Sierra Pacific Power Co.

**Negotiators tackle complex problems**

By Eric Wolfe

When Local 1245 negotiated an immediate 3% wage increase at Sierra Pacific Power this spring, the union's mission was not complete. It was just beginning.

The wage hike, contained in an interim seven-month agreement, provided a welcome boost to workers' incomes. But just as important, it provided additional time for examining a host of complex problems facing the utility and its employees, such as growing competitive pressures and rising medical costs.

The people who will defend the interests of bargaining unit employees as negotiations on a long-term agreement progress are the same people who negotiated the interim wage increase: the Local 1245 bargaining committee.

Only four of the union's 12 negotiators have previous bargaining experience, but to hear them discuss the issues you'd think they'd been bargaining their whole lives.

They can explain in detail the pension and 401(k) plans, how job definitions can affect job security, and the relationship between child care services and productivity. They can tell you why medical costs have been going up nationwide, and they have some thoughts on why costs at Sierra Pacific may be rising faster than necessary.

They earned their command of these issues the old-fashioned way: they did their See PAGE THIRTEEN

The California Public Utilities Commission last month announced plans to radically restructure the state's electric industry in ways that threaten to hike electric rates for residential customers, reverse recent gains in energy efficiency, and destabilize workforces at California's electric utilities.

The CPUC plan would permit large industrial consumers of electricity—beginning in 1996—to bypass utilities and begin purchasing power directly from independent generators, a practice known as "retail wheeling" or "direct access." Utilities like PG&E would be permitted to offer discounted rates to large customers in order to compete with independent generators. In addition, the CPUC plan would change the method of setting rates for the utilities' other customers—those who are unable or unwilling to shop around for electric power. The current "cost-of-service" method of ratemaking would be replaced by "performance-based ratemaking," creating powerful new incentives for companies like PG&E to reduce labor costs in order to increase profits.

**Threat to workforce**

**CPUC to order retail wheeling**

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See PAGE THREE
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Creek, CA 94596.

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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94596. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription $1.20 annually.

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**Workers here and abroad**

**Rolling the union on...**

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**Unit meeting schedule changes**

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**Local 1245 steps up Utility Tree organizing campaign**

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**Corrections**

Last month we incorrectly reported the Local 1245 appointment to the Five-Counties Central Labor Council. The new delegate is Ray Thomas.

We also incorrectly reported the deadline for voter registration for the June 7 California Primary election. The deadline is May 9.

We apologize for these errors.

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**Appreciation Dinner**

slated for union reps

An Appreciation Dinner for Business Reps. Gene Wallace, Rich Hafer, and Ed Fortier will be held 7 p.m., June 3 at the Marysville Art Club, 420 10th St. in Marysville.

To make a reservation, call Fran Zamora at (510) 933-6060 by May 27.

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**Unit 2311, Oakland, has a new meeting location:**

Francesco's restaurant, at the corner of Hegenberger Rd. and Pardee in Oakland. Meetings are still on the first Tuesday and begin at 7:30 p.m.

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**Unit 2404, Davey Tree/Oakland, has a new meeting location and a new time:**

The unit now meets at Francesco's restaurant, corner of Hegenberger Rd. and Pardee in Oakland, at 4:30 p.m. Meetings are still on the first Tuesday of the month.

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**Unit 3411, Chico, meetings will be on Thursday or Monday rather than Wednesday in May and June. Meeting dates are May 19 and June 23. The location, also changed, is Mountain Mike's on Mangrove in Chico. Meeting time remains 7:30 p.m.**

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**Unit 3712, Santa Rosa, now meets at Mary's Pizza, Piner Rd. in Santa Rosa. Meetings are still on the first Tuesday of the month at 7 p.m.**

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**The union stepped up its organizing activity at Utility Tree with new contacts from Stockton to Redding.**


The disparity between union and non-union wages prompted one Utility Tree employee to ask:

"So how long do we have to wait after we join the union to strike these bums?"
CPUC proposal needs careful examination

Jack McNally, IBEW 1245 Business Manager

The CPUC proposed order for retail wheeling and Performance-Based Ratemaking (PBR) represents a challenge that no union member can afford to ignore. (See story, Page 1.)

The CPUC says its order is intended to increase “consumer choice,” maintain service reliability, reduce electric rates for all customers, and replace “command and control regulation” with the “discipline of market forces.”

That’s nice rhetoric, but it remains to be seen whether the rhetoric can be transformed into reality.

The push for retail wheeling—or “direct access”—has come from big industrial customers who want cheaper energy, and from non-utility generators who want to supply that energy.

One of the arguments they like to use is that cheaper rates for industry will attract business to California and stimulate the economy.

Maybe. But an equally-likely scenario is that other states will follow California’s lead and try to attract business by cutting electric rates for large industrial users.

In the end, no state gains anything. The whole purpose of the CPUC order is to “discipline” rates through competition.

Sooner or later, utilities will be forced to cut rates for big users in order to compete with the independent producers.

When that happens, what are the consequences?

One possible consequence is that utilities will try to shift the rate burden onto residential and small business ratepayers. The CPUC order offers repeated assurances that such rate-shifting will not be permitted. Time will tell.

But when rates are cut for big users, utilities will have to make up these lost revenues somehow. If utilities can’t hike rates for other ratepayers, they’ll have to cut costs.

The second part of the CPUC order—“Performance-Based Ratemaking” (PBR) charge, it might serve to lower the burden of the CPUC order to aggressively implement its “transitional” charge. It might serve to lower the burden of the CPUC order to aggressively implement its “transitional” charge.
Unions work for new beginning in California politics

Delegates to the California AFL-CIO pre-primary endorsement convention voiced their hope for a new beginning in California politics by endorsing Kathleen Brown for governor.

Dianne Feinstein was enthusiastically endorsed for re-election to the US Senate.

Among the 500 delegates to the convention were Local 1245 Executive Board members Jim McCauley, Mike Davis, and Ron Blakemore, and retiree representative Don Hardie.

The convention featured a spirited debate over whether to endorse John Garamendi along with Brown for the governor's seat. However, the overwhelming majority voted to throw organized labor's support entirely to Brown in order to get an early start in the crucial governor's race.

No single individual has more influence over the livelihoods of workers in California than the governor. The governor selects the Director of Industrial Relations, appoints members to key agencies like Cal-OSHA and the California Public Utilities Commission (CPUC), and nominates justices to state courts.

Wilson's appointees have consistently sided with big business against the interests of workers. The CPUC's decision last month to authorize retail wheeling of electricity in California is a perfect example of how Republican political appointments directly threaten the job security of Local 1245 members.

"Defeating George Bush in 1992 was important, but defeating Pete Wilson is even more important in terms of the consequences for working people," said Local 1245 Vice President Jim McCauley. "Wilson has been against almost everything we stand for: decent wages, health and safety standards, education opportunities—you name it."

NAFTA Payback

In a sharp break with precedent, the convention refused to endorse several Democratic incumbents for re-election to the US House of Representatives. The action was taken to show labor's outrage over the representatives' support for the North American Free Trade Agreement, which passed Congress last November.

"When they voted for NAFTA they knowingly struck at the heart of our labor movement by voting to send American jobs to Mexico," declared California Labor Federation Executive Secretary John Henning.

Democrats who betrayed labor on NAFTA were US Representatives Vic Fazio, Robert Matsui, NORM Minetta, Sam Farr, Richard Lehman, Calvin Dooley, Anthony Belensens, Howard Berman, Xavier Becerra, Lucille Roybal-Allard, Esteban Torres, George E. Brown, Nancy Pelosi, and Anna Eshoo.

In addition to endorsing Kathleen Brown for governor, the delegates endorsed candidates in all the other races for state-wide office. These endorsements were:

- Lieutenant Governor: Gray Davis
- Secretary of State: Gwen Moore
- Treasurer: David Roberti
- Attorney General: Tom Umberg
- Superintendent of Public Instruction: Delaine Eastin
- Insurance Commissioner: Art Torres

FOR BROWN

United Farm Workers co-founder Dolores Huerta urges delegates to endorse Kathleen Brown for governor. (Photos: Eric Wolfe)

For the office of Controller there was a dual endorsement of Rusty Areias and Don Perata.

For the Board of Equalization, the delegates endorsed Johan Klehs for District 1, Robert Presley for District 2, Ernest Dronenburg, Jr. for District 3, and Brad Sherman for District 4.

Dronenburg was the only Republican winning labor's endorsement in any of the major state races. Except for a handful of legislative candidates, no other Republican candidates showed sufficient support for working people to merit an endorsement.

Delegates recommended that union members vote "Yes" on Proposition 1A, the Earthquake Relief and Scissed Retrofit Bond Act.

A "Yes" vote was also recommended on Propositions 1B, safe schools bonds, and 1C, bonds to upgrade public universities and colleges.

Delegates recommended "Yes" votes on Proposition 175, renters' tax credit; Proposition 176, tax on non-profit organizations; Proposition 177, access for the disabled, and Proposition 180, park land bonds.

Delegates made no recommendations on Proposition 178 or Proposition 179.
Dear Local 1245 Member,

This year’s political elections are especially important to Local 1245 members in California. As discussed on Page 1, a monumental battle has now begun over retail wheeling in California. Many union jobs are at risk. That risk is real, it is serious, and it is facing us now.

We will need every ally we can get in the California Legislature and we will need a governor whose loyalty is to the average citizen, not just to big corporations. That is why your vote really means something this year.

Our union by-laws require the Local 1245 Executive Board to evaluate candidates for elected office and to recommend the ones who are most likely to be our allies.

Our union by-laws require the Local 1245 Executive Board to evaluate candidates for elected office and to recommend the ones who are most likely to be our allies.

Local 1245’s endorsement does not mean we like every position they take on every issue. But it does mean that the candidate is likely to be our ally in some of the important battles headed our way.

Please give these endorsements your consideration when making your voting decisions.

In Unity,

Jack McNally
Business Manager

United States Senator
Dianne Feinstein (D)

Governor
Kathleen Brown (D)

Lieutenant Governor
Gray Davis (D)

Secretary of State
Gwen Moore (D)

State Controller
Don Perata (D)
Rusty Areias (D)
(dual endorsement)

State Treasurer
David Roberti (D)

State Attorney General
Tom Umberg (D)

Superintendent of Public Instruction
Delaine Eastin
(non-partisan office)

State Insurance Commissioner
Art Torres (D)

Note: No Republican candidates for the above offices showed sufficient support for working people to earn an AFL-CIO or Local 1245 endorsement for the June Primary Election.

You Can Make the Difference.

Vote June 7th.
Dianne Feinstein for US Senate

Dianne Feinstein has served in the Senate less than two years, but already she has proven to be an effective advocate for working people.

Feinstein bucked the political tide and sided with labor in voting against the North American Free Trade Agreement (NAFTA). Feinstein took the position that NAFTA did not contain adequate protections for workers in Mexico and would lead to the loss of US jobs.

Feinstein cosponsored the Family and Medical Leave Act of 1993, which provides workers up to 12 weeks of unpaid leave for family or temporary medical emergencies. This bill, strongly backed by labor, was signed into law last year.

Feinstein also cosponsored the Hatch Act Reform Amendments of 1993. This bill restored to Federal civilian employees their right to voluntarily participate, as private citizens, in the nation’s political process. The bill also protects these employees from improper political solicitations.

Feinstein recently introduced the Harassment Free Workplace Act, a bill to expand laws against sexual harassment in the workplace. The bill seeks to expand Title VII of the Civil Rights Act of 1964 to include companies and businesses with fewer than 15 employees. The law currently applies only to companies and businesses with more than 15 workers.

Feinstein showed her support for education reform by backing the recently-passed Goals 2000 Act. Feinstein introduced a measure to target defense conversion funds to communities most hurt by military spending cutbacks. She also introduced a measure to authorize funds for small business defense conversion, which will create or maintain 400,000 jobs.

In a very short period of time Feinstein has established herself as a respected voice in the US Senate. Let’s keep her there.

Kathleen Brown for Governor

Kathleen Brown has built her economic strategy around the goal of creating one million new jobs in California.

On the first day of her administration, Brown declares, she will issue an executive order to appoint a Jobs General and require all state agencies to refocus their activities on job creation and economic expansion.

Browns proposes the creation of a Growth Program to provide loans to small business, seed capital for emerging technology, and minority and women-owned businesses; loan guarantees for environmental companies and entrepreneurs; and funds for community reinvestment in depressed or economically disadvantaged areas.

Brown pledges to issue, with voter approval, a $1 billion general obligation bond dedicated to building California infrastructure.

Brown calls for a New Jobs Tax Credit to provide tax incentives for business that create full-time jobs paying between $17,600 and $60,000 annually.

Brown says the key to implementing these and other economic development programs is not new taxes but “new leadership.” And as State Treasurer, she has already proven her considerable skills in the area of economic leadership.

The president of the National Association of State Treasurers called Brown “an innovative fiscal manager” and City and State newspaper named Brown as “the most valuable public official” in America at the state level.

California needs the leadership of Kathleen Brown.
Gray Davis for Lt. Governor

At the 1993 State Economic Summit in Los Angeles, Controller Gray Davis unveiled a seven-point economic revitalization plan for California. The blueprint included a proposal to require businesses to guarantee the creation of new jobs in exchange for tax breaks. The proposal says a lot about how Davis would perform as Lt. Governor. He would make economic development a top priority, but would seek to ensure that economic development does not come at the expense of workers. His record as Controller demonstrates that Davis is a man of action. As a member of the CalPERS Board of Directors, Controller Davis spearheaded an innovative program to invest state employee pension funds in building affordable housing for first-time home buyers. This effort, begun in 1992, has put more than 8,000 construction workers back to work and will ultimately build 5,000 new homes throughout the state. The project is also proving to be a profitable investment for the pension fund, with returns of 20%.

As Controller, Davis defended education. During the 1990-91 fiscal year, Davis joined the Superintendent of Public Instruction to challenge then-Gov. Pete Wilson's attempt to reduce state funding to public education. Davis continued to pay the full Proposition 98 funding amount to public schools in defiance of the Governor's veto of a portion of the Proposition 98 funds approved by the Legislature. And when a state budget was not passed for a month after it was due in 1990, Davis refused to issue paychecks to legislators and state constitutional officers—including himself—until the budget was enacted.

Davis has also championed efforts to crack down on Medi-Cal fraud, expose misuse of public funds, and aggressively pursue parents who are delinquent in making child support payments. Davis has the strength of character to make a great Lt. Governor. His record of public service proves it.

Gwen Moore: Secretary of State

Gwen Moore. Moore has been one of the most consistent supporters of workers' rights during her 15 years in the California Assembly. In 1988 and again in 1992, as chair of the Utilities and Commerce Committee, she pushed legislation that would have directed the California Public Utilities Commission not to reduce any wage rate, benefit, working condition, or other term or condition of employment that was the subject of collective bargaining. Unfortunately, these bills were vetoed—in 1988 by Gov. George Deukmejian and in 1992 by Gov. Pete Wilson.

For years Moore pressed for enactment of California's Family Leave program, which finally became law in 1991. The Family Leave act requires an employer with 50 or more employees to grant unpaid leave of up to four months in any 24-month period for family care. Any employee with more than one year of service is eligible. In 1992 Moore authored legislation to restore the authority of the State Fair Employment and Housing Commission to award damages for emotional injuries suffered by workers because of employment discrimination. The legislation allows a means of redress for workers who cannot afford to utilize the judicial system.

In 1991 Moore authored legislation to restore funding for apprenticeship programs. The list goes on and on, but there is a consistent theme throughout: Moore has devoted her considerable talents to advancing the interests of ordinary workers and consumers. In 1993 alone, she authored legislation on automobile consumer rights, dental consumer protection, telephone users' privacy, legal relief for battered women and children, homeowner protection, and citizen access to new communications technology.

In announcing her candidacy for Secretary of State, Moore said her vision for California can be described in two words: access and empowerment. Her record demonstrates that Gwen Moore means what she says, and that her election would mean increased empowerment for ordinary working Californians.
ENDORSEMENTS

United States Senate

Dianne Feinstein (D)

Governor

Kathleen Brown (D)

Lieutenant Governor

Gray Davis (D)

Secretary of State

Gwen Moore (D)

Treasurer

David Roberti (D)

Controller

Don Perata (D)
Rusty Areias (D)

Attorney General

Tom Umberg (D)

Supt. of Public Instruction

Delaine Eastin (D)

Insurance Commissioner

Art Torres (D)

Board of Equalization

Dist. 1: Johan Klehs (D)
Dist. 2: Robert Presley (D)
Dist. 3: Ernest Dronenburg, Jr. (R)
Dist. 4: Brad Sherman (D)

California State Senate

District
2. Mike Thompson (D)
4. Michael H. McGowan (D)
6. Leroy F. Greene (D)
8. Patrick C. Fitzgerald (D)
10. Bill Lockyer (D)
12. Dan McCorquodale (D)
14. Open (D)
16. Jim Costa (D)
18. Jack O'Connell (D)
20. Herschel Rosenthal (D)
22. Richard G. Polanco (D)
24. Hilda Solis (D)
26. Diane E. Watson (D)
28. Ralph C. Dills (D)
30. Charles M. Calderon (D)
32. Ruben S. Ayala (D)
34. Donna L. Chessen (D)
36. Kay Ceniceros (D)
38. No Endorsement (D)
40. Steve Peace (D)

California State Assembly

District
1. Dan Hauser (D)
2. James Bainbridge (I)
3. No Endorsement
4. Charles W. Fish (D)
   Mark A. Norberg (D) (Dual)
5. Linda Davis (D)
6. Vivien Bronshvag (D)
7. Valerie Brown (D)
8. Thomas M. Hannigan (D)
9. Phillip Isenberg (D)
10. T. Kathleen Wishnick (D)
11. Bob Campbell (D)
12. John L. Burton (D)
13. Willie L. Brown, Jr. (D)
14. Tom Bates (D)
15. Open (D)
   Open (R)
16. Barbara Lee (D)
17. Michael Machado (D)
18. Michael Sweeney (D)
19. Jackie Speier (D)
20. Liz Figueroa (D)
   Bob Livengood (D) (Dual)
21. Byron D. Sher (D)
22. John Vasconcellos (D)
23. Dominic L. Cortese (D)
24. Ed Foglia (D)
25. Margaret E. Snyder (D)
26. Sal Cannella (D)
   (No Republican candidate)
27. Bill Monning (D)
28. Mike Graves (D)
29. Michael E. O'Hare (D)
30. Bryn Allison Battrich (D)
   Marc Scalzo (D) (Dual)
31. Cruz M. Bustamante (D)
32. Jack Keally (D)
33. John B. Ashbaugh (D)
34. Timothy G. Hauk (D)
35. Bob Ream (D)
36. No Endorsement (D)
37. Dokrothy S. Maron (D)
38. Josh A. Arce (D)
39. Richard Katz (D)
40. Barbara Friedman (D)
41. Open (D)
42. Wally Knox (D)
43. Adam Schiff (D)
   Julia L. Wu (R)
44. Bruce Philpott (D)
45. Antonio Villaraigosa (D)
46. Louis Caldera (D)
47. Open (D)
   No Endorsement (R)
48. Marguerite Archie-Hudson (D)
49. Diane Martinez (D)
50. Martha M. Escutia (D)
51. Curtis R. Tucker, Jr. (D)
52. Willard H. Murray, Jr. (D)
53. Debra Bowen (D)
54. Betty Karnette (D)
55. Juanita M. McDonald (D)
56. Bob Eppler (D)
57. Martin Gallegos (D)
58. Grace F. Napolitano (D)
59. Margalo Ashley-Farrand (D)
60. No Endorsement
61. No Endorsement
62. Joe Baca (D)
63. Richard Edwards (D)
64. Roberta (Bobbi) Meyer (D)
65. Ruthee Goldkorn (D)
66. David Hendrick (D)
67. Jonathan Woolf-Willis (D)
68. No Endorsement
69. Mike Metzler (D)
70. Jim Toledano (D)
71. Jeanne Costales (D)
72. Allan L. Dollison (D)
73. Lee Walker (D)
74. Poppy DeMarco Dennis (D)
75. Katherine Wodehouse (D)
   Fred Clayton (R)
76. Susan A. Davis (D)
77. Tom Connolly (D)
78. Deirdre (Dede) Alpert (D)
79. Denise Moreno Ducheny (D)
80. Julie Bornstein (D)

** BALLOT PROPOSITIONS **

** Proposition 1A: the Earthquake Relief and Seismic Retrofit Bond Act **
YES

** Proposition 1B: safe schools bonds **
YES

** Proposition 1C: bonds to upgrade public universities and colleges **
YES

** Proposition 175: renters' tax credit **
YES

** Proposition 176: tax on non-profit organizations **
YES

** Proposition 177: access for the disabled **
YES

** Proposition 178, water conservation tax exclusions **
No Recommendation

** Proposition 179: mandatory sentences for drive-by slayings **
No Recommendation

** Proposition 180: park land bonds **
YES

** VOTE JUNE 7 **

May 1994 Utility Reporter 9

D: Democrat R: Republican
P&F: Peace & Freedom
Don Perata for State Controller

Don Perata believes overlapping government agencies are wasting precious taxpayer dollars and that the next State Controller ought to do something about it.

Perata observes that $78 billion is spent annually in California by more than 6,700 agencies of local government. "Spending by special districts alone exceeds $15 billion...As Controller, I will use the office and its audit authority like a machete—to thin out overgrowth," says Perata.

The Controller oversees the state's auditor corps, responsible for auditing all federal and state programs and special district budgets. A Controller with a knowledge of local government and regulatory agencies, Perata says, could use the office to demand reform and show how to reduce the confusing maze of bureaucracies that wastes tax dollars.

Perata, an Alameda County supervisor since 1986, believes the Controller is also well-positioned to play a leading role in economic development. "As Controller, I will use the office and its audit authority like a machete—to thin out overgrowth," says Perata.

Perata, one of two candidates endorsed by Local 1245 for Controller, has demonstrated he has what it takes to be an effective leader in the economic revitalization of California.

Rusty Areias for State Controller

Rusty Areias has paid his dues. In 11 years as a public office holder, Areias compiled a 91% voting record on labor issues.

Areias stood with working men and women when he came out early against the North American Free Trade Agreement (NAFTA). As a member of the California Assembly, he helped write the Workers' Compensation reform legislation that reduced employers' costs without reducing workers' benefits. And he supported the Family Leave bill that allows up to four months leave for family care.

But Areias' support for working men and women is not limited to such high-profile issues. He has come through for labor even when the issue is out of the public limelight. For example, Areias supported legislation that prohibits discrimination based upon a person's past or present membership in a labor organization. He has stood shoulder to shoulder with union leaders when jobs in his district were threatened, and when employees did lose their jobs he worked to obtain funding for their retraining.

And he supported streamlining enforcement statutes against employers who pay workers in cash and avoid taxation.

Areias understands the importance of education to California's future. As chair of the High Tech Committee in the California Assembly, Areias has battled for innovative technology to be placed in the classroom. He has continually fought for full funding of Proposition 198, the education measure approved by voters but subjected to manipulation by Gov. Wilson's administration.

Areias was named the 1990 Outstanding Legislator by the California School Boards Association.

As State Controller, Areias will be in a position to audit and control state spending. The Controller sits on more than 60 boards and commissions responsible for how we build our jails, clean up hazardous materials, construct schools and preserve wildlife in California.

Areias is one of two candidates endorsed by Local 1245 for the position of State Controller. He has certainly earned the support of working men and women in California.
David Roberti for Treasurer

David Roberti has been an outspoken supporter of working people since his early days as chair of the Assembly Labor Committee. As a State Senator, Roberti authored the first California law to prohibit the use of professional strikebreakers in labor disputes. In 1989 Roberti authored the biggest unemployment insurance benefit increase in the state's history. He played a key role in the Workers' Compensation Reform Act of 1989 that provides more than $1.5 billion in new benefits for injured workers. Roberti was the principal co-author of the 1991 Family Leave legislation. In 1988 he helped win passage of Proposition 84, which produced $300 million in affordable housing and more than 8,000 new prevailing wage construction jobs. As the new President Pro Tem of the Senate in 1981, Roberti led the successful fight for “agency shop” legislation that now enables most public employee unions to receive full dues support from the workers they have been elected to represent. In 1986, Roberti led the fight which stopped the Governor's plan to raid Public Employees' Retirement System (PERS) funds, and in 1991 Roberti led the successful fight for the permanent guarantee of funding for PERS cost-of-living benefits for retirees. The list goes on, but the point should already be clear: since he was first elected to the Assembly in 1966, David Roberti has worked tirelessly for the working men and women of California. Roberti has also been a leading figure in the battle against crime. As Treasurer, Roberti says, "I'll fight to make sure the Treasury has the economic resources to put more cops on the street—to increase our judicial capacity—to enhance anti-drug programs.” Some politicians stand with workers because of lobbying pressures or expediency. Roberti stands with workers simply because that's the kind of man he is. Roberti deserves our support in his bid to be State Treasurer.

Tom Umberg for Attny. General

When the Utility Reporter requested information from Tom Umberg's campaign office, the candidate himself responded with a personal letter to the union. Umberg, an Assembly member who seeks the office of attorney general, has previously served as an Assistant US Attorney. Assigned to the newly-created Federal Court in Orange County, he maintained a 100% conviction rate prosecuting large-scale drug dealers, gang members, white collar criminals, and civil rights cases.

In his letter to Local 1245, Umberg wrote: "As indicated by the enclosed personal biography, the focus of my professional life has been within our criminal justice system. My decision to seek the office of Attorney General is a reflection of my experience and interest in improving this system, as well as my deep and abiding commitment to reducing violence on our streets, in our homes, and at our schools. "Having worked with labor representatives over the last few years, I am familiar with the issues and objectives of the IBEW," Umberg wrote. "As labor's strongest supporter from Orange County in the State Legislature, I have consistently worked hard during my tenure in the Assembly to represent you and your membership. I have not hesitated to tackle the tough issues and attempt to improve the lives of working men and women in California. "I am sure it is no surprise to you," Umberg continued, "that my Republican opponent, Dan Lungren, has used his position as Attorney General to advocate for his private sector supporters, leading the State Department of Justice to turn its back on California's workers. Prior to serving as Attorney General, Lungren consistently voted in the US Congress to weaken prevailing wage laws, weaken health and safety laws, cut federal funding for OSHA, and oppose job creation and job retention legislation."

Umberg has vowed to focus on juvenile crime to help keep first-time offenders from becoming revolving-door felons. As Attorney General, Tom Umberg will make a valuable contribution to the citizens of California.
Art Torres: Insurance Commissioner

As chair of the Senate Insurance Committee, Art Torres refused contributions from the insurance industry and the trial lawyers. He cleaned up the corruption left by former chairman, Alan Robbins.

That tells you something about the character of Art Torres, the labor-endorsed candidate for Insurance Commissioner.

When it comes to insurance issues, Torres knows the territory as well as anybody in the state. Torres investigated delays in Proposition 103 insurance rebates. He authored legislation to crack down on bogus insurance companies who bilk policy holders out of their premiums and then refuse to pay claims when they are sick or injured.

He stood up for riot damaged small businesses when their insurers wouldn't pay claims. He authored a tough new law to stop insurance companies from dropping dying patients from coverage.

As co-chair of the Legislative Committee charged with implementing health care in California, Torres is fighting to ensure that any national plan meets the long-ignored health care needs of seniors, women, and children. He pledges to make health care his top priority as Insurance Commissioner.

Torres, who began his career working alongside the late Cesar Chavez of the United Farm Workers, is no stranger to labor issues. He sparked an investigation of Cal-OSHA's lax enforcement of health and safety laws in California factories. He fought Republican efforts to gut Cal-OSHA and he pushed for greater protection from toxics in the workplace.

Torres also led a successful drive to raise the minimum wage.

If elected Insurance Commissioner, Torres has pledged an "all out war" against high auto insurance rates, insurance fraud, and insurance redlining. He is currently working with District Attorneys and law enforcement officials on a legislative package to increase fraud prosecutions.

Torres will be an Insurance Commissioner who makes a difference.

Delaine Eastin: School Superintendent

It took Delaine Eastin six years and six bills—overcoming three vetoes—to establish a state fund to improve school libraries. But she never gave up and the measure was finally signed into law last year.

It is that sort of persistence that has won Eastin a reputation not only for high principles but for fierce determination in pursuing what she believes in.

What she believes in is educating California's young people.

One of Eastin's primary goals as Superintendent will be to establish "Partnership Academies," where labor unions work closely with public schools to create programs that give non-college bound young people the skills for good union jobs.

This program will provide much-needed attention to the many California high school graduates who do not attend college. Eastin, herself the daughter of a union machinist, believes union apprenticeship programs should be an integral part of high school career development programs.

"There should be a clean, straight shot from the classroom to the workforce," Eastin says.

Her reform proposals include putting at least six computers in every California classroom by the turn of the century and giving local schools more autonomy. She wants to allow an unlimited number of charter schools, which are permitted to adopt their own innovations.

Assembly Member Eastin's legislative accomplishments include the 1992 School Facilities Bond Act (the largest school bond measure in history), an Educational Technology bill that ensures that all new schools are built or modernized with appropriate wiring to accommodate educational technology, and legislation to promote district financial responsibility. She has encouraged parental involvement in education by authoring legislation that requires large employers to allow employees time off for school-related obligations.

Eastin has built a reputation as one of the most dynamic and effective members of the Assembly. She has the talent and the drive to transform education in California. Californians have a lot to gain by giving her the chance to do it.
Negotiators tackle complex problems at Sierra Pacific

From PAGE ONE

homework. By breaking into subcommittees dealing with medical insurance, work rules, and benefits, each union negotiator has become a specialist in at least one area.

Strange Universe

For Grant Garrison, Bob Wilk and Dale Huntsman, that meant voyaging into the strange and bewildering universe of America's health care system.

They knew they couldn't address the problem of rising health care costs at Sierra Pacific without first examining the problem's larger national context. So the three union negotiators holed up for several days at the University of Nevada-Reno library until they felt like they were up to speed on health care issues.

Besides marshalling data, members of the medical subcommittee have fashioned an informal division of labor among themselves.

"I like to look at everything in black and white," says Garrison, who is considered the "numbers man" on the subcommittee. If the company provides figures that are in the least bit vague, Garrison will highlight the discrepancies and get discussions back on a factual footing.

"Grant has the ability," says fellow committee member Wilk, "to take out the gray.

Wilk, for his part, displays a solid grasp of the various political factors at play in the health care issue. He describes with case the company's bottom line concerns, the role of the consultant hired to evaluate the two current health care plans for Sierra Pacific employees, the potential impact of national health care legislation on current negotiations, and the significance of an employer coalition on health care of which Sierra Pacific is currently a part.

When the subcommittee needs to get issues in focus, Dale Huntsman is the one they turn to.

"I tend to summarize the situation—clarify where we're at, where we're going, and where we've been," says Huntsman, whose concise manner of speaking suggests a well-ordered manner of thinking. "I like to look at individual issues and put them in larger perspective.

Garrison sums up Huntsman's contribution more bluntly: "Dale has the gift of gab."

Benefits

The task of researching benefits falls to another subcommittee. Composed of Marna Browne, Rita Weisshaar and Paul Martin, this subcommittee has helped the union formulate positions on such issues as pension and 401(K) plans, part time employees, child care, severance, and holidays.

Of these, the pension and 401(K) plans are probably the issues the employees care about most, subcommittee members say.

"With the baby boomers maturing, more people are getting closer to the age of retirement," notes Weisshaar, an eight-year union member.

As members try to visualize their retirement, many have serious doubts about the Social Security system will be there for them, Browne adds. As a result, the pension issue seems to be growing in importance in the minds of the members.

Martin says there is "more determination" on the part of the membership to see some improvement in pensions this time around.

Work Rules

The subcommittee on work practices has an equally challenging assignment.

As electricity generation becomes an increasingly competitive enterprise, examining work practices is not just a way of saving the ratepayer a few bucks. It may be a way of saving jobs.

The challenge to this subcommittee is to evaluate ways of improving efficiency in ways that enhance rather than undermine job security.

Tackling this difficult problem are some of the union's most experienced negotiators, including Gino Aramini who is serving on his 10th general negotiations committee. The other members with bargaining experience are Ken Lutzow, maintenance working foreman, and Scott Downs, line working foreman.

Also serving on this subcommittee are Wayne Pater- son, lineman, and Santiago Salazar, System Control and Data Acquisition (SCADA) tech.

As with the other subcommittees, the confidentiality of the negotiating process prevents them from discussing specifics. But clearly they put a high priority on the job security of bargaining unit employees.

Given the drastic workforce reductions taking place around the country, says Salazar, the union is seeking ways of intervening to prevent the loss of jobs.

Active Participation

Tying all the strands together is John Stralla, veteran business representative and chief union negotiator. Although no one has been around long enough to remember for sure, some believe his service to the union dates back approximately to the era of Teddy Roosevelt.

Committee members credit Stralla with giving them the ball and letting them run with it.

"From Day One we were encouraged by John to take an active part in negotiations," says committee member Wilk. "That gives us increased credibility at the table."

Stralla clearly believes his confidence in the committee is justified.

"It's a good group," says Stralla. "They know what they're doing."

The committee hopes to reach agreement with the company by November 1. The interim agreement expires at the end of the year.

(For a future article, we will look at the "Mutual Cares" that are trying to establish themselves in the current Sierra Pacific Power negotiations.)

Don't Patronize

Planning a trip to Las Vegas this summer? You can enjoy yourself and show support for fellow union members at the same time by avoiding the following non-union hotels, which are on the Nevada AFL-CIO "Don't Patronize" list:

AIADDIN Hotel
Barbary Coast
California Hotel
Frontier Hotel
Four Queens hotel
Gold Coast Hotel
Imperial Palace
Lady Luck Hotel
MG M Grand
Palace Station
Rio Suite Hotel
Sam's Town
Vegas World
Westward Ho

Alltel contract increases wages

Local 1245 members working for Alltel in Needles, Cal. and Elko, Nev. received a 3.5% wage hike in a new three-year pact effective May 1. Employees will receive a 3.5% increase in the second year and 3% increase in the third year. The pact improves the severance plan and

Union negotiator Santiago Salazar (above left) serves on the Work Rules subcommittee. Serving on the Benefits subcommittee are (directly above, from left) Marna Browne, Paul Martin and Rita Weisshaar. Medical subcommittee members are (at left, from left) Dale Huntsman, Grant Garrison and Bob Wilk.
IBEW Local 1245
Financial Statement

FOR THE YEAR ENDED
DECEMBER 31, 1993

INDEPENDENT AUDITOR’S REPORT
March 14, 1994

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, 1993 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, 1993. 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.

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, 1993 and its assets, liabilities and equity at December 31, 1993 in accordance with the basis of accounting described in the note to the Statement of Assets, Liabilities and Equity arising from cash transactions.

DALMAS ACCOUNTANCY CORP.
Certified Public Accountant

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

### INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1993

#### GENERAL FUND

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash balance, December 31, 1992</td>
<td>$2,961,246.10</td>
</tr>
</tbody>
</table>

#### Reimbursements to General Fund:

- Interest: $57,864.20
- Dividends: $57,000.00
- Workers' compensation dividends: $18,802.28
- Refunds and reimbursements:
  - Loan payments - Energy Workers Center: $4,532.60
  - Principal: $10,140.00
  - Sale of used autos: $14,725.00
  - Union Shopper: $8,151.18
  - Other receipts: $23,200.00

#### International portion of receipts:

- "A" members' per capita: $223,193.02
- "BA" members' per capita: $1,538,011.60
- Initiations: $11,886.95
- D.O.A.F. fees: $146.00
- Reimbursements to General Fund: $2,285.00
- Agency fees: $13,911.30
- Difference in per capita: $2,748.33

#### Total receipts:

$3,274,822.52

#### Total disbursements:

$2,050,133.24

#### Office salaries:

Administration office salaries: $333,706.05
Bargaining unit salaries: $272,718.61

#### Forum-Atzema Refined Members:

Salaries: $2,884,130.71
Expenses: $225,500.85
Automobile expenses: $35,799.08
Administrative expenses: $4,036.61
Fitness plan: $1,612.22

#### Research and Education:

Subscriptions and publications: $16,435.63
Public relations: $338.43
Scholarship fund: $2,192.00

#### Office expenses:

Rent: $138,716.18
Telephone: $173,087.87
Postage mail service and meter expense: $59,392.74
Post room/printing: $35,563.46
Supplies: $27,515.73
Equipment maintenance: $24,466.56
Data processing: $17,043.38
Employee rental: $77,998.26
Utility reporter: $107,498.59
Miscellaneous: $11,341.82
Bank charges: $24,404.73
Furniture and equipment purchases: $6,155.19
Utilities and jurisdictional: $183.15
Christmas cards: $2,284.55

#### Total expenses:

$703,465.87

#### Salaries Paid or Reimbursed:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries Paid</td>
<td>$2,762,439.29</td>
</tr>
<tr>
<td>Salaries Reimbursed</td>
<td>$115,027.55</td>
</tr>
</tbody>
</table>

#### Other Various Committees:

- Executive Board meetings: $30,172.17
- Advisory Council: $9,646.33
- Trustee Committee: $14,805.88
- Review Committee: $2,717.83
- Safety Committee: $14,845.56
- Shop Disputes expenses: $32,231.75
- Other conferences: $31,375.71
- Local Union Election: $10,628.58
- Leadership: $10,628.58
- P.U.C.-Case Cost: $9,589.11
- Grievance: $1,105.38
- Regional S/S Conference: $14,281.26
- Women's Conference: $188.00

#### Total: $72,063.92

#### Local Union portion of receipts:

- "A" members' per capita: $8,151.18
- "BA" members' per capita: $4,532.60
- Initiations: $3,259.07
- D.O.A.F. fees: $13,911.30
- Reimbursements to General Fund: $97,646.26
- Agency fees: $14,725.00
- Difference in per capita: $18,802.28
- Difference in fees: $54,149.90

#### Total receipts:

$209,190.48

#### Total balance and receipts:

$123,090.55

#### Disbursements, Page 12 of Schedule of Disbursements

$8,955,353.31

#### Cash balance, December 31, 1999, Details in Statement of Assets, Liabilities and Equity

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

### INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 SCHEDULE OF CASH DISBURSEMENTS For the Year Ended December 31, 1993

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#### Disbursements, Page 12 of Schedule of Disbursements

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The accompanying Report and Notes are an integral part of these financial statements.
Members unite to assist union brother Huston Johnson

Local 1245 members and other PG&E employees at the Walnut Creek, Concord, Antioch and Richmond yards have united to assist sub-foreman Huston Johnson.

Johnson, 52, is suffering from pancreatic cancer. The disease has imposed a financial strain on Johnson's family.

"Any time you have a situation like that there's a money pinch," noted Local 1245 member Gene Williams. According to Williams, employees in Walnut Creek, Concord, Antioch, and Richmond have raised over $10,000 in donated vacation and cash contributions.

Johnson, a union member since 1966, has worked at various locations in the East Bay during his three decades at PG&E. "He's very highly thought of," said Williams.

Johnson and his wife, Jean, have expressed deep gratitude for the outpouring of support. But Williams said their financial difficulties are not yet over, and that additional contributions would be greatly appreciated.

Donations can be sent directly to Jean Johnson at the address listed at right. Despite the turmoil caused by recent downsizing and restructuring at PG&E, union members have not become blind to the more serious difficulties that some individuals face.

Williams said he was deeply moved by the outpouring of support for Johnson. "It made me feel good about our folks -- to know that IBEW members care about one another to that extent."

Gene Williams

Contributions for Huston Johnson can be sent directly to:
Jean Johnson
6 Orinda Ct.
Pittsburg, CA 94565

LOCAL 1245 FINANCIAL STATEMENT

From PAGE FIFTEEN

Salaries Paid or Reimbursed  Expenses  Total
City of Redding  $14,799.47  3,202.55  18,002.02
A.C. Transit  597.00  44.96  641.96
Groveland Wyndhoffs I.D.  133.56  133.56
Alviso Rural Electric  114.00  114.00
Shasta Bass PUD  31.26  31.26
Linden I.D.  52.00  52.00
Lassen MUD  256.82  256.82
MPTV Cable  246.08  183.93  429.91
Nevada I.D.  176.28  52.62  228.90
San Jaco, PA  744.94  111.59  856.53
Western TV Cable  209.66  209.66
City of Fallon  398.02  3,423.71  3,821.73
Dinwoody  397.30  26.01  423.31
City of Santa Clara  1,562.44  88.14  1,650.58
City of Los Altos  882.79  89.42  912.21
8,218.61  192,039.41  190,258.02

Membership benefits:
Group Life Insurance  164,514.88
Unit drawing award  500.00
Individual drawing award  572.07
Service award dinners  18,536.88
Social fund  10,200.00
Flowers and donations  1,387.65
Memorial bibles  209.93
136,216.01

Payroll taxes:
Employee portion:  $ (616,539.86)
U.S. income tax withheld  (147,233.81)
FICA withheld  (233,933.12)
57,338.66
147,233.81
233,933.12
23,501.34

Other disbursements:
Federal taxes:  $ 18,208.79
State taxes:  11,466.61
U.S. Employment  3,654.83
243,728.33

Other expenditures:
Salaries Paid Unit drawing award  600.00
Group life insurance  104,514.48
FICA  228,976.89
Pension plan (Note 5)  574,520.56
3,300.00
3,300.00
1,066,281.79

Membership expenses:
Suppliers-Local  $ 17,369.81
Suppliers-Lot  8,818.00
Union shopper purchases  963.50
50th Anniversary supplies  4,599.00
Linenman Rodhe  7,891.41
Self tournament  (2,200.00)
37,539.74

Total General Fund Disbursements  $262,211.28
58,553.31

"It made me feel good about our folks -- to know that IBEW members care about one another to that extent."

Gene Williams

Utility Reporter  May 1994

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