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

PG&E Letter Agreement
Local 1245 negotiates clerical job protection

A n 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

See BACK PAGE

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City of Gridley Page 4
Steward's Story Page 5
Season's Greetings Pages 6-8
Retiree Corner Page 9
Unit Meeting Schedule Pages 10-11
Sierra Pacific Power Page 12

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.
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 believe 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."

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 in a national produce fair in Fosnan, 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 the 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, you must choose one of the 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. You decide 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 a 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.

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)

Becerra, Xavier (D) Los Angeles
Bellenson, Anthony (D) Los Angeles
Berman, Howard (D) Panorama City
Brown, George Jr. (D) Colton
Dooley, Calvin (D) Hawthorne
Eshoo, Anna (D) Palo Alto
Farr, Sam (D) Monterey
Fazio, Vic (D) Woodland
Lehman, Richard (D) Fresno
Matsui, Robert (D) Sacramento
Mineta, Norman (D) San Jose
Pelosi, Nancy (D) San Francisco
Roybal-Allard, Lucille (D) Los Angeles
Torres, Esteban (D) Picor Rivera
Baker, Bill (R) Walnut Creek
Calvert, Ken (R) Riverside
Cox, Christopher (R) Newport Beach
Cunningham, Randy (R) Estancia
Dornan, Robert (R) Garden Grove
Dreier, David (R) Covina
Hager, Wally (R) Palos Verdes
Horn, Steve (R) Lakeview
Huffington, Michael (R) Santa Barbara
Kim, Jay (R) Ontario
Lewis, Jerry (R) Redlands
McCandless, Al (R) Palm Desert
McKeon, Howard (R) Santa Clarita
Meundos, Carlos (R) Pasadena
Pickard, Ron (R) Huntington Beach
Rohrabacher, Dana (R) Bakersfield
Royce, Ed (R) Fullerton

Hall of Shame (Against Labor)

Becerra, Xavier (D) Los Angeles
Bellenson, Anthony (D) Los Angeles
Berman, Howard (D) Panorama City
Brown, George Jr. (D) Colton
Dooley, Calvin (D) Hawthorne
Eshoo, Anna (D) Palo Alto
Farr, Sam (D) Monterey
Fazio, Vic (D) Woodland
Lehman, Richard (D) Fresno
Matsui, Robert (D) Sacramento
Mineta, Norman (D) San Jose
Pelosi, Nancy (D) San Francisco
Roybal-Allard, Lucille (D) Los Angeles
Torres, Esteban (D) Picor Rivera
Baker, Bill (R) Walnut Creek
Calvert, Ken (R) Riverside
Cox, Christopher (R) Newport Beach
Cunningham, Randy (R) Garden Grove
Dornan, Robert (R) Covina
Dreier, David (R) Palos Verdes
Hager, Wally (R) Santa Barbara
Horn, Steve (R) Ontario
Huffington, Michael (R) Redlands
Kim, Jay (R) Palm Desert
Lewis, Jerry (R) Santa Clarita
McCandless, Al (R) Pasadena
McKeon, Howard (R) Huntington Beach
Meundos, Carlos (R) Bakersfield
Pickard, Ron (R) Fullerton

Labor's voice isn't heard in Washington

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 zealots in Washington say, 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, but let's not let a company decide to leave. 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.

In Washington 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's 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.
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 deductible. 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 Moier  
Michael Dean  
Richard issue  
Stephanie Barber  
Douglas Smith  
Dale Hunstman  
Joel Cole  
Santiago Salazar  
Sharon Quillci  
Jan Stabile  
Doug Hansen  
Zonobia 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 Stofey  
Steve Urguidi  
James Vermiyluer  
Mark Thomas  
Ken Richards  
Michael Cummings  
Barbara Saunders  
Paul Hills  
Salvador Lozano, Jr.  
Art Freitas  
Rick Butler  
John Nolan  
Avery Willfong  
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 Villavlovos**  
**Stuart Neblett**  
**Joel Doctoff**  
**Tina Rich**  
**Ken Brown**  
**Larry Heepen**  
**Lucky Carter**  
**Mike Hamm**  
**Harvey Inness**  
**Leon Grover**  
**Patrick Harrigan**  
**Dan Perry**  
**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**  
**Artene Filter**  
**Terry Marymee**  
**Douglas Hall**  
**Tom Bumgarner**  
**Barbara Engelman**  
**Hank Loy**  
**Lori Moore**  
**Dale Noble**  
**Peggy Simpson**  
**Fred Elliott**  
**Steven Chapman**  
**Bill Tomlinson**  
**Tim Foley**  
**Terry Andreucci**

**Public Sector**  
**October 16**  
Constance Bibbs  
David Brown  
Sam Charters  
David Cuthbertson  
Martynn Hogboom  
Wendell Krell  
Chuck Linquist  
Chris McKean  
Wilfred Nunez  
Dave Pittman  
David Reishus  
Michael Shankes  
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 any 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."
Merry Christmas

Executive
(Seated, from left) Ed Mallory, president; Jack McNally, business
(Standing, from left) Andrew Tindall; Ron Blakemore; Mike Davi

Happy N
Happy Chanukah

Board of Directors: Howard Steifer, President; Jim McCauley, Vice President; Chuck Davis, Treasurer; Kathy

January 1994
Season's Greetings from the Local 1245 Advisory Council

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


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 FO-RUM, 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 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 workers simply for exercising their right to strike.

The AFL-CIO has called for taxing up to 85% of Social Security benefits. The IRS told the public 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 incomes 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.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
<th>Chairman/Contact Information</th>
<th>Time</th>
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<tr>
<td>January 11</td>
<td>1111 FRESNO Cedar Lanes</td>
<td>Cedar &amp; Shields</td>
<td>C. Helker 5:30 p.m.</td>
<td>11</td>
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<tr>
<td></td>
<td>1112 BAKERSFIELD Lubber Hill</td>
<td>200 W. Jeffrey St.</td>
<td>G. Davis 7:00 p.m.</td>
<td>12</td>
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<td></td>
<td>1113 MADERA Madera Valley Inn</td>
<td>317 N. &quot;G&quot; St.</td>
<td>M. Mitchell 6:30 p.m.</td>
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<td></td>
<td>1117 WACO John Bryan Rest.</td>
<td>5th &amp; St. D. Scott</td>
<td>4:30 p.m.</td>
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<tr>
<td></td>
<td>1118 CRANE VALLEY The Kelton</td>
<td>48251 Hwy 41</td>
<td>R. Newton 7:30 p.m.</td>
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<td></td>
<td>1129 SILMA Hot Fudge Pizza</td>
<td>1825 Rose St.</td>
<td>F. Sandrow 5:30 p.m.</td>
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<td>1132 MERCEDES-IRIG. DIST.</td>
<td>Moore Lodge</td>
<td>V. Bergman 7:30 p.m.</td>
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<tr>
<td></td>
<td>1136 MERCEDES Branding Iron</td>
<td>600 W. 100th</td>
<td>M. Massey 5:30 p.m.</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>1138 LUS BANDO Wood Groves Inc.</td>
<td>609 H Street</td>
<td>B. Howard 5:06 p.m.</td>
<td>13</td>
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<td>1139 TAFT Bantisos</td>
<td>1915 4th</td>
<td>D. Harp 5:30 p.m.</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>1142 LOMENCO First Western</td>
<td>740 S St.</td>
<td>M. Ormanto 5:30 p.m.</td>
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<tr>
<td></td>
<td>1147 AUVERNEY Tony's</td>
<td>5th &amp; G St.</td>
<td>T. Moore 5:45</td>
<td>18</td>
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<td></td>
<td>1211 SALINAS Am. Legion Hall</td>
<td>14 W. Laurel Dr.</td>
<td>D. Hernandez 5:30 p.m.</td>
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<td></td>
<td>1212 MONTEREY Big Joes BBQ</td>
<td>1700 Omalıdır</td>
<td>M. Olander 5:00 p.m.</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>1213 KING CITY Veterans Ball</td>
<td>510 Riverwater Rd.</td>
<td>J. Sportsman 4:35 p.m.</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>1215 S. LUS DRIEG Margies Diner</td>
<td>15/7 Calle Juarez</td>
<td>M. Minor 5:00 p.m.</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>1216 SANTA MARIA Concordesi Bowling</td>
<td>45th &amp; G St.</td>
<td>B. Bell 4:30 p.m.</td>
<td>4</td>
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<td></td>
<td>1217 TEMPLETON Am. Legion Hall</td>
<td>17th &amp; G St.</td>
<td>F. Teague 4:30 p.m.</td>
<td>11</td>
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<tr>
<td></td>
<td>1218 MPTY CABLE Big Joes BBQ</td>
<td>1700 O manière</td>
<td>D. King 7:00 p.m.</td>
<td>11</td>
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<tr>
<td></td>
<td>1219 HOLLISTER Peale's Rest.</td>
<td>471 East St.</td>
<td>J. Vermeil 5:00 p.m.</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>1220 CAIRB CANYON Margues Diner</td>
<td>Loma Linda</td>
<td>B. Lockwood 5:00 p.m.</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>1221 BUELLTON Antonies Pizza</td>
<td>201 Lakeshore Dr.</td>
<td>J. Leverson 5:00 p.m.</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>1223 CAIRB CANYON Community Ct.</td>
<td>Avila Beach</td>
<td>W. Oakley 2:00 p.m.</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>1271 PIPE LINE E Kettelman Station</td>
<td>Kettelman Station</td>
<td>P. Stickney 5:30 p.m.</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>1311 HINLEY 3030 Cienega</td>
<td>Hinkley Station</td>
<td>W. Oakley 5:30 p.m.</td>
<td>5</td>
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<tr>
<td></td>
<td>1313 TOPICK 3004 Cienega</td>
<td>Reid Rd.</td>
<td>A. Feil 4:30 p.m.</td>
<td>3</td>
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<tr>
<td></td>
<td>1411 CITY OF SANTA CLARA</td>
<td>Uno Pizzaria</td>
<td>J. Hernandez 5:30 p.m.</td>
<td>13</td>
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<tr>
<td></td>
<td>1511 SAN JOSE PHYSICAL</td>
<td>Super 8 Motel</td>
<td>B. Weeks 6:30 p.m.</td>
<td>4</td>
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<tr>
<td></td>
<td>1512 BELMONT T. M. U. Local 515</td>
<td>1521 Rollins Rd.</td>
<td>B. Quinn 5:30 p.m.</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>1513 SANTA CRUZ VFW Post 7200</td>
<td>2214 7th Ave.</td>
<td>A. Garza, Jr. 7:00 p.m.</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>2211 OAKLAND GENERAL</td>
<td>45 Hegenerberg</td>
<td>L. Rodriguez 5:00 p.m.</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>2301 EAST BAY CLERICAL</td>
<td>White Knight</td>
<td>3150 Pierce St.</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>2302 OAKLAND The Flanker</td>
<td>45 Hegenerberg</td>
<td>G. Salati 5:30 p.m.</td>
<td>4</td>
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<tr>
<td></td>
<td>2314 HAYWARD/TEMPTON</td>
<td>5902 Mission</td>
<td>B. Cooper 5:00 p.m.</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>2316 CONCORD MDOG Local 1745</td>
<td>Woodside Park</td>
<td>B. Bolin 5:00 p.m.</td>
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<td></td>
<td>2317 ANTOCH</td>
<td></td>
<td>J. Derman</td>
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<tr>
<td></td>
<td>2318 RICHMOND</td>
<td>White Knight</td>
<td>3160 1st St.</td>
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<tr>
<td></td>
<td>2401 SAN FRANCISCO CLERICAL</td>
<td>Shermore Palace</td>
<td>2 N. Fremont</td>
<td>12</td>
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<tr>
<td></td>
<td>2412 SAN FRANCISCO</td>
<td>4 Berry Street</td>
<td>M. Phillips 5:00 p.m.</td>
<td>5</td>
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<td></td>
<td>2511 STOCKTON Ed Stewart Park</td>
<td>3119 W. West Ln.</td>
<td>R. Russ 7:00 p.m.</td>
<td>13</td>
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<td></td>
<td>2512 ANGELS CAMP</td>
<td>Mike's Pizza</td>
<td>W. Fippin 5:30 p.m.</td>
<td>5</td>
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<td></td>
<td>2513 JACKSON</td>
<td>Gold City Pizza</td>
<td>D. Schutz 5:00 p.m.</td>
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<td></td>
<td>2515 MODESTO</td>
<td>Sundial Lodge</td>
<td>T. Forteau 5:00 p.m.</td>
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<td></td>
<td>2516 LODI</td>
<td></td>
<td>B. Fisher 4:30 p.m.</td>
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<td>2517 SUNORA</td>
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<td>W. White 6:00 p.m.</td>
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<td></td>
<td>2518 MODESTO RING. DIST.</td>
<td>Sundial Lodge</td>
<td>D. Pittman 4:00 p.m.</td>
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<td></td>
<td>3012 SAND POINT</td>
<td>Crew House</td>
<td>505 Southern Ave</td>
<td>6</td>
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<td></td>
<td>3023 WALLA WALLA</td>
<td>Jack's Fountain</td>
<td>777 Sprague Ave J. Fiskin</td>
<td>5</td>
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<td></td>
<td>3025 SPINHOKE HAYWARD/TEMPTON</td>
<td>5902 Mission</td>
<td>B. Cooper 5:00 p.m.</td>
<td>13</td>
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<td></td>
<td>3111 EUREKA</td>
<td>9th &amp; G St.</td>
<td>J. Russell 7:30 p.m.</td>
<td>11</td>
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<td></td>
<td>3112 REDING</td>
<td>3050 Meadowview</td>
<td>A. Stratman 5:13 p.m.</td>
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<td></td>
<td>3113 BURNEY</td>
<td>San Jose Pizza</td>
<td>T. Merryman 5:00 p.m.</td>
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</tbody>
</table>
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 Service 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:

- 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.
- 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.
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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 log 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.”