evaluations by a doctor other than the treating doctor. The doctor reviews the injured worker's medical records, examines the injured worker, and prepares a report addressing the workers' need for medical care, vocational rehabilitation, permanent disability, and other workers' compensation benefits.

For injuries occurring before 1994, an injured worker could obtain more than one medical evaluation. First, when the injured worker was unrepresented, he could obtain a "panel evaluation" by choosing an evaluating doctor from a list of three doctors. Then, if he was not satisfied with that report, he could go to an attorney, and the attorney could send him to another doctor for an evaluation.

Under the new laws, injured workers may only obtain one medical-legal evaluation, whether they are represented or not. If an injured worker obtains a panel doctor evaluation while he or she is unrepresented and later gets an attorney, the attorney *cannot* obtain another evaluation for the injured worker. The injured worker is required to use the "panel doctor's" evaluation to determine what benefits he or she is entitled to.

What does this mean to you?

If you are injured in 1994 or later, it means you must make some careful choices. When the time comes to obtain a medical-legal evaluation, you must decide whether you wish to get a report on your own, or retain a lawyer.

If you decide to obtain a "panel" evaluation, research the three doctors on your list carefully. Check into each doctor's background and his or her reputation as a worker's compensation evaluator. Remember, if you choose a doctor and are not satisfied with his or her report, there is not much that can be done later. If you de-

cide to retain a lawyer, the initial time to set up your appointment may be longer, but lawyers are more familiar with evaluating doctors in the area. They will also ensure that the report is correctly handled in settling your case.

The new laws going into effect thus require that you make careful choices regarding your case. Whatever you decide regarding your medical-legal evaluations, do your homework carefully and try to avoid making "snap" decisions. This will ensure that your case runs as smoothly as possible.

If you have questions about medical-legal evaluations, or about workers' compensation benefits in general, feel free to contact the Law Offices of Mastagni, Holstedt & Chiurazzi; we will be more than happy to answer your questions.

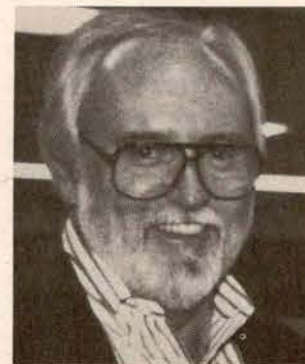
(Sharon K. Brady is an Attorney at Law in the Law Offices of Mastagni, Holstedt & Chiurazzi.)

Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony.

POINT OF VIEW

Labor's voice isn't heard in Washington

Jack McNally, IBEW 1245 Business Manager



The NAFTA vote in Congress is over, but the issue of fair trade and American jobs is not going to go away.

In the final weeks of the NAFTA campaign, NAFTA crusaders tried to make it sound like organized labor was against trade. If you're against NAFTA, these zealous implied, then you must be against any agreement. You must be against jobs, progress, and optimism—and probably motherhood and apple pie as well.

Somewhere in all this rhetoric—much of it paid for by big corporations and the Mexican government—the simple truth got lost. The truth is that labor favors having a trade pact with Mexico and Canada. But labor opposed this particular agreement because it didn't address the most crucial problem in US-Mexican relations.

And that problem is the tremendous difference in the standard of living between our two nations.

Low wages in Mexico entice companies to leave the US. It's really that simple. Sure, there are other important factors on where a company decides to locate. But low wages have drawn many US companies to Mexico over the past two decades and NAFTA will speed up that trend.

Those who favored NAFTA argued that new jobs will be created as US companies hire workers to make goods to export to an expanding Mexican economy. Let's hope that happens.

But let's remember that Mexican workers are not going to be able to afford many of our goods if they are working for less than a dollar an hour. And that's all they're going to be making because the Mexican government doesn't let them organize independent unions. And NAFTA does

nothing to change this sorry situation—even though it could have.

It's interesting that when the crunch came, both Republicans and Democrats lined up with the corporations rather than the working people. Unions put a huge effort into this important fight, but with big business and Clinton against us, we came up short.

There is no question that President Clinton has damaged his relationship with labor by his intense lobbying on NAFTA. It will be interesting to see if he uses the same intense effort to pass labor legislation, like the striker replacement ban, OSHA improvements, and labor law reform.

In any case, it's going to be a long time before working people forget this NAFTA vote, or forgive the representatives who deserted us. Those representatives listened to the corporations on this issue and told workers that "Business knows what is best for you." We've heard that line before and it just doesn't wash.

American workers should take stock of who our friends truly are, and begin exploring ways to make sure that somebody in Washington will listen to our concerns.

On a more cheerful note, let me close by wishing all of our members a joyous holiday season. Working together in the New Year there is much that we can accomplish.

How THEY VOTED ON NAFTA

Find out where your Member of Congress stood when labor needed his or her vote. Is your Member of Congress in Labor's Hall of Fame or the Hall of Shame?

Hall of Fame (With Labor)

Condit, Gary (D)	Modesto
Dellums, Ron (D)	Oakland
Dixon, Julian (D)	Los Angeles
Edwards, Don (D)	San Jose
Filner, Bob (D)	Chula Vista
Hamburg, Dan (D)	Ukiah
Harman, Jane (D)	Los Angeles
Lantos, Tom (D)	San Mateo
Martinez, Matthew (D)	Alhambra
Miller, George (D)	Pleasant Hill
Schenk, Lynn (D)	San Diego
Stark, Pete (D)	Hayward
Tucker, Walter (D)	Lynwood
Waters, Maxine (D)	Los Angeles
Woolsey, Lynn (D)	Petaluma
Doolittle, John (R)	Roseville
Gallegly, Elton (R)	Oxnard
Hunter, Duncan (R)	El Cajon
Pombo, Richard (R)	Stockton
Royce, Ed (R)	Fullerton

Hall of Shame (Against Labor)

Becerra, Xavier (D)	Los Angeles
Beilenson, Anthony (D)	Los Angeles
Berman, Howard (D)	Panorama City
Brown, George Jr. (D)	Colton
Dooley, Calvin (D)	Hanford
Eshoo, Anna (D)	Palo Alto
Farr, Sam (D)	Monterey
Fazio, Vic (D)	Woodland
Lehman, Richard (D)	Fresno
Matsui, Robert (D)	Sacramento
Mineta, Norm (D)	San Jose
Pelosi, Nancy (D)	San Francisco
Roybal-Allard, Lucille (D)	Los Angeles
Torres, Esteban (D)	Pico Rivera
Baker, Bill (R)	Walnut Creek
Calvert, Ken (R)	Riverside
Cox, Christopher (R)	Newport Beach
Cunningham, Randy (R)	Escondido
Dornan, Robert (R)	Garden Grove
Dreier, David (R)	Covina
Herger, Wally (R)	Chico
Horn, Steve (R)	Lakewood
Huffington, Michael (R)	Santa Barbara
Kim, Jay (R)	Ontario
Lewis, Jerry (R)	Redlands
McCandless, Al (R)	Palm Desert
McKeon, Howard (R)	Santa Clarita
Moorhead, Carlos (R)	Pasadena
Packard, Ron (R)	Vista
Rohrabacher, Dana (R)	Huntington Beach
Thomas, William (R)	Bakersfield

Gridley pact preserves benefits

Members of Local 1245 last month ratified a new agreement with the City of Gridley, Ca.

The new Memorandum of Understanding provides for a 3.1% wage increase and preserves the current level of medical benefits, while improving benefits in other areas. The one-year agreement, ratified by union members Nov. 5 and approved by the city on Nov. 15, is retroactive to July 1.

Preserving medical benefits proved to be the most difficult aspect of negotiations. In its search for cost containment, the city switched to a new insurance provider, enabling the city to continue fully funding the premiums for employee health care.

However, the new provider required a higher de-

ductible. To prevent this from adding to employees' out-of-pocket expenses, the city agreed to pick up the difference between the old deductible and new deductible in the event that an employee incurs medical costs reaching that level.

A new provision of the MOU allows eligible employees who decline medical coverage to get half of the appropriate medical premium deposited into a deferred compensation plan.

"Both parties worked really hard to reach agreement," said Business Rep. Jack Osburn, who led bargaining for the union. "Overall I was very satisfied with the agreement we came up with."

The MOU shortened the Long-Term Disability waiting period from six months to three months. Another provision of the new MOU took

1.7% in benefits from a previous agreement and converted them into new benefits, including an increase in life insurance and an additional life insurance policy for dependents of employees.

"I was pleased we were able to preserve that 1.7% and convert it into something useful to the members," said Osburn.

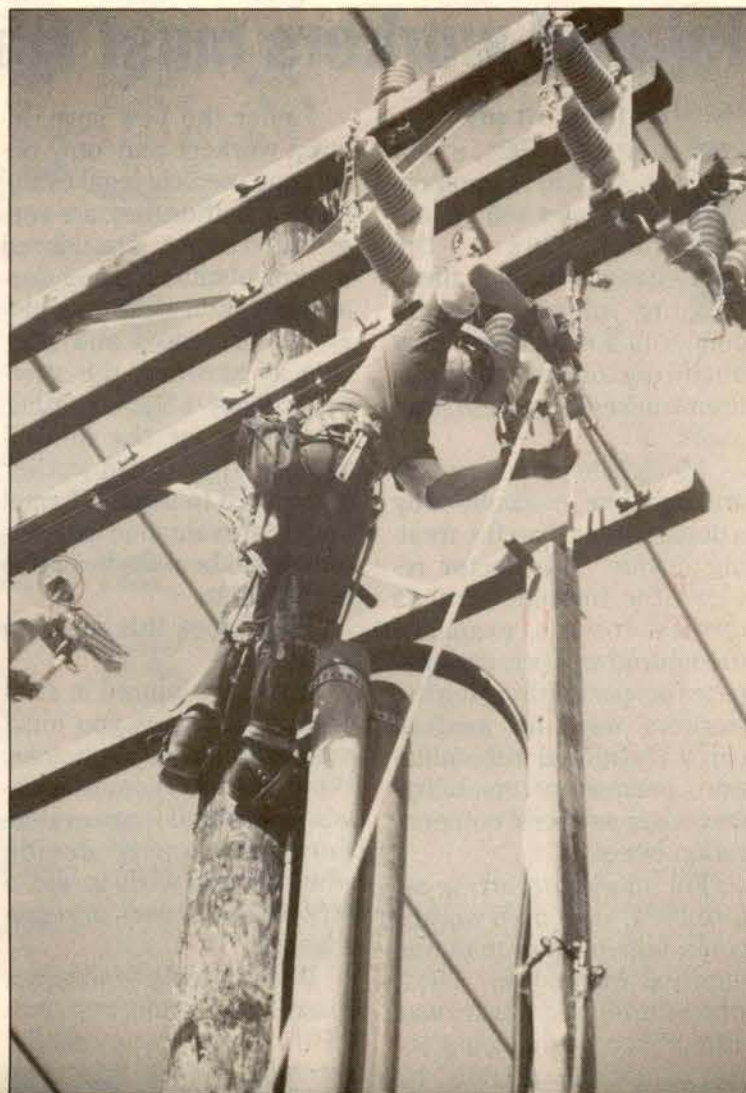
Serving with Osburn on the union's bargaining team were Margie Tidwell, account assistant; Tim Hill, equipment operator; and Gary Andes, lineman. Classifications covered by the agreement are accountant, accounting assistant, consumer service/groundworker, electric supervisor, electric line worker, equipment operator, maintenance workers, office assistant, plant operator, and public works leadworker.



Clockwise from left: Union bargaining committee: Margie Tidwell, Tim Hill, Jack Osburn, and Gary Andes; employer representatives Tom Sanford and Jack Slota.



At right: Jeane Simmons, hired in 1969, continues working parttime at age 73: "She is the city of Gridley," commented one city employee. "She knows where the sewer lines are, the water mains, everything." At left: Account Assistants: Maria Hunzeker (seated) and Margie Tidwell.



SMUD APPRENTICE LINEMAN

Sacramento Municipal Utility District Apprentice Lineman Frank Petrinovitch, a 5-year union member, installs an underground feed that will replace overhead line serving University of California at Davis Medical Center. Foreman on the job was Don Kreutzer, a 17-year union member.

Labor offers alternatives for television viewers

Two television programs airing on public broadcasting system stations offer viewers a fresh way of looking at American workers.

In December, "We Do the Work" features the program "Navajo Medicine", hosted by Cherokee actor Wes Studi, whose film credits include Last of the Mohicans and The Legend of Geronimo.

Navajo Medicine visits hospitals and health care facilities on the Navajo reservation where mortality rates from tuberculosis, alcoholism and diabetes are dramatically higher than the overall US population.

The program features a registered nurse working 12-hour shifts, on call 24 hours a day, to care for an exploding population of Navajo diabetes patients.

Navajo Medicine also travels with Marilyn Yazi, a Navajo Community Health Representative who bridges the worlds of traditional and Western medicine.

Showtimes:

San Francisco, Ca.
TV 9, Dec. 26, 3:30 pm
San Mateo, Ca.
TV 60, Dec. 18, 6:30 pm
Santa Rosa, Ca.
TV 22, TBA in December
Los Angeles, Ca.
TV 28, Dec. 18, 2:30 pm
Eureka, Ca. (weekly)
TV 13, Tuesdays, 7:30 pm

For another viewing alternative, check out the new program "Shoptalk", a program about workers' issues produced in Tacoma, Wa.

Beginning Jan. 30, "Shoptalk" will be available to public TV stations nationwide. Call your local public TV station and ask them to air it.

Stewards make use of training conferences

Many Local 1245 stewards took advantage of union-sponsored training conferences to sharpen their skills during the second half of 1993. Among those attending were:

Humboldt June 26

Carol Rasmussen
Robert Witmer
Stewart Anderson
Michael Grossman
Aileen Koppenberg
James Pike

Reno September 11

Marna Browne
Don Moler
Michael Dean
Richard tissue
Stephanie Baber
Douglas Smith
Dale Huntsman
Joel Cote
Santiago Salazar
Sharon Quilici
Jan Stabile
Doug Hansen
Zenobia Foster
Earl Jones
Bob Vieira
William Summy III
Caroline Leider
Kathie Peterson
Janine Clinger
Rita Weisshaar
Kurt Myers
Fred Dore
Toni Vanlandingham
Betty Quinn

Central Coast/ Moss Landing September 11

Jim Martinez
Chuck Clark
Ken Townsend
Robert Martin
Lonie Crawford
Richelle Gallegos
Steve Hutchings
Pat Stoffey
Steve Urguidi
James Vermilyer
Mark Thomas
Ken Richards
Michael Cummings
Barbara Saunders
Paul Hills
Salvatore Lozano, Jr.
Art Freitas
Rick Butler
John Nolan
Avery Wilfong
Ron Hill
Richard Manley
Ron Morris
Michael Olaeta

Chico September 25

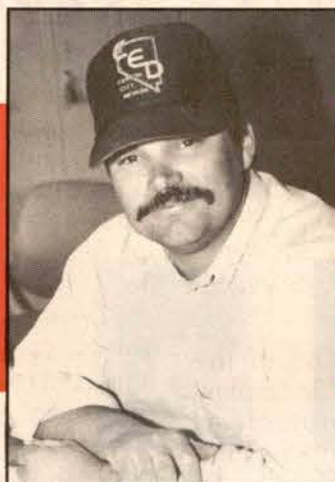
Bill Cowden
J. H. Basgall
Michael Brady
Thomas Conwell Jr.
James Bray
Deborah Cote

JoAnn Villalobos
Stuart Neblett
Joel Dolloff
Tina Rich
Ken Brown
Red Sammon
Lucky Carter
Mike Hamm
Harvey Iness
Leon Grover
Patrick Harrigan
Dan Penry
Monte Nelson
Jack Hall
Nick Salvatorelli
David Haley
Rodney Dyer
Lee Covington
John Kepus
Philip Alleman
Al Knudsen
Paul Tobias
Mike Vrooman
Barbara Engelman
John Harper
Bill Mackay
Arlene Filter
Terry Marymee
Douglas Hall
Tom Bumgarner
Patti Eide
John Eide
Dennis Goodman
Larry Hope
Lois Moore
Dale Noble
Peggy Simpson
Frank Elliott
Steven Chapman
Bill Tomlinson
Tim Foley
Terry Andreucci

Public Sector October 16

Constance Bibbs
David Brown
Sam Charters
David Cuthbertson
Marilyn Hogaboom
Wendell Krell
Chuck Linquist
Chris McKernan
Wilfred Nunez
Dave Pittman
David Reishus
Michael Shanks
Tom Thurn
William Uphoff
Donnell Williams
Kenneth Alvey
Don Murray
Donald Ludlow
John Callahan

NOTE: These lists were compiled from advance registration lists and may not include all stewards who actually attended.



Steward's Story

Scott Downs
Sierra Pacific Power
Carson City, Nev.

To be an effective steward, keep members well-informed

A union steward's effectiveness really comes down to one thing in the opinion of Scott Downs, a steward at Sierra Pacific Power Co. "You've got to communicate. The best thing to do is let everybody know what you're up to as a steward," says Downs, a Carson City-based electric foreman and seven-year steward.

If you're filing a grievance, he advises, you should tell people what the grievance is about and what the union hopes to accomplish.

"Then you can do away with a bunch of these games that management likes to try, like 'Oh, your union steward is trying to screw you out of this overtime. Why is he doing that?'"

Conflicts are often resolved informally before getting to the grievance level. But sometimes, Downs says, "the answer from management is 'No' and I don't like that answer, so we just go through the grievance procedure."

To be a steward, "you have to have that stubbornness about you," Downs says. "Once you know you're in the right you have to stick with it. You have to let them know that you're in it for the long run. You're not going to back down."

Such was the case a few years ago when a wire trailer parked in the Carson City yard rolled into a pole pile. The supervisor, Downs recalls, "called the whole crew in and told us what horrible people we were."

But what really set Downs off was the supervisor's implication that the employees could not be trusted to work safely.

"That set me off. I said, 'That's it. We've heard enough. You're making some unreasonable assumptions here

and I've had enough. These guys have heard enough, too. They're not involved. This is between you and me now.'"

Downs received a letter of reprimand, and immediately saw that it was full of false information. Not only did it list the wrong trailer number and the wrong date, it incorrectly stated that the trailer was badly damaged and the pole was damaged beyond repair.

So Downs got to work researching the facts.

"I found out that the pole had been set on a work order a couple of days after the incident. I found out the pole number, what work order number it was on. I had pictures of things and labeled them just like Perry Mason," Downs recalls with a grin.

And the "badly damaged" trailer, it turned out, required 50-cents to repair. Downs won the grievance.

Not everyone may be cut out for the role, but Downs believes getting involved as a steward is a good way for a union member to gain more control over his or her working life.

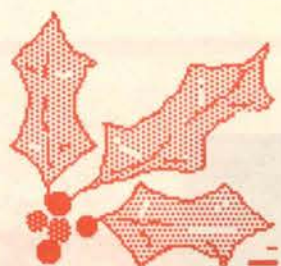
"Everybody likes to say the union didn't do this, the union didn't do that. That's bullshit," declares Downs. "We're the union." And since the members are the union, the more involved they become, the more effective the union can be, Downs says.

"I believe in my heart that everything I have and everything I've become is because of the union. If not for the union I wouldn't be a lineman, I wouldn't be a foreman, I wouldn't have my house, I wouldn't have my health benefits, I wouldn't have the status that I have today," says Downs.

"Everything comes down to the union. The company didn't give me that. The union gave that to me."

Season's Greetings from

Merry Christmas



Executive
(Seated, from left) Ed Mallory, re
president; Jack McNally, business
dent. (Standing, from left) Andrew D
Tindall; Ron Blakemore; Mike Davis

Happy N



Ken Ball
Business
Representative



Brenda Bartizal
Cash Dues
Records



Shawn Berlinn
Word Processing



Enid Bidou
Business
Representative



Virginia Browne
Payroll Deduction



Jane Brunner
Business
Representative



Phil Carter
Office Manager



Ed Caruso
Business
Representative



Bob Choate
Business
Representative



Tom Dalzell
Attorney



Richard Dunkin
Business
Representative



Joel Ellioff
Business
Representative



Janet Evanson
Dispatcher
Riverside Office



Dorothy Fortier
Assistant
Business Manager



Ed Fortier
Business
Representative



Bob Gibbs
Business
Representative



Wayne Greer
Business
Representative



Dean Gurke
Business
Representative



Mike Haentjens
Business
Representative



Mickey Harrington
Business
Representative



Pat Hove
Membership
Records



Gary Hughes
Business
Representative



Frank Hutchins
Business
Representative



Karen Kiley
Confidential
Secretary



Linda Knight
Bookkeeping



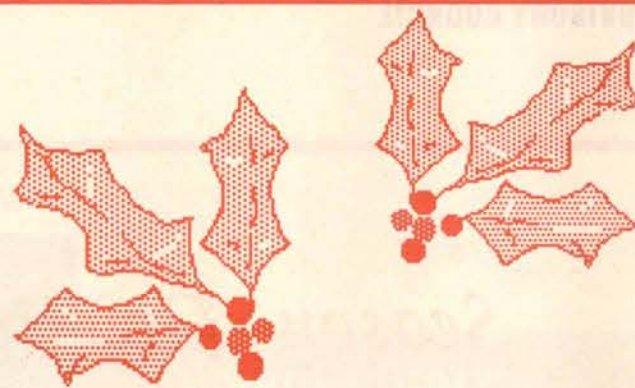
Ann Kools
Confidential
Secretary



Austin Lea
Printer



IBEW Local 1245



Board
Recording secretary; Howard Stiefer,
Manager; Jim McCauley, vice presi-
dley; Chuck Davis, treasurer; Kathy

Happy Chanukah



New Year



Kathy Maas
Business
Representative



Sharon Madison
Clerical Flotater



Gary Mai
Business
Representative



Landis Marttila
Business
Representative



Bob Martin
Business
Representative



Lita Martin
Administrative
Assistant



Rae Mattes
Receptionist



Jack McNally
Business Manager



Darrel Mitchell
Senior Assistant
Business Manager



Wendy Mitchell
Benefits



Pat Montague
Dispatcher
Sacramento
Office



Art Murray
Business
Representative



Jack Osburn
Business
Representative



Frank Saxsenmeier
Business
Representative



Dennis Seyfer
Business
Representative



Roger Stalcup
Assistant
Business Manager



Eileen Stanger
Dispatcher
Riverside Office



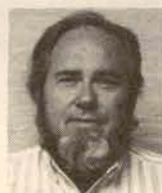
John Stralla
Business
Representative



Sam Tamimi
Business
Representative



Larry Pierce
Business
Representative



Ron Van Dyke
Business
Representative



Gail Varner
Bookkeeping



Gene Wallace
Business
Representative



Lula Washington
Business
Representative



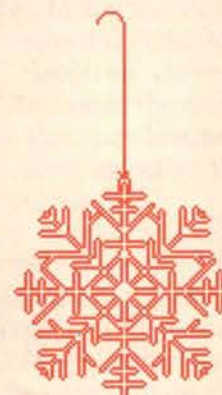
Eric Wolfe
Communications
Director



Fran Zamora
Confidential
Secretary



Perry Zimmerman
Ass't. Business
Manager



*Season's Greetings
from the
Local 1245
Advisory Council*



Above, from left (standing): Mike Brochinni, Dan Lockwood, Pat Collins, Jim Findley; (sitting) Rich Perry, Harvey Iness, Clifton Smith, Jim Lynn.

At left, from left (standing): Bernard Smallwood, David Pittman, Grover Day, Bob Vieira, Jim Rumpel; (sitting) Clarence Felkin, Larry Rodriguez, Bill Tomlinson, Shirley Roberts.

Below, from left (standing): Al Knudsen, Robert Storment, Jim Dorman; (sitting) Frank Locati, Wilfred Nunez, Lee Thomas, Art Torres.

HAVE A HAPPY HOLIDAY!



SAY "UNION MADE" AT CHRISTMAS!



East Bay retirees aid Diamond Walnut strikers

Members of the East Bay chapter of the Local 1245 Retirees Club are coming to the aid of the Diamond Walnut strikers during this holiday season.

At its Nov. 18 meeting, the East Bay chapter decided to assist efforts being led by the Alameda County FORUM, a retirees group affiliated with the Alameda Central Labor Council, AFL-CIO. The Local 1245 East Bay retirees will concentrate on collecting toys and money for the strikers and their families.

"We'll take anything we can get," said East Bay chapter member Don Hardie. According to Hardie, all donated items and cash will be collected at the Dec. 9 meeting of the East Bay chapter and will be taken to the strikers in Stockton, Ca. on Dec. 18.

Checks to the strikers (payable to Teamsters Local 601) can be sent directly to: Boycott Office, 745 E. Miner Ave., Stockton, Ca. 95202.

The support for the striking Diamond Walnut workers is part of a national campaign organized by the Teamsters union. More than 500 Diamond Walnut workers, predominantly women, were permanently replaced after



Don Hardie (far right) makes a point during the November meeting of the East Bay chapter of the Local 1245 Retirees Club. Also attending were Louis Rangel, Ralph Weidling, Ray Michael, Mel Hambrick, Walt Lessman, H. J. Harper, Theresa Sherbourne, Robert Sherbourne, W. L. Laney, E. R. Loper, Bob Himelick, Betty Precour, and James Precour.

striking the giant agribusiness cannery in Stockton.

The strikers, most of whom had been with the company for many years, had been resisting massive cuts in medical coverage.

Since going on strike and being replaced, the Diamond Walnut workers have become a national symbol for the AFL-CIO campaign to pass legislation that would make it illegal for employers to permanently replace work-

ers simply for exercising their right to strike.

The AFL-CIO has called on all union members to boycott Diamond Walnut products, something to bear in mind as the Christmas baking season approaches.

Union: an enduring common bond

By Orville Owen

"Sure odd how people who had so many years of common interest get separated and yet never seem to lose that common bond."

On Oct. 22, I traveled to Sacramento with Ron Weakley, who was visiting in the Bay Area, to visit former Business Manager L. L. (Mitch) Mitchell. Neither Ron nor I had seen Mitch since the 50th Anniversary

celebration in Concord.

Visiting with Ron and Mitch and reliving our years with Local 1245 was extremely pleasant and rewarding to me. A week later, I received a letter from Mitch, in which he made the following statement:

"It was nice to just sit down and have an old fashioned gab fest. Sure odd how people who had so many years of common interest get separated and yet never seem to lose that common bond. Really felt like old times to relive the comraderie."

Well, brothers and sisters, that's what the Retirees Club is all about. During our working years we shared a common bond in our struggle for dignity and justice on the job. Now in our retirement years we still share a common bond for dignity and justice.

You may retire from the job, but you never retire from the labor movement. And the Retirees Club gives all our retirees a way to remain part of the labor movement.

Keep the faith!

IBEW
Local
1245



Retirees Corner

Clarifying new tax on SSI benefits

Taxation of Social Security benefits was the subject of a recent letter from the Internal Revenue Service to Senior Citizens News, a publication of the National Council of Senior Citizens.

The IRS told the publication it had received numerous calls which indicated that "some confusion exists" regarding the new law providing additional taxation of Social Security benefits.

Don Roberts of the IRS reported that "some Social Security recipients may be needlessly concerned."

According to Roberts, most Social Security beneficiaries "won't be affected" when the new provision in the law goes into effect in 1994.

The change in the law does not affect 1993 returns but it could be a factor in a recipient's first 1994 estimated tax payment, due April 15, Roberts said.

The new law provides for taxing up to 85% of Social Security benefits (the present limit is 50%) but only for higher income individuals whose incomes exceed \$34,000 (\$44,000 for married couples). Individuals with income above \$25,000 (\$32,000 for couples) will still pay tax on up to 50% of benefits.

"If your benefits aren't taxable now, they won't be unless you have a big enough jump in income to cross the taxability threshold," said Roberts.



SAN JOAQUIN					Jan	Feb	Mar	Apr	May	Jun
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.		11	8	8	12	10	14
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: C. Davis	Wednesday 7:00 p.m.		12	9	9	13	11	15
1113	MADERA Madera Valley Inn 317 N. "G" St.	Chairman: M. Micheli	Thursday 5:15 p.m.		6	3	3	7	5	9
1117	WASCO John Bryan Rest. 5th & G St.	Chairman: D. Scott	Thursday 4:00 p.m.		13	10	10	14	12	16
1118	CRANE VALLEY The Kettle 40251 Hwy 41	Chairman: R. Newton	Wednesday 7:30 p.m.		5	2	2	6	4	8
1120	SELMA Hot Fudge Pizza 1826 Rose St.	Chairman: P. Sandoval	Wednesday 5:00 p.m.		19	16	16	20	18	22
1122	MERCED IRRIG. DIST. Moose Lodge Hiway 140	Chairman: V. Bergman	Tuesday 7:30 p.m.		4	1	1	5	3	7
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.		12	9	9	13	11	15
1124	LOS BANOS Wool Growers Inn 609 H Street	Chairman: B. Howard	Thursday 5:00 p.m.		13	10	10	14	12	16
1127	TAFT Bartolos 1015 4th	Chairman: D. Harp	Tuesday 5:30 p.m.		11	8	8	12	10	14
1128	LEMOORE Fleet Reserve 788 D St.	Chairman: M. Ormande	Monday 5:30 p.m.		10	7	7	11	9	13
1129	AUBERRY Tony's Auberry Road	Chairman: T. Moore	Tuesday 5:45		18	15	15	19	17	21
COAST VALLEYS										
1211	SALINAS Am. Legion Hall 14 W. Laurel Dr	Chairman: G. Hernandez	Tuesday 5:00 p.m.		4	8	8	5	3	7
1212	MONTEREY Big Joes BBQ 1200 Olmstead	Chairman: M. Oleata	Wednesday 5:00 p.m.		12	16	16	13	11	15
1213	KING CITY Veterans Bldg. 599 Bitterwater Rd.	Chairman: J. Sportsman	Thursday 4:30 p.m.		6	10	10	7	5	9
1215	SAN LUIS OBISPO Margies Diner 1575 Calle Joaquin	Chairman: M. Molinar	Thursday 5:00 p.m.		6	10	10	7	5	9
1216	SANTA MARIA Concourse Bowling Orcutt	Chairman: B. Bell	Tuesday 4:30 p.m.		4	8	8	5	3	7
1217	TEMPLETON Am. Leg. Hall Templeton	Chairman: F. Teague	Tuesday 4:30 p.m.		11	15	15	12	10	14
1218	MPTV CABLE Big Joes BBQ 1200 Olmstead	Chairman: G. King	Tuesday 7:00 p.m.		11	15	15	12	10	14
1219	HOLLISTER Paine's Rest. 421 East St	Chairman: J. Vermilyer	Wednesday 5:00 p.m.		5	9	9	6	4	8
1220	DIABLO CANYON Margies Diner San Luis Obispo	Chairman: S. Lockwood	Wednesday 5:00 p.m.		5	16	16	6	4	15
1221	BUELLTON Antonios Pizza	Chairman: J. Lovercheck	Monday 5:00 p.m.		10	14	14	11	9	13
1223	DIABLO CANYON Community Ctr. Avila Beach	Chairman: W. Oakley	Wednesday 2:00 p.m.		5	16	16	6	4	15
PIPE LINE										
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: P. Altamirano	Tuesday 5:30 p.m.		18	15	15	19	17	21
1311	HINKLEY PSEA Rec Rm Hinckley Station	Chairman:	Wednesday 5:30 p.m.		5	2	2	6	4	8
1313	TOPOCK Rec Rm Park Moabi	Chairman: K. Fell	Thursday 4:30 p.m.			3		7		9
SANTA CLARA										
1411	CITY OF SANTA CLARA Uno Pizzeria 2570 El Camino	Chairman: J. Hershman	Thursday 5:30 p.m.		13	10	10	14	12	9
SAN JOSE										
1501	SAN JOSE CLERICAL Super 8 Motel 4th Street	Chairman: S. Weeks	Tuesday 6:30 p.m.		4	1	1	5	3	7
SAN JOSE PHYSICAL										
1511	Super 8 Motel 4th Street	Chairman: M. Hernandez	Tuesday 6:30 p.m.		4	1	1	5	3	7
BELMONT										
1512	T.W.U. Local 505 1521 Rollins Rd. Burlingame	Chairman: B. Quinn	Wednesday 5:30 p.m.		12	9	9	13	11	8
SANTA CRUZ										
1513	VFW Post #7263 2259 7th Ave.	Chairman: A. Garza, Jr	Monday 7:00 p.m.		10	14	14	11	9	13
CITY OF OAKLAND										
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: L. Rodriguez	Thursday 5:00 p.m.		20	17	17	21	19	16
EAST BAY										
2301	EAST BAY CLERICAL White Knight 3150 Pierce St.	Chairman: P. Kelleher	Thursday 6:30 p.m.		13	10	10	14	12	9
2311	OAKLAND The Flanker 45 Hegenberger	Chairman: G. Guisti	Tuesday 5:30 p.m.		4	1	1	5	3	7
2314	HAYWARD/FREMONT 29827 Mission Fremont	Chairman: B. Coutts	Wednesday 6:00 p.m.		12	9	9	13	11	8
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: B. Bolen	Thursday 7:00 p.m.		13	10	10	14	12	9
2317	ANTIOCH	Chairman: J. Dorman	*		*	*	*	*	*	*
2318	RICHMOND White Knight 3150 Pierce St	Chairman: C. Jackson	Wednesday 4:45 p.m.		5	2	2	6	4	1
SAN FRANCISCO										
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.		12	9	9	13	11	8
2412	SAN FRANCISCO 4 Berry Street Embarcadaro	Chairman: M. Phillips	Wednesday 5:30 p.m.		5	2	2	6	4	1
STOCKTON										
2511	STOCKTON Ed Stewart Post 3110 N. West Ln	Chairman: R. Ruse	Thursday 7:00 p.m.		13	10	10	14	12	9
2512	ANGELS CAMP Mikes Pizza 294 S. Main	Chairman: W. Fippen	Wednesday 4:30 p.m.		5	2	2	6	4	1
2513	JACKSON Gold Cntry Pizza 525 S. Hwy 49	Chairman: D. Schulze	Tuesday 5:00 p.m.		4	1	1	5	3	7
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: T. Fortune	Wednesday 5:30 p.m.		12	9	9	13	11	8
2516	LODI Utility H.Q.	Chairman: B. Fisher	Thursday 4:00 p.m.		6	3	3	7	5	2
2517	SONORA Stu's Pizza Hiway 108 E.	Chairman:	Tuesday 4:00 p.m.		11	8	8	12	10	14
2518	MODESTO IRRIG. DIST Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 4:00 p.m.		5	2	2	6	4	1
PACIFIC GAS TRANSMISSION										
3012	SAND POINT Crew Room 550 Samuels	Chairman: T. Anderson	Thursday 5:30 p.m.		6	10	10	7	5	9
3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: F. Locati	Wednesday 7:00 p.m.		5	9	9	6	4	8
3025	SPOKANE Chapter 11 Rest W 7720 Sprague Ave	Chairman: J. Filfield	Thursday 7:00 p.m.		6	10	10	7	5	9
HUMBOLDT										
3111	EUREKA Labor Temple 9th & E St	Chairman: J. Russell	Tuesday 7:30 p.m.		11	15	15	12	10	14
SHASTA										
3212	REDDING Uppercrest Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.		12	9	9	13	11	15
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Merrymee	Tuesday 6:00 p.m.		11	8	8	12	10	14

UNIT MEETING SCHEDULE JANUARY - JUNE 1994

				Jan	Feb	Mar	Apr	May	Jun
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	13	10	10	14	12	16
CITY OF REDDING									
3217	CITY OF REDDING Best Western 2300 Hilltop	Chairman: J. Kropholler	Thursday 5:30 p.m.	6	3	3	7	5	2
NEVADA									
3311	RENO IBEW Hall 2713 E. 4th St	Chairman: D. Moler	Wednesday 7:00 p.m.	5	2	2	6	4	1
3312	CARSON CITY Fire Station	Chairman: P. Lantis	Monday 5:30 p.m.	10	14	14	11	9	13
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: B. McMillen	Thursday 5:30 p.m.	6	3	3	7	5	2
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	19	16	16	20	18	15
3318	ELKO Stockmen's Hotel Elko	Chairman: D. Crane	Tuesday 6:00 p.m.	11	8	8	12	10	14
3319	WELLS R.E.C. B and C Saloon Wells, NV	Chairman: C. Swett	Thursday 6:30 p.m.	20	17	17	21	19	16
3320	NORTH LAKE TAHOE Carpenters Hall Kings Beach	Chairman: D. Liddy	Wednesday 5:30 p.m.	19	16	16	20	18	15
DESABLA									
3411	CHICO Pizzoni's Pizza Hwy 32, Chico	Chairman: T. Rist	Wednesday 7:30 p.m.	19	16	16	20	18	22
3412	QUINCY Moons Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 7:00 p.m.	5	2	2	6	4	8
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	6	3	3	7	5	9
DRUM									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	11	8	8	12	10	14
3512	ROSEVILLE Zorro's Pizza 1125 Orlando Plaza	Chairman: R. Wilkins	Monday 5:30 p.m.	10	14	14	11	9	13
3513	GRASS VALLEY The Office 102 Richardson St	Chairman: B. Cox	Wednesday 6:00 p.m.	12	9	9	13	11	8
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Park	Thursday 4:30 p.m.	13	10	10	14	12	9
COLGATE									
3611	MARYSVILLE Marcellas 1245 Bridge St.	Chairman: J. Edwards	Wednesday 6:00 p.m.	5	2	2	6	4	1
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: P. Gates	Tuesday 5:15 p.m.	18	15	15	19	17	21
NORTH BAY									
3711	MARIN COUNTY Villa Inn 1600 Lincoln	Chairman: J. Findley	Thursday 6:00 p.m.	13	10	10	14	12	9
3712	SANTA ROSA *	Chairman: B. Symons	Tuesday 7:00 p.m.	4	1	1	5	3	7
3713	E. GEYSERS Ltl Red School House Bottle Rock Rd	Chairman: R. Runnings	Wednesday 6:00 p.m.	19	23	23	20	18	22
3714	UKIAH Discovery Inn 1340 N. State St	Chairman: K. Wilson	Wednesday 7:30 p.m.	5	9	9	6	4	8
3715	LAKEPORT Senior Center 521 Konocti Ave	Chairman: B. Dawson	Tuesday 7:00 p.m.	4	8	8	5	3	7
3716	NAPA/VALLEJO Marys Pizza Jefferson, Napa	Chairman: J. Kent	Thursday 7:00 p.m.	6	3	3	7	5	2
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	20	24	24	21	19	23
3718	W. GEYSERS Best Pizza Healdsburg Ave	Chairman: A. Maclean	Tuesday 6:30 p.m.	18	22	22	19	17	21
SACRAMENTO									
3011	SACRAMENTO REGIONAL TRANSIT 65th Club 65th and Broadway	Chairman: L. Gill	Thursday 4:45 p.m.	13	10	10	14	12	9

				Jan	Feb	Mar	Apr	May	Jun
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	5	2	2	6	4	1
3812	VACAVILLE Days Inn 1571 Monte Vista	Chairman: B. Semas	Monday 5:30 p.m.	24	28	21	18	16	20
3814	WOODLAND American Legion 523 Bush Street	Chairman: K. Stice	Thursday 5:30 p.m.	6	3	3	7	5	2
3911	SMUD Ctrl. Labor Cncl. W. El Camino & 880	Chairman: G. Ritchie	Wednesday 5:00 p.m.	12	9	9	13	11	8
3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Chairman: G. Stoffer	Tuesday 6:00 p.m.	4	1	1	5	3	7
3914	GEYSERS (SMUD/CCPA) Ltl. Red Schlhouse Bottle Rock Road	Chairman: J. Montrose	Wednesday 6:15 p.m.	19	23	23	20	18	22
CITIZENS UTILITIES COMPANY									
4012	SUSANVILLE Grand Cafe 730 Main St.	Chairman: J. Deal	Thursday 5:30 p.m.	13	10	10	14	12	9
4013	ALTURAS The Brass Rail Highway 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	12	9	9	13	11	8
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: M. Grayburg	Thursday 5:30 p.m.	27	24	24	28	26	23
4015	BURNEY - CUCC Sam's Pizza Hwy 299 E	Chairman: B. Burlison	Wednesday 5:30 p.m.	5	2	2	6	4	1
DAVEY TREE									
4404	DAVEY TREE/OAKLAND The Flanker 45 Hegenberger	Chairman: M. Gonzalez	Tuesday 4:45 p.m.	4	1	1	5	3	7
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. Ely	Thursday 5:00	6	3	3	7	5	9
4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St	Chairman: K. Neal	Thursday 6:00 p.m.	13	17	17	14	12	16
4416	DAVEY TREE/SELMA China Garden 2719 Whitson	Chairman: A. Sanchez	Thursday 6:30 p.m.	20	17	17	21	19	23
4418	DAVEY TREE/EUREKA Eagles Hall 11th St., Arcata	Chairman: F. Gratz	Monday 5:00 p.m.	10	14	14	11	9	13
4419	DAVEY TREE/REDDING Angelo's Pizza 1774 Calif. St	Chairman: B. Irwin	Wednesday 7:00 p.m.	12	9	9	13	11	15
4420	DAVEY TREE/NAPA Pietro's 999 Trancas St	Chairman: M. Linley	Tuesday 5:00 p.m.	18	15	15	19	17	21
4421	DAVEY TREE/BELMONT 1153 Cress Dr. Foster City	Chairman: R. Gomez	Wednesday 5:30 p.m.	19	16	16	20	18	15
OUTSIDE LINE									
4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: W. Branson	Saturday 10:00 a.m.	8	12	12	9	14	11
4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	12	9	9	13	11	8

**Attend Your
Unit Meetings!**

* To be determined at a later date.

Clerical job protections bargained

From PAGE ONE

ing carried out through a modified version of Title 19 layoff and demotion procedures. Beginning Nov. 18 the company provided Section 19.1 notification to all employees in a Customer Services classification and headquarters impacted by consolidation. On Nov. 19, the company posted Call Center jobs as New Job at Headquarters.

Affected employees will have 45 days to exercise prebid and transfer preferential rights to those Call Center vacancies or other authorized vacancies for which they are qualified.

Following that 45-day period, the company will fill positions from employees on the job lists according to seniority.

"This is not a painless agreement, but we think it is the fairest deal overall that we could negotiate for our

membership as a whole," said Assistant Business Manager Dorothy Fortier.

Highlights of the agreement, in addition to the 18-month job security provision, include:

- Gives preferential consideration to Customer Service employees for the Call Center jobs, based on Title 19 rights, and extends to 45 days the time employees can exercise those rights.

- Extends the negotiated protections to employees who may be affected by other consolidation activity during the next 12 months.

- Provides that jobs be posted as New Job at Headquarters, which protects service representatives already working at one of the four locations designated as a Call Center from being reassigned to different job duties once the Call Center is established.

- Provides that any employee who uses 19.9 rights and accepts a job at a Call Center by Dec. 31 has the option of receiving a \$2,000 allowance if that job is located more than 45 minutes or 30 miles from his or her current residence. In exchange for accepting that allowance the employee must agree to stay at the headquarters for the next 12 months.

- Reaffirms that employees who exercise 19.9 rights to a Call Center will qualify for the \$2,400 moving allowance in accordance with Section 19.8 of the contract.

Fortier said the union was still working with the company to produce jointly-developed answers to members' questions about the agreement. She urged members to stay informed by attending unit meetings and checking for messages on the union's electronic bulletin board.

Sierra Pacific linemen wire subdivision



Pulling wire for new Sunchase subdivisions in Carson City, Nev. in October were Sierra Pacific Power linemen Lance Cowperthwaite and Al Teixeira. Both are 15-year members of Local 1245. (Photos: Eric Wolfe)

Local 1245, Arbor Tree sign labor agreement

From PAGE ONE

Arbor is a major turning point in the union's effort to secure labor agreements with all major tree contractors performing work for PG&E.

"Having non-union bidders on these PG&E jobs puts pressure on our union contractors to slash their own labor costs in order to compete. We think all tree contractors should play on a level playing field as far as labor costs are concerned," McNally said.

"We don't intend to let up in our organizing efforts until all tree work is performed with union labor," he added.

In addition to Arbor, Local 1245 has agreements with Davey Tree Surgery Co. and Asplundh Tree Expert Co., covering about 80% of PG&E's utility tree trimming work.

Long Time Coming

The agreement with Arbor was a long time coming.

The union won the right to represent Arbor employees in an election conducted by the National Labor Relations Board in 1989, but Arbor balked at signing a contract.

In its efforts to persuade Arbor to sign an agreement, the union employed various tactics, including

filing NLRB charges, launching a boycott of Arbor, and maintaining a picketline throughout much of last winter at Arbor's headquarters in Auburn, Ca.

More recently the union had conducted organizing activity in the Paso Robles area, where Arbor is based.

Business Rep. Landis Marttila credited Arbor Tree President Steve Alvarez with helping break the long impasse.

"We faced a lot of difficult problems in finalizing this agreement and we had a very short period of time to overcome them. But both sides were committed to finding a way to do it, and we did," Marttila said.

"We worked a lot of weekends together on this," he added.

Marttila predicted that Arbor would benefit in the long run from being a union contractor, despite having to pay higher wages.

"Having a labor dispute with Local 1245 is not an asset when you're bidding on contracts with PG&E," said Marttila. "Arbor Tree no longer has that problem, and in the long run we expect them to prosper at the expense of non-union contractors."



ARBOR AGREEMENT SIGNED
Business Manager Jack McNally (right) signs agreement with Arbor Tree negotiated by Business Rep. Landis Marttila (left).