

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
April 1995  
Vol. XLIV No. 4

# UTILITY REPORTER

The Joint Statement  
See Page 16

## Turning the tide!

### PG&E cancels 800 layoffs

In a stunning reversal, PG&E announced on April 5 that it was canceling 800 layoffs in Customer Energy Services.

The announcement by PG&E President Stan Skinner came just hours before bargaining unit employees were to receive displacement notices under Title 206 and Title 306 provisions in the labor agreement. For some employees, those notices would have brought demotion or relocation. For others, the result would have been layoff.

Local 1245 Business Manager Jack McNally applauded Skinner's action as a "responsible change" and said the union looked forward to "a new process of dialogue."

"It will not be easy," said McNally. "However, I am confident that working together to jointly find solutions will be in the best interest of the company and our members."

In a joint statement addressed to PG&E employees, McNally and Skinner declared:

"PG&E rescinds the current 206 and 306 activity within Customer Energy Services. Customer Energy Services employees who received 206 or 306 notices and bid or transferred to other classifications will be allowed to return to their previous classifications and headquarters if they choose to do so within 15 days after notification."

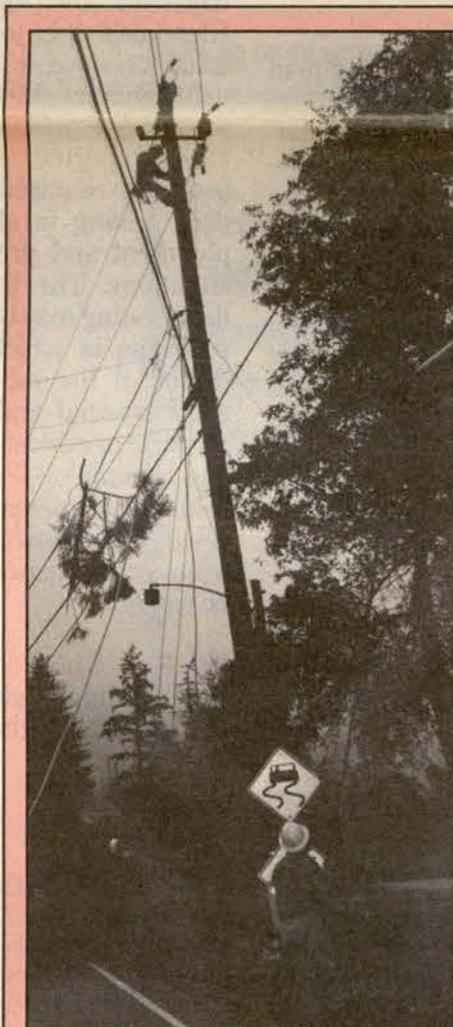
The statement said labor-management cooperation committees would be utilized to determine the labor force "required to deliver safe, reliable and responsive service, and address issues related to storm response, infrastructure maintenance, etc."

"Many of our employees, who are members of International Brotherhood of Electrical Workers Local 1245 have identified facilities throughout the system that would benefit from a more

See PAGE FIVE

**You  
Made the Difference**

See Business Manager's Column  
Page 3



### Storms, Part II

A new round of storms blasted through California in March, and Local 1245 members at PG&E once again rose to the occasion.

Story on pages 7-9.

### CPUC puts off deregulation

The California Public Utilities Commission announced on March 21 that it was postponing the release of its long-awaited plan to restructure the state's electric utility industry.

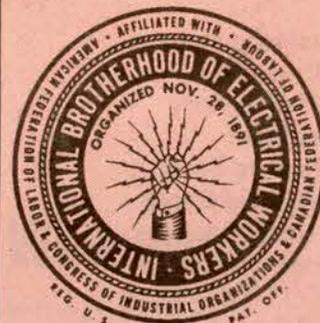
According to union sources, the delay became necessary when the commissioners were unable to reach consensus on a specific restructuring plan. The commissioners said they were postponing action to give Gov. Pete Wilson time to fill two vacancies on the five-member commission.

Even if only temporary, the delay is an important victory for labor, consumer and environmental groups opposed to radical restructuring, or "deregulation", of the industry. Just a year ago, these groups appeared to be hopelessly outgunned by the large industrial corporations clamoring for "competitive markets" in electricity. But public opposition to the deregulation scheme has mushroomed, due in great part to the concerns voiced by Local 1245.

Throughout the state, Local 1245 members have picketed, leafletted, petitioned, and demonstrated against the radical restructuring of the utility industry and the downsizing of the utility workforce. Dozens of Local 1245 members warned of declining service during public hearings conducted by the CPUC last fall. And a union-sponsored rally in December drew approximately 1,000 protesters to the steps of the CPUC in San Francisco, despite a driving rain.

At the same time, the Coalition of California Utility Employees has challenged the wisdom—and even the legality—of the CPUC plan during regulatory proceedings and in testimony to the state legislature. The Coalition, which Local 1245 helped organize last spring, is represented by the South San Francisco law firm of Adams and Broadwell.

See PAGE SIX



### INSIDE

**You Made the Difference**  
Page 3

**Merger Worries Members  
at Sierra Pacific Power**  
Page 4

**March Storms**  
Pages 7-9

**Ergonomics Standard**  
Page 10

**Retirees Corner**  
Page 11

**AFL-CIO Boycott List**  
Page 12

**'Do Buy':  
Union Made  
Work Clothes & Uniforms**  
Page 13

**San Jose Pin Dinner**  
Page 14

**Softball Tournament**  
Page 15

**PG&E/IBEW  
Statement of Principles**  
Page 16

### CALENDAR

**May 6-7  
Local 1245  
Advisory Council  
Concord**

**Month of June  
Local Union Elections**

**May 20  
Stewards Conference  
Elko, Nev.**



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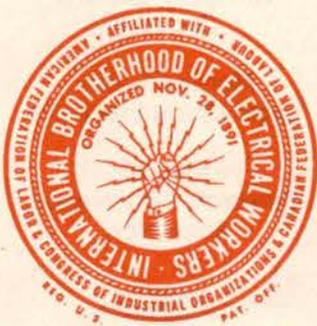
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**WIPA**



### Workers here and abroad

## Rolling the union on...

**Give Them Loans:** BankAmerica Corp.—which last year busted tens of thousands of tellers back to parttime status in order to deny them health care, pensions and other benefits—is now boasting how socially-minded it is because it made \$5.9 billion in loans last year to low-income individuals and small businesses. The bank's philosophy apparently runs something like this: "Workers don't need benefits—they just need loans!"

**Clean Your Own Mess:** A California homemaker who went on strike to protest her family's slovenly habits won a contract in which her husband and children agreed to share household chores, the Associated Press reported. Jo-Anne Boos, a secretary at Lodi Memorial Hospital put a hot-pink lettered "On Strike" sign on her front lawn to protest an uncooperative and unresponsive family. Her husband and three children agreed in a contract written on a sketch pad to pick up their own messes and keep the bathroom counter clean, among other chores. Boos' husband, a cement truck driver, said he thought the agreement would work.

**Jail the Boss:** The British Trade Union Center (TUC) says that careless bosses whose negligence results in deaths at work should face criminal charges, including jail sentences, Free Labour World reported. In

one recent case a 22-year-old factory worker was crushed to death when a four-ton load fell on him. The racks which held the load were made to poor specifications, badly built, and had not been given load tests. The company's director got away with a small fine.

**How About a Moratorium on Injuries Instead:** The AFL-CIO warned a Congressional committee that a moratorium on all new federal regulations and rules would result in workers being unnecessarily "injured, diseased and killed on the job." Anti-labor Republicans have proposed the moratorium to help corporate America avoid its obligation to provide basic health and safety standards in the workplace.

**Sprint Protest:** Union workers in Brazil and Nicaragua demonstrated in solidarity with 235 San Francisco-based Sprint employees who were fired just one week before a vote on union representation, the AFL-CIO Label Letter reported. In Brazil, unionists rallied at Sprint offices in San Paulo to demand the workers' reinstatement. In Nicaragua, members from 14 unions staged a loud protest at Sprint's headquarters in Managua.

**Direct Action:** The Denny's chain has agreed to use only union subcontractors for renovations of its restaurants in Southern Illinois



after a "sip in" by members of the Southwestern Illinois Building and Construction Trades Council. The unions twice packed a restaurant in Collinsville that was refurbished by nonunion subcontractors. During the sip-in, unionists ordered nothing but coffee.

**Drug Program Halted:** A California Court of Appeals has shut down the City of Glendale's drug testing program because it interfered with public employees' rights to privacy, San Mateo County Labor reported. The city's program required uniform drug testing in all pre-employment and promotional situations. The Court said drug testing may be valid for positions in which regular duties of the job involved some special and obvious physical or ethical demands, and an employee's inability to meet those demands would result in immediate disastrous consequence for public safety.

**Rah Union!:** The Buffalo Jills, the cheerleaders for the Buffalo Bills football

team, have a right to organize, the NLRB recently ruled. The Jills are unhappy with chilly two-piece uniforms and having to pay their own way to the Super Bowl.

**Stripped:** The bargaining rights of Oregon public employees would be stripped to the bone under Oregon Senate Bill 750, sponsored by Gene Derflet, a Republican from Salem. The bill would limit mandatory bargaining items to wages, hours, health insurance premiums, holiday and vacation pay and grievance procedures, according to Northwest Labor Press.

**UNITE:** The two needletrades unions (ACTWU and ILGWU) have merged to create UNITE—Union of Needletrades, Industrial and Textile Employees. The new union has budgeted \$10 million for organizing in what it calls a "war on sweatshops."

**Replacement Apes:** Alaska highway officials tried—unsuccessfully—to replace flag workers in construction zones with mechanical gorillas dressed in yellow hard hats carrying signs reading "Stop" and "Slow." The gorillas were sacked after the Federal Highway Administration told state officials that only humans are permitted to direct traffic with signs.

**Celebrating Solar:** Sun Day 1995, set for April 23, will showcase and celebrate the nation's renewable energy resources, including solar, wind, geothermal, biofuels, and hydroelectric. Organizers plan a nationwide series of tours of sustainable energy businesses in May.



**SCAB BAN SIGNED**  
President Bill Clinton signs an executive order banning federal contracts with companies that permanently replace strikers. Looking on are (from left) Labor Secretary Robert Reich, AFL-CIO President Lane Kirkland, Vice President Al Gore, and AFL-CIO Secretary-Treasurer Thomas Donahue.



Workers marched last winter in Decatur, Ill. to protest unfair practices by area employers, including a lock-out by A.E. Staley. (Photo: AFL-CIO)

## Locked-out workers target PepsiCo

**P**epsiCo, the parent company of Pepsi-Cola, is the key to victory for locked-out workers at A.E. Staley, a manufacturer of corn sweeteners and starches.

PepsiCo accounts for a large share of Staley's corn-sweetener business. Union members who want to help

can pressure Staley to end the lockout by urging PepsiCo to discontinue purchases of Staley products.

Write or FAX the following PepsiCo subsidiaries and urge them to ask PepsiCo to dump Staley.

**Allan Huston, CEO**  
**Pizza Hut, Inc.**  
 P.O. Box 428  
 Wichita, KS 67201  
 FAX: (316)687-8676

**John Martin, CEO**  
**Taco Bell Corp.**  
 17901 Von Karman  
 Irvine, CA 92714  
 FAX: (714) 863-4136

**David Novack, CEO**  
**KFC corp.**  
 P.O. Box 32070  
 Louisville, KY 40232  
 FAX: (502) 456-8306

### APPOINTMENTS

#### CONFERENCES & CONVENTIONS

**A. Philip Randolph Institute Statewide Conference**  
 Thelma Dixon  
 Norma Ricker

**California State Association of Electrical Workers**  
 Richard Dunkin  
 Jack McNally  
 Art Murray

**IBEW Construction & Maintenance Conference**  
 Andrew G. Dudley  
 Richard Dunkin  
 Jack McNally

**IBEW Regional Utility Conference**  
 Bob Choate  
 Jim McCauley  
 Jack McNally  
 Darrel Mitchell  
 Robert Olsen  
 Howard Stiefer  
 Sam Tamimi  
 Kathy Tindall

## APRI sounds call for action

**P**reparing for the Changing Political Realities was the theme of the annual conference of the California State Chapter of the A. Philip Randolph Institute (APRI) held in Milbrae, Ca. last month.

Conference delegates called for a grassroots defense of affirmative action, according to Norma Ricker, parliamentarian of the California Chapter and a member of Local 1245. Also representing Local 1245 and the meeting was Thelma Dixon, secretary of the Napa-Solono Chapter.

Workshops covered community service and pending legislation that affects working people and their families.

Ricker also represented Local 1245 at the APRI West-

ern Regional Conference held in Portland, Ore. in January. Ricker said the conference focused on building stronger relationships in the community.

### Correction

Local 1245 member Mary Ellen Grayburg noticed an error in last month's Utility Reporter. *All* public sector employers must comply with the Family Leave Act—there is no minimum number of employees. Also, there is no requirement in the Act that employees accrue seniority for the purposes of sick leave, vacation, pay increases, promotions, etc. during their leave. But FMLA does say that periods of leave must be counted for the purposes of vesting and eligibility in pension and retirement funds.

## You made the difference

Jack McNally, IBEW 1245 Business Manager

The members of this union have a lot to be proud of.

When PG&E announced layoffs last summer, it would have been easy for employees to throw in the towel and quietly accept their fate. After all, PG&E is one of the largest corporations in America, with vast resources and political influence. If management says they can provide better service with fewer people, who are you to contradict them?

The answer is: you are the people who understand the service, you are the people who provide the service, and you proved that ultimately you are the people who *care* about the service.

As an organized workforce, you had a lot to say and you weren't afraid to say it.

In September and October you showed up in large numbers at public hearings sponsored by the CPUC to warn that service quality was deteriorating, and that it would deteriorate further if deregulation and downsizing went unchecked.

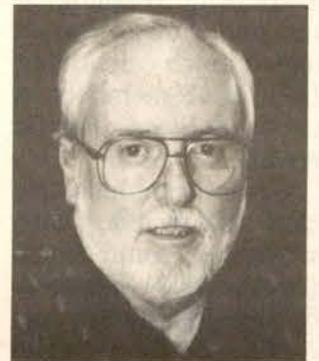
You began organizing picketlines and demonstrations at your local headquarters. In December nearly a thousand of you took time off work to rally at the CPUC in San Francisco and then march in the rain to PG&E headquarters.

And you never let up. When the media said this is just a protest about jobs, you said, "Yes it's about jobs, but it's also about customer service."

When the CPUC said competition will benefit customers, you said, "Take a closer look at how it's going to affect customer service."

When PG&E said it could provide World Class Service with a drastically reduced workforce, you said, "That just doesn't make sense."

When the January storms



began exposing weaknesses in PG&E infrastructure, the public began to listen. And it was the members of this union who had the courage to tell the people what no one else would say: your gas and electric service is in jeopardy.

You picketed. You leafletted. You wore buttons at work.

You stayed informed. You circulated postcard petitions to the CPUC. You spoke forthrightly to newspaper, television and radio reporters. You presented resolutions to city councils and county boards of supervisors.

In some cases you personally researched and documented problems with maintenance, which helped persuade the CPUC that it needed to investigate the impact that downsizing is having on service.

When PG&E decided on April 5 to cancel 800 layoffs in the Customer Energy Services Business Unit, remember one thing: it was *you* who made that possible—union members standing together, acting together.

Many problems lie ahead with deregulation and PG&E's reaction to it. But this union has radically changed the terms of the debate by focusing attention on service. PG&E now says it wants to work with the employees to make needed changes. That's good news for PG&E customers.

And the credit belongs to *you*.

## Merger worries union members at Sierra Pacific Power

**W**eddings are usually joyous occasions, but the upcoming corporate marriage with Washington Water and Power hasn't prompted much celebrating by Local 1245 members at Reno-based Sierra Pacific Power Co.

If regulators bless the merger, union members have been warned, some Sierra Pacific jobs will be moved to WWP's headquarters in Spokane. Other positions will be eliminated altogether.

Hardly the time to break out the champagne. In fact, to some employees the merger looks more like a funeral than a wedding.

At Sierra Pacific's service center in South Lake Tahoe, which will be merged with a WWP facility on the same block, employees are "totally stressed out," according to customer service representative Marna Browne. Between the two facilities a total of nine positions will be eliminated in the merger.

"It's almost like going through a death, like a mourning process," says Browne, a union steward. Employees are "afraid of the future."

"They want some security in knowing there's a place for them in South Tahoe. And there's no guarantee," she says.

"You go to work for a wonderful company like this and you think you're going to...retire with them after 20 or 30 years," says Grace Hill, another South Tahoe customer service representative. "It's just sad that you've put a lot of hard work toward this company" only to find you may be out of a job.

"When you get older you don't want to go out and start competing with other people for a job," says Hill. "It's difficult."

### Customers Suffer

Displaced employees are the most visible casualties as utilities seek to get into fighting trim for the competitive markets to come. But there is a less visible casualty as well: the utility customer.

While Sierra Pacific is declaring its commitment to "total customer satisfaction," employees are wondering how the company plans to deliver on this commitment.

"We can't see it," says Browne. "Because right now we're working at bare bones. So if you're asking us to do more with less people, it's real hard to create good customer satisfaction and meet all their needs. You're spread too thin."

"We're at the edge right now," agrees Hill. "So if you have one employee who's out sick, or on vacation, everyone else is going to be stressed out on the job. They're stressed now."

"We aren't getting work finished right now," Browne adds. "We're behind probably in every department."

### Automation Ahead

Like Pacific Gas and Electric, which has been radically downsizing for two years, Sierra Pacific believes automation of some services and consolidation of others will allow the company to decrease costs without harming the quality of service.

Indeed it is widely believed in the utility industry that automated systems for reading meters will make it unnecessary to employ human

meter readers. Sierra Pacific apparently believes this is the case.

"They told us about two weeks ago if you're a meter reader you will not have a job in five years," says Hill.

Another big change possibly in the works at Sierra Pacific is a consolidation of telephone services. A similar consolidation at PG&E last year brought a raft of problems, particularly during this year's winter storms. But Browne thinks consolidation could improve service at Sierra Pacific if staffing levels are adequate and employees are thoroughly trained.

"I don't think you should call an office and be transferred 16 times," says Browne. A customer service representative "should be able to answer all the customer's questions, and if not, get them the answer right then, not just transfer them. But if you're below staffing levels you're putting an awful lot of pressure on the people that are answering the questions."

And that pressure and stress, adds Hill, "will come across to the customer."

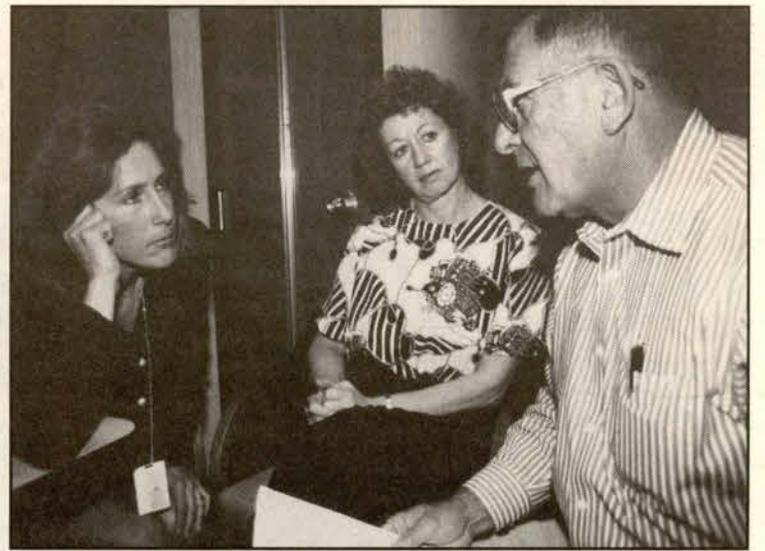
### More Responsibility

Browne and Hill are not opposed to front-line employees being given more responsibility. They see the logic in eliminating some middle-management functions and placing more decision-making authority with bargaining unit employees.

"We've always had that [in South Tahoe] in that we didn't really need a supervisor to tell us how to do our jobs," says Browne. "We know what we have to do on a daily basis and we do the job."

Last month's storms showcased the talent, versatility and dedication of the South Tahoe employees. After putting in a full day on Friday, Hill was called back to work just before midnight and continued answering phones until morning.

"We were all answering phones and writing up trouble reports," says Browne, who put in several hours patrolling lines. "In an emergency we all pull together."



### CONSEQUENCES CONSIDERED

Union members Marna Browne (left) and Grace Hill (center) and Local 1245 Business Rep. John Stralla discuss possible consequences of Sierra Pacific Power's upcoming merger.

### Employee Dedication

Such dedication on the part of employees is, in fact, one of the most valuable resources any company could have. Particularly a company where employees are in such close contact with the public, and where service interruptions can have such serious consequences.

But maintaining that level of dedication could prove difficult as corporate priorities shift to cost-cutting. Especially if cost-cutting means displacing current employees to new jobs or new locations, or replacing permanent employees with temporary or parttime workers.

Hill says that is precisely what happened when a bank she worked for went through a merger. Before the merger, 100% of the employees were full-time, she recalls. After the merger, only one-third of the employees enjoyed full-time status.

As companies demonstrate less commitment to their employees, it is perhaps inevitable that employees will demonstrate less commitment to their company. Ultimately the customer is the one who stands to lose.

### Pulling Together

But the merger is nearly a done deal, so Sierra Pacific employees and their union are attempting to make the best of it.

"Emotionally we're pulling together," says Browne.

Employees are "talking to each other a lot" and discussing their suitability for various jobs within the company.

"I think some of us are excited about the future because it means changes and it means new responsibilities, meeting new people, maybe going different places," says Browne. "If you look at it as an adventure then I think that's half the battle."

The other half of the battle is making sure that employees' rights are fully protected as the merger proceeds. Last month Local 1245 Business Manager Jack McNally traveled to Reno to take up a variety of merger-related issues with Sierra Pacific Power President Walter Higgins. Also attending were Assistant Business Manager Perry Zimmerman and Business Rep. John Stralla.

During the meeting McNally stressed the union's concern that jobs should be found for employees whose positions are being eliminated. The union also took up the issue of adding a successor clause to the labor agreement, which would assure that a successor company in any future merger or buyout would recognize the employees' union.

Browne says employees would feel more vulnerable without a union to represent them during the current merger. "It's very important right now. They're our strength. Strength in numbers."

**"You go to work for a wonderful company like this and you think you're going to...retire with them after 20 or 30 years. It's just sad that you've put a lot of hard work toward this company" only to find you may be out of a job.**

*Grace Hill*

# Turning the tide: PG&E cancels 800 layoffs

From PAGE ONE

extensive and accelerated maintenance program," said Skinner in a prepared statement. "We agree with their evaluation and are canceling layoffs of about 800 IBEW employees in our Customer Energy Services unit so that we have the skilled, experienced employees to do this extra maintenance work."

A joint labor-management committee was set to meet on April 12 to begin looking into service-related issues in the electric distribution system.

McNally said actions by the union's rank and file members played a key role in persuading the company to

**"Many of our employees, who are members of International Brotherhood of Electrical Workers Local 1245 have identified facilities throughout the system that would benefit from a more extensive and accelerated maintenance program. We agree with their evaluation and are canceling layoffs of about 800 IBEW employees in our Customer Energy Services unit so that we have the skilled, experienced employees to do this extra maintenance work."**

*PG&E President Stan Skinner*

change course.

"Our members told this company that it had serious

problems with maintenance. Our people went out and personally identified faulty equip-

ment. I think that had a big impact on the company," said McNally.

McNally also credited union members and staff for mobilizing public opinion. "Everyone who carried a picket sign or made a phone call or passed out a leaflet or wore a button played a role in getting our message across. Anyone who says union activism is dead hasn't been paying attention to what our members have been doing."

McNally cautioned that not all staffing issues were resolved and that continued vigilance was necessary.

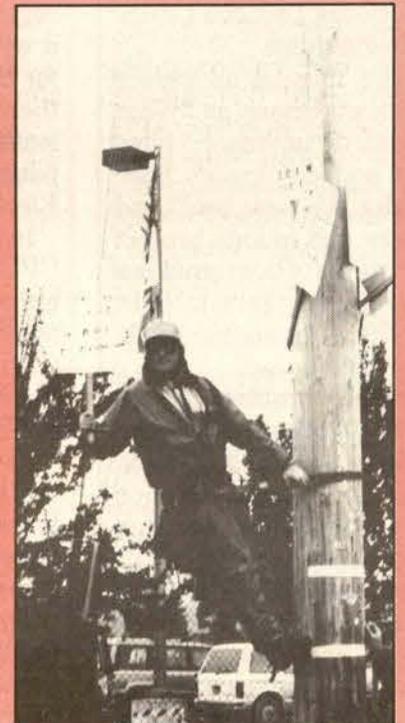
"But the company has indicated it wants to work together to address these issues and we're certainly willing to give it our best effort," he said.

## Local 1245 members spoke out . . . and PG&E got the message

Below: Union members maintained a spirited picketline in Salinas in February to alert the public about the consequences of downsizing. Signs read: "PG&E--Problems Getting Energy" and "Just Call--We'll Be There...Eventually" and "Your Lights Work Because We Do."

Right: Union members from San Francisco, Colma, and Belmont discuss tactics for gaining customer support during a special meeting last month in Pacifica.

Below, far right: When union members put on an informational picket in Santa Cruz last month, lineman Joe Little injected a little humor into an otherwise serious subject. His sign reads: "Will Fix PG&E Powerlines for Food--Laidoff PG&E Lineman." (Photo: Art Freitas)



## Protection from smoke

What causes 53,000 deaths nationwide each year, creates an estimated cancer risk of at least 50 times that associated with working in an asbestos-laden building, and is the third leading cause of preventable death in this country?

The answer is second-hand smoke, also known as Environmental Tobacco Smoke (ETS).

The new California State-wide Workplace Smoking Ban (**Assembly Bill 13**) gives unions expanded opportunities to safeguard members from this deadly workplace hazard. As of Jan. 1, smoking was prohibited in virtually all enclosed workplaces.

This new occupational safety and health law is a significant addition to the California state labor code. As with any new safety and health regulation, unions will play a critical role in the implementation process.

AB 13 creates a major change in the conditions of California's workplaces. Union members can become familiar with the requirements of this new law by consulting a technical assistance manual prepared by Labor's Community Service Agency's Worksite Tobacco Cessation Program.

The manual addresses such questions as "What rights do unions, employers and employees have under the new law?" and "How can unions protect the rights of both smokers and nonsmokers in light of these changing working conditions?"

AB 13 requires all enclosed worksites to immediately post a "No Smoking" sign at every entrance to the building. For free signs, a copy of AB 13, or the technical assistance guide, call Diane Ake at (619) 283-5981 or write Worksite Tobacco Cessation Program, 4265 Fairmount Ave., Suite 260, San Diego, CA 92105.

# CPUC puts off deregulation announcement

From PAGE ONE

Severe storms in January and March (see pages 7-9) made the public increasingly receptive to the union's message. Widespread outages, sometimes lasting a week, provided dramatic evidence that a reduced workforce can mean reduced service.

Inundated by complaints, the CPUC was forced to launch an investigation of PG&E's performance during the storm. The CPUC later expanded that investigation to include an examination of how workforce reductions may be affecting PG&E's routine service as well.

First-hand reports by Local 1245 members about de-

teriorating infrastructure helped convince the CPUC that downsizing at PG&E needed to be investigated.

"At the public participation portion of our March 22 meeting," wrote CPUC President Daniel Fessler in a March 28 opinion, "numerous present and former utility employees alleged that PG&E's storm response compromised public safety because of inadequate staffing. Included in their specific charges were statements that the failures and outages reflect delayed repair, improper maintenance of lines and poles, tree clearances, and other aspects of the vital utility distribution infrastructure."

Fessler said the CPUC will incorporate its investigation of these concerns into previously-scheduled rate proceedings. Fessler said the service quality issues would be dealt with on an expedited basis, instructing intervenors to submit testimony by April 15 and scheduling hearings for April 24-28.

PG&E's decision on April 5

"At the public participation portion of our March 22 meeting, numerous present and former utility employees alleged that PG&E's storm response compromised public safety because of inadequate staffing. Included in their specific charges were statements that the failures and outages reflect delayed repair, improper maintenance of lines and poles, tree clearances, and other aspects of the vital utility distribution infrastructure."

CPUC President Daniel Fessler



Daniel Fessler

to cancel 800 previously-announced layoffs puts a new wrinkle in the deregulation debate. On one hand, the decision could help convince the CPUC that PG&E is taking constructive steps to address concerns about "inadequate staffing."

On the other hand, PG&E's downsizing activity over the

past two years suggests that budget cuts and layoffs may be the inevitable response to competitive pressures. If so, the CPUC will have to create mechanisms—another word for regulations—to insure that service quality is not compromised if and when competitive markets are introduced.

## Environmental programs supported

# Consumers wary of electric utility deregulation

Consumers are wary of the California Public Utilities Commission's electricity deregulation plan and suspect it will result in lower prices for big business—but not for them, according to a poll released last month by the Campaign for Clean, Affordable Electric Service.

In the survey, voters said CPUC decisions are mostly influenced by big business and the utilities, and that the CPUC should be elected by the voters to better serve the public.

Seven in ten of those polled said environmental programs to conserve electricity and develop non-polluting energy sources should be preserved.

The poll indicated deep public support for the preservation of environmental programs and low-income assistance. When given a choice between saving

money on electric bills or cutting these programs, large margins chose to preserve conservation programs (71%-18%) and low income assistance programs (80%-14%).

### Long Run Costs

"The public understands that if we don't provide incentives for conserving energy and developing non-polluting

energy sources, it will cost us all much more in the long run," said Jane Kelly of the Union of Concerned Scientists.

The telephone poll was conducted by David Binder between Jan. 30 and Feb. 2. The sample was 801 voters. The margin of error is 3.5%.

Joe Caves, coordinator of the Campaign for Clean, Af-

fordable Electric Service, said that environmental energy efficiency programs in the PG&E service area between 1990 and 1993 produced pollution savings equivalent to removing 200,000 cars from the roads. Statewide, consumers have saved about \$1.9 billion over the same time from utility energy conservation programs.

**TREE TRIMMERS**  
Local 1245 line clearance tree trimmers attend special meeting in Auburn last month to discuss the new table agreement with Asplundh Tree Co.



*Extraordinary effort on behalf of customers*

# New storms challenge union members at PG&E

By Eric Wolfe

**T**he ferocious storms that punched the West Coast last month once again focused the public spotlight on the emergency response role played by members of Local 1245 employed by Pacific Gas and Electric.

And once again, PG&E employees rose to the occasion. Despite having their numbers reduced by two years of downsizing, union members labored long hours under dangerous conditions to repair damaged installations and restore power to 1.2 mil-

lion customers left in the dark by wind, rain and snow.

The employees' extraordinary effort on behalf of the customers was all the more remarkable given that PG&E had just notified many of the workers that a new wave of downsizing had put their jobs on the chopping block. With layoffs "set to come within the next few weeks," KCBS radio reported during the storm, "those on the firing line are those now on the front lines of storm repair."

Media reports during the storm brought home a point the union had been making for months: people deliver service, and fewer people on

the front lines almost certainly means less service. PG&E management came to a similar conclusion a couple of weeks later when President Stan Skinner said the company was canceling the layoffs announced in February. (See story, page one.)

The employees' emergency response role was particularly evident in coastal counties south of San Francisco during the March storm. While electric crews hustled from one trouble spot to another, division operators managed the flow of vital information.

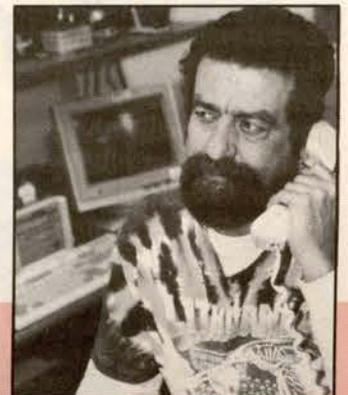
"This is PG&E's internal 911 system," said Business

Rep. Gary Hughes during a visit to the Santa Cruz Division operating office at the height of the storm. "When there are problems out there, this is where the information comes. Troublemakers depend on these guys to clear the lines and tell them whether their lines are safe to work on and what switching they need to do to restore power."

"Any work that takes place on a high voltage line," said Division Operator Rick Plante, "pretty much has to be cleared through us. We are the control point."

The decisions made by division operators have a di-

*See NEXT PAGE*



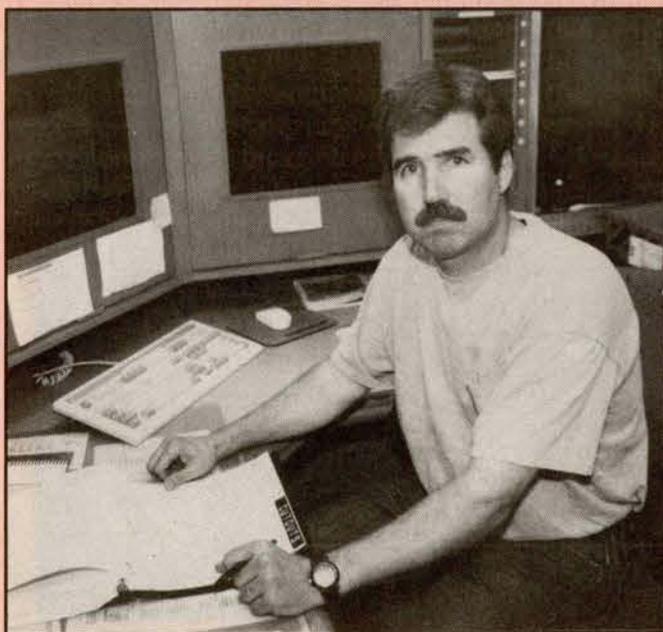
Division Operator Art Freitas.

## Emergency response in Santa Cruz



Gas Operating Clerk Mary Billingsley gives update to Business Rep. Gary Hughes.

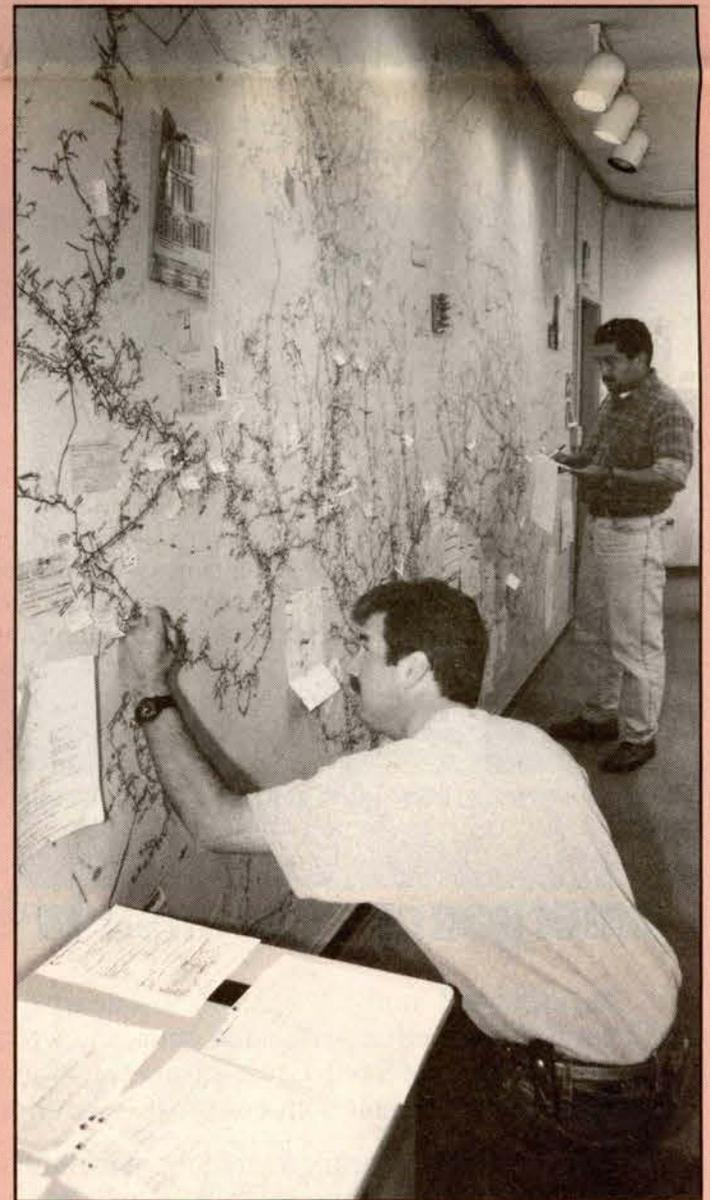
The expertise of the Division Operator is a critical factor in whether electricity is a useful force--or a deadly one.



Division Operator Rick Plante.



Division Operator Ken Hill.



Division Operators Rick Plante and George Savala.

## New storms . . .

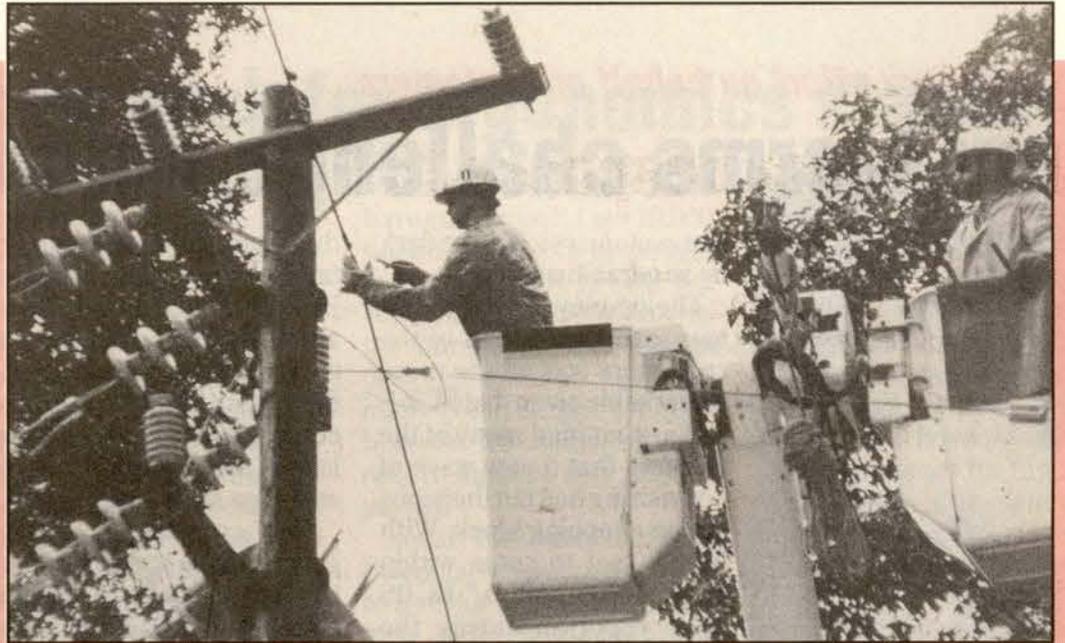
From PAGE SEVEN

rect and immediate impact on the flow of power. Their expertise is a critical factor in whether electricity is a useful force—or a deadly one.

It's a big responsibility. During protracted emergencies it can become an exhausting one.

"After a couple of days of this," said Plante, gesturing at the storm raging outside, "it is kind of painful on the brain."

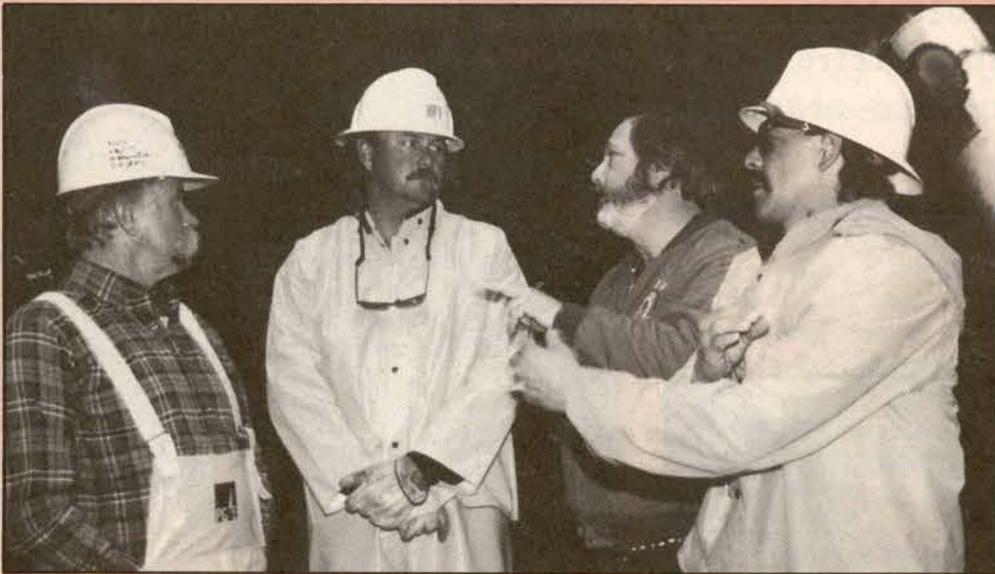
At the time of the storm, Santa Cruz division operators were on the chopping block—their positions targeted in the downsizing announced in February. However, the elimination of those positions is now being re-evaluated as a result of PG&E's announcement on April 5.



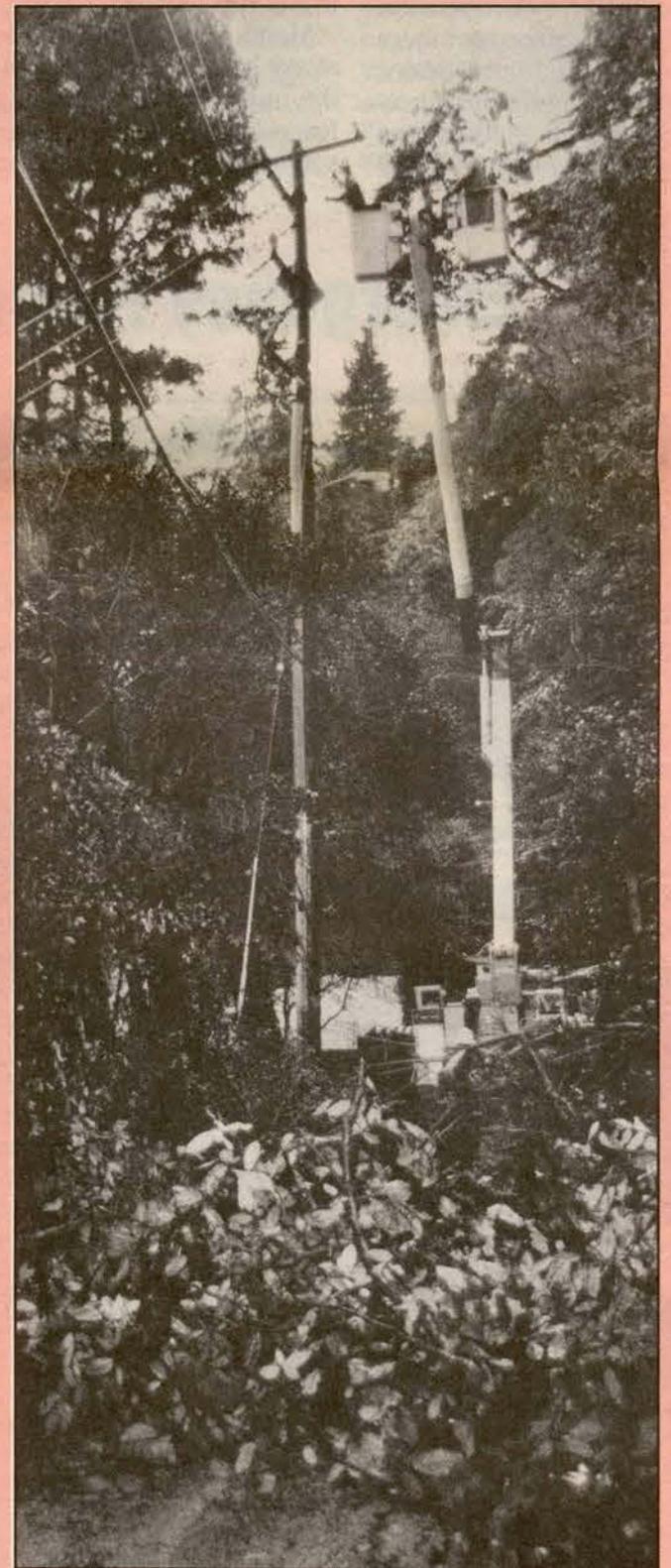
Working from the bucket (above and below right) are Casey Barker, left, and Doug Brady. (Photos: Eric Wolfe)



From left: Phil Lindquist, Bill Kelly, Jim Layugan, and Dan Lambert.



From left: Frank Scholl, Rob Souter, Business Rep. Gary Hughes, and Ken Garcia.



## Emergency response in Ben Lomonde

As floods and mudslides threatened nearby, Local 1245 members in General Construction performed emergency repairs on Alba Road in Ben Lomonde, north of Santa Cruz, during the March storm. Some of these members were in their 36th consecutive hour of work.

The General Construction members included Phil Lindquist, Bill Kelly, Jim Layugan, Dan Lambert, Frank Scholl, Rob Souter, Casey Barker, Doug Brady, and Ken Garcia.

# Emergency response in Felton

Local 1245 members in General Construction performed emergency repairs on Grant Hill Road outside Felton, north of Santa Cruz, during the March storm.

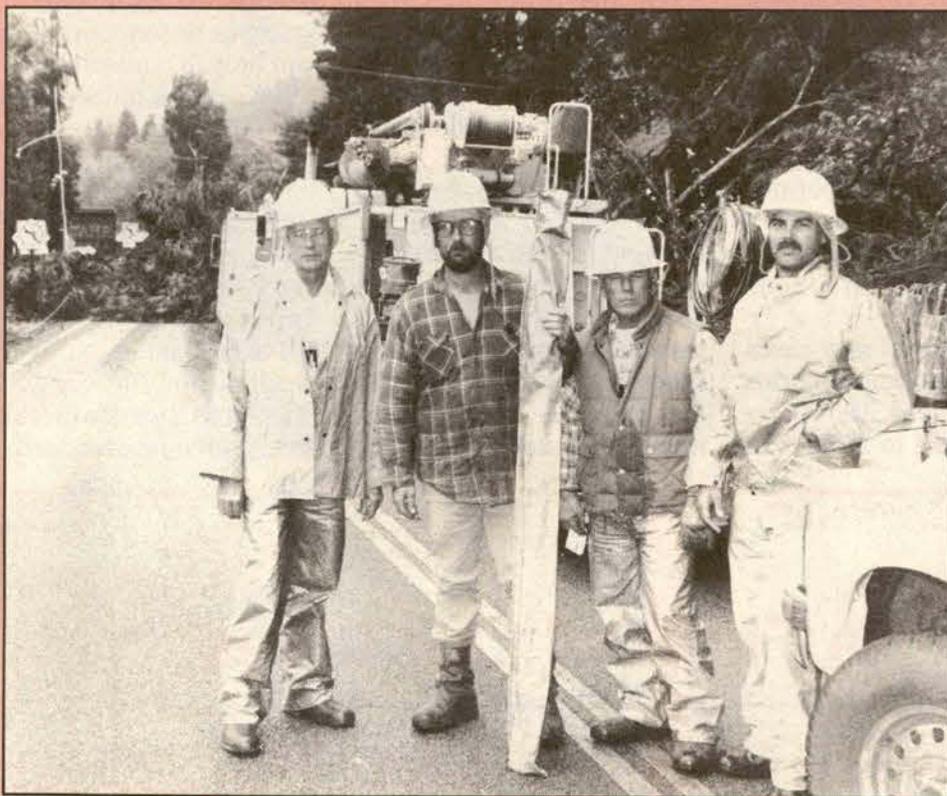
Working to repair a downed line were Gene Early, Don Wamsley, Manny Dutra, Mike Crivello and Jim Rogers.



Manny Dutra



Mike Crivello



Gene Early, Foreman Don Wamsley, Manny Dutra, Mike Crivello



Jim Rogers (on pole)



## Asbestos victims must 'opt out'

If you are one of the people who chose to "opt out" of a settlement of a class action lawsuit filed in Pennsylvania against 20 asbestos manufacturers, you need to take action immediately to confirm your wish to be excluded from this settlement.

WORKSAFE!, the occupational safety and health coalition supported by Local 1245, last year advised that workers who may have been exposed to asbestos in the workplace should opt out of this settlement. By opting out, WORKSAFE! attorneys say, workers protected their right to file a lawsuit in their own state courts in the event they ever contract a devastating asbestos-related disease.

Approximately 260,000 Americans opted out by signing a request last year to be excluded from the settlement, known as **Georgine [formerly Carlough] v. Amchem Products Inc., et al.**

If you did *not* opt out by the deadline last year, you are not eligible to opt out now.

However, if you *did* opt out last year by signing and returning the appropriate documents, you are now required to reaffirm your decision by signing a new exclusion form and putting it into the mail by May 5, 1995. If you opted out of the settlement last year, a new exclusion form will be sent to you. Watch for it.

## Unionists renew push for ergonomics standard

**H**undreds of union activists gathered last month at workshops sponsored by the California Labor Federation to reinvigorate the movement to protect workers from cumulative trauma injuries.

The workshops, on March 7 in San Francisco and March 9 in Los Angeles, offered practical advice to unionists on how to identify, report and halt cumulative trauma injuries at worksites. Unionists also used the workshops as a chance to review labor's strategy for enacting a statewide ergonomic standard.

Unions have been battling in the California legislature for years to create a statewide ergonomics standard. Victory seemed near when legislators ordered the Cal-OSHA Standards Board to provide an ergonomics standard by Jan. 1 of this year.

Cal-OSHA staff had presented a standard to the Standards Board in 1993, after years of painstaking deliberations, consultations and negotiations between the interested parties. But the Standards Board, whose mem-

bers consistently show more concern for business profit margins than for worker injuries, rejected the proposal last November.

In January the California Labor Federation filed suit against the Standards Board, attempting to force it to comply with the legislature's order to adopt a standard. In February Judge James Ford ordered the Board to adopt an ergonomics standard by April 21, or provide evidence why it could not do so.

Rather than comply with the judge's order, the Standards Board announced that it would launch a new "fact-finding" process. Standards Board Chairperson Jere Ingram, a Clorox Corporation executive, said that board members still couldn't figure out what the standard should encompass—despite the long years of study, public testimony, and negotiations.

The Standards Board has scheduled two "special public meetings" on ergonomics for May 16 in Sacramento and May 31 in San Diego. The special meetings, which ignore legally-mandated procedures and regulations for rule-making hearings, are clearly intended to further stall enactment of a standard.

### Injury Rate Climbs

Meanwhile, the cumulative trauma injury rate has continued to climb. The injuries typically afflict employees whose work requires them to perform the same physical movements in a repetitive manner—whether turning a wrench, swinging a hammer, or tapping keys on a computer terminal.

The number of new cases of cumulative trauma injuries has risen from 34,700 reported in 1984 to 302,000 in

1993. The incidence rates have gone from 5.1 per 10,000 full-time workers in private industry in 1984 to 38.3 per 10,000 in 1993, according to the Bureau of Labor Statistics. The actual incidence of injury could be much higher because the statistics only reflect injuries that are reported.

Local 1245 members at PG&E have some protections as a result of a union-negotiated agreement covering those who work at video display terminals (VDTs). However, Local 1245 has worked actively in support of a statewide ergonomics standard to extend protections to all workers at risk from cumulative trauma injuries.

### Current Safeguards

Although unionists agree on the need for a state standard designed specifically to combat cumulative trauma injuries, some protections already exist under more general state laws requiring employers to provide a safe work environment.

At the March workshops, attorney Fran Schreiber of WORKSAFE! and Cal-OSHA staff attorney Len Welsh led panel discussions on existing protections.

Workshop participants were encouraged to aggressively file complaints with Cal-OSHA concerning unsafe working conditions, and instances of injury or illness resulting from unsafe working conditions.

Complaints can be filed under Section 3203 of the General Industry Safety Orders. That section requires every employer to have in place an effective Injury and Illness Prevention Program that includes a system for identifying and evaluating



**Fran Schreiber of WORKSAFE! leads workshop at California Labor Federation conference on ergonomics.**

workplace hazards, procedures to investigate occupational injuries or illnesses, and methods for rectifying unsafe conditions in a timely manner.

The employer must also provide training to employees about safe and healthy work practices.

Union activists also plan to demand that Cal-OSHA establish a policy and procedure for compliance officers to investigate worker complaints on ergonomics. In addition, they want Cal-OSHA to properly train compliance officers on how to investigate ergonomic hazards and how to control them.

But even as unions fight in the courts and the legislature for an ergonomic standard, those opposed to worker protections are also mobilizing. Assembly Member Ross Johnson (R-Fullerton) is sponsoring a bill (AB 50) to repeal the Jan. 1, 1995 deadline for the Cal-OSHA Standards Board to establish an ergonomics standard.



**California Labor Federation President Al Gruhn (left) and Local 1245 Business Rep. Landis Marttila attend ergonomics workshop.**

# Stand UP



**For Health and Safety**

## It's the Fight of Our Lives

**Workers Memorial Day, April 28**

Union activist

# Remembering Jay Killgore

By Orv Owen

**J**ay Killgore was born Aug. 5, 1931. He was initiated into Local 1245 on July 1, 1963, and retired from Sierra Pacific Power Co. on Jan. 1, 1992.

These are the formal statistics regarding Brother Jay Killgore, who recently passed away. Of course, they do not reflect what an outstanding man he was.

His service to Local 1245 and its members goes back three decades when he became an active member of Local 1245 and involved with the on-the-job functions of a shop steward, the duties and responsibilities of a unit officer, and serving on various committees and as Advisory Council member representing union members at Sierra Pacific Power Co.

Beyond his total commit-

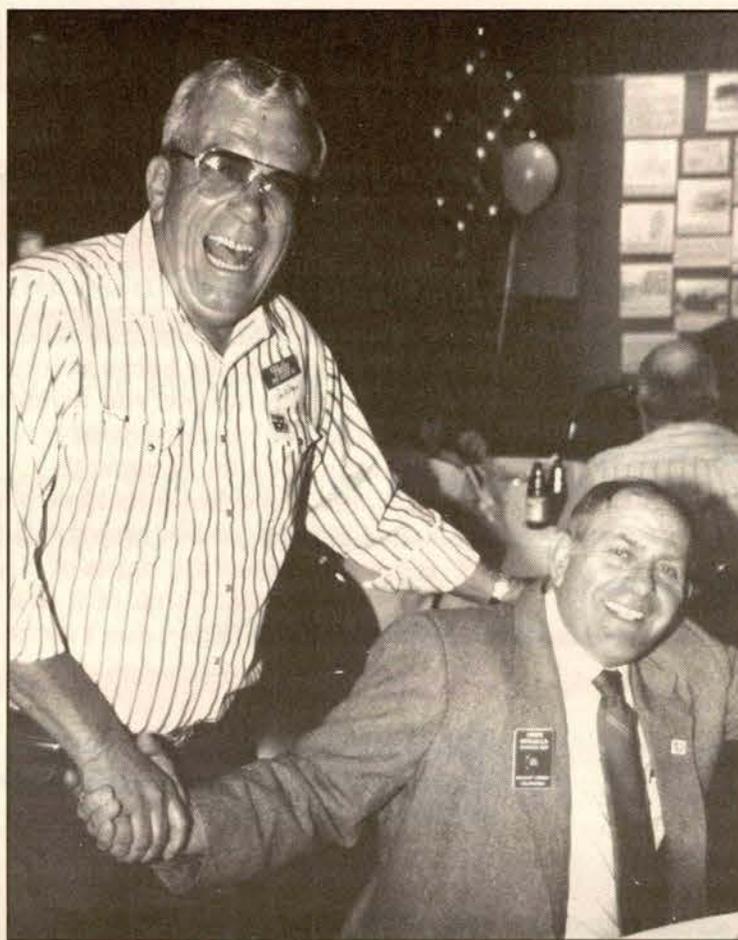
ment to his work and Local 1245 he was a well-rounded family man and a real true friend to me and thousands of Local 1245 members.

My acquaintance with Jay went back to 1963 when I worked for Sierra Pacific and continued when I later became a business representative for Local 1245.

He was dedicated to his family and to the Local Union he loved so much. He was always warm and friendly, always wore a smile on his face and was always a great story teller.

After his retirement from Sierra Pacific Power he joined the Reno Chapter of the Local 1245 Retirees Club. He was extremely helpful in organizing retirees and was the chapter recorder.

I, and the many thousands of union members he served so well, will miss him.



Jay Killgore (left), with his customary good humor, greets Business Rep. John Stralla at the union's 50th anniversary celebration in Reno in 1991. (Photo: Eric Wolfe)

IBEW  
Local  
1245



Retirees Corner

## Broccoli: nutritional powerhouse

**B**roccoli is a nutritional powerhouse, and so are its relatives. If there is any such thing as health food, this is it.

One cup of cooked, chopped broccoli supplies about half your daily requirement of vitamin A (in the form of beta carotene), twice the requirement of vitamin C (more than a glass of orange juice), 6% of your niacin, 9% of your calcium, 12% of phosphorus, and 10% of iron. It also has some potassium and 5 grams of protein. This same serving provides about 20% of your daily fiber needs. Without butter, that cup of broccoli contains only 45 calories.

Broccoli belongs to a class of vegetables called Brassica, also known as cruciferous vegetables because their flowers are cross-shaped. Broccoli and its siblings contain indoles, isothiocyanates, and other substances thought to protect against cancer. A much ballyhooed study showed that sulforaphane, one of the isothiocyanates, can protect cells against cancer-causing agents—at least in a test tube. Recently a study at Johns Hopkins University School of Medicine confirmed that sulforaphane is protective against mammary cancers in laboratory rats.

Studies of humans who eat large amounts of cruciferous vegetables also show a reduced risk of various kinds of cancer. Other Brassica family members are cabbage, kale, cauliflower, and brussels sprouts.

## California seniors blast 'Contract with America'

**T**he Congress of California Seniors (CCS) adopted resolutions on a wide range of issues of concern to senior citizens at its annual convention on March 23-25.

The CCS charged that the Contract with America, which spells out the Republican legislative agenda, would create poverty "on a scale not known since the great depression of the 1930s."

The CCS also adopted resolutions opposing cuts in the

capital gains tax, urging the repeal of the North American Free Trade Agreement, and opposing any cuts in entitlements in the Medicare and Medicaid programs.

The CCS adopted a resolution calling for the abolition of Proposition 184—the so-called "Three Strikes and You're Out" proposition. If it is not abolished, the resolution warned, it will "continue to siphon off money from education as well as much needed social programs to try to prevent crime..."

### Contract with America

Whereas, the newly elected United States Congress has foisted a Contract with America, and

Whereas, the Contract with America has rapidly become a Contract on America, and

Whereas, this Contract on America wishes to destroy social programs, entitlements and most welfare programs, and

Whereas, the destruction of these programs would create poverty, homelessness, and unrest on a scale not known since the great depression of the 1930s,

Therefore, be it resolved that the Congress of California Seniors, go on record opposed to the Contract with America in its entirety.

### Fight Back Agenda

Whereas, the welfare of the elderly is related to the welfare of the rest of our society, and

Whereas, a sound Social Security (SS) system depends on a fully-employed, well-paid work force, and

Whereas, the continued decline in real wages, with many employed living below the poverty level, means not only less money flowing into the SS trust fund, but it also means smaller retirement benefits for the currently employed, and

Whereas, the explosion in industrial technology and the flight of industry to low-pay labor countries are responsible for continued mass unemployment further depriving SS of funds while the jobless are unable to accumulate SS credit; be it

Resolved, that we members of CCS gathered at our annual convention March 23-25, 1995, call for increasing the minimum wage to a living wage, and be it further

Resolved, that we call for a 30-hour work week with no cut in pay, so that more workers can share in the fruits of the increased productivity resulting from advances in technology, and be it further

Resolved, that we again call for jobs program such as the one introduced by Congressman Martinez in the last Congress, putting people to work repairing our decaying infrastructure, to build schools, community centers and low-cost housing. That such programs be funded by cutting the wasteful bloated military program and by restoring the 1980 level of the income tax on the wealthy and the corporations.

Boycotts  
Endorsed by  
the AFL-CIO

*Please Don't Patronize!*

Boycotts  
Endorsed by  
the AFL-CIO

**APPAREL & ACCESSORIES**

**ACME BOOT CO.**

Western-style boots: Acme, Dan Post, Dingo labels  
United Rubber Workers

**DECKERS CORP.**

Sandals sold under the following labels: Deckers, Sensi, and Teva.  
International Association of Machinists & Aerospace Workers

**F.L. THORPE & CO.**

Black Hills Gold jewelry  
United Steel Workers of America

**HOWE K. SIPES CO.**

Athletic apparel (chiefly baseball & softball uniforms; satin and wool jackets.)  
Electronic Workers

**BUILDING MATERIALS & TOOLS**

**ACE DRILL CORPORATION**

Wire, jobber & letter drills, routers and steel bars  
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

**BROWN & SHARPE MFG. CO.**

Measuring, cutting and machine tools and pumps  
International Association of Machinists & Aerospace Workers

**LOUISIANA-PACIFIC CORP.**

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite  
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

**ROME CABLE CORPORATION**

Cables used in mining and construction industry  
International Association of Machinists & Aerospace Workers

**SOUTHWIRE CO.**

Commercial and industrial wire and cable; Do-it-yourself brand Homewire  
International Brotherhood of Electrical Workers

**APPLIANCES**

**LAKWOOD ENGINEERING & MFG.**

Electric fans and heaters for homes  
Teamsters

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: *don't cross it!*

**SILO, INC.**

National retailers of electronic equipment and appliances  
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

**TELESCOPE CASUAL FURNITURE CO.**

Lawn, patio, other casual furniture. Brand name: Telescope.  
Electronic Workers

**FOOD & BEVERAGES**

**BRUCE CHURCH, INC.**

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky  
United Farm Workers of America

**CALIFORNIA TABLE GRAPES**

Table grapes that do not bear the UFW union label on the carton or crate  
United Farm Workers of America

**COOK FAMILY FOODS, LTD.**

Hams and ham steaks: Cook's, Blue bird, Fire Side, Lancaster, Nottingham, Shaws, Sherwood, Super Tru, TV's labels  
Firemen & Oilers

**DIAMOND WALNUT CO.**

Diamond brand canned and bagged walnuts and walnut pieces  
International Brotherhood of Teamsters

**MOHAWK LIQUEUR CORPORATION**

Mohawk labeled gin, rum, peppermint schnapps, and cordials  
Distillery, Wine and Allied Workers International Union

**PLUMROSE USA INC.**

Meat and meat products bearing USDA #6902. Brands include Plumrose, Elcona, Dak, Danola  
United Food & Commercial Workers

**TYSON/HOLLY FARMS CHICKEN**

Chickens and processed poultry products  
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

**TRANSPORTATION & TRAVEL**

**ALITALIA AIRLINES**

Air transport for passengers and freight  
International Association of Machinists

**BRIDGESTONE/FIRESTONE**

Tires and retail stores. Tire brands include: Bridgestone, Firestone, Dayton, Triumph, Road King, Roadhandler. Stores include: Firestone Tire & Service Centers, Expert Tire, Tire Station, Mark Morris.  
Rubber Workers

**DOLPHIN and SWAN HOTELS**

Hotels located at, but owned and operated separately from, Disney World in suburban Orlando, Fla.  
Teamsters

**GO-MART GAS**

Gasoline sold at Go-Mart convenience stores and truck stops  
Oil, Chemical & Atomic Workers

**KAWASAKI ROLLING STOCK, U.S.A.**

Motorcycles  
Transport Workers Union of America

**MICHELIN**

Michelin brand tires  
Rubber Workers

**PIRELLI ARMSTRONG TIRE CORP.**

Tires. Brand names include: Pirelli, Armstrong, Trail Handler.  
Rubber Workers

**MISCELLANEOUS**

**R.J. REYNOLDS TOBACCO CO.**

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester  
Bakery, Confectionery & Tobacco Workers International Union

**Do Buy!**

**Union-Made Products & Services**

**Work Clothes & Uniforms**

The following are work clothes and uniforms made by members of the Amalgamated Clothing & Textile Workers Union (ACTWU).  
 Note: the ACTWU recently announced a merger with the International Ladies Garment Workers Union. The merged union will be known as Union of Needletrades, Industrial and Textile Employees (UNITE).

	UNIFORMS & WORK CLOTHES	BRAND/LABEL
Aprons	Leather Safety	Wells/Lamont Gaskets, Libra
Clothes	Flame Retarding Flame Retarding/Lint Free	Chem Fab Euclid
Coats	Laboratory Reefers Shop	J. Rogow, Fashion Seal, Lee Advance GCA, Euclid, Vidaro, Unitog
Coveralls		GCA, Choctaw, Euclid, Vidaro, Gross, Big Mac, Jay, Libra, Protexall, Pike Fashion Seal Our Best, Unitog
Dungarees	Hospital Insulated/Work Military (Navy)	Seafarer Fashion Seal Sherpa
Gowns	Hospital	Butwin Advance
Jackets	Airline Guards Police Work Work/Quilted	Butwin Euclid, O.K. Uniform Gross Big Yank, Fairway, Sports Abouts, Tour De France, Cowden, Elderado, Elders, Tom Sawyer, Farah, Big Mac, Britannia, Men's 505, Men's 517, Cutler, American Relax Fit, Canyon River Blues, Eddie Bowers, John Henry, High Sierra, Silver Unicorn, Toughskin, Unitog, Universal, Euclid, Vidaro
Jeans		Choctaw Colt, 10X, Walls Choctaw Big Yank, Cowden, Euclid, Vidaro, Big Mac, Work Wear, O.K. Uniform, Protexall, Unitog
Jumpers	White	Bag Yank, Workwear, Fines, O.K. Uniform, Pike, Protexall, Unitog, Bigmac
Pants	Denim White Work	Levi Command, Euclid, Vidaro, Fashion Seal, Lee Fashion Seal Choctaw Angelica Thorngate Advance Fashion Seal, Lee Fashionaire, Greif Accent, Davis, F.F. & A., Ippoliti, Lopal, Globe, Euclid, Ottenheimer Fashion World Angelica Fashionaire Careerlook Haas Fashion Seal Advance Brookfield Lee Levi
Shirts	Work	
Shorts	Denim	
Smocks		
Suits	Hospital Chemical Repellent Scrub	
Trousers	Airline Guards	
Tunics		
Uniforms	Airline All Types	
Vests	Career (Men) Career (Men/Women) Career Career (Women) Custom (Men) Hospital Police Police/Postal Waiter/Waitress Denim	

# Ceremony in San Jose honors long-time members

## December 1994

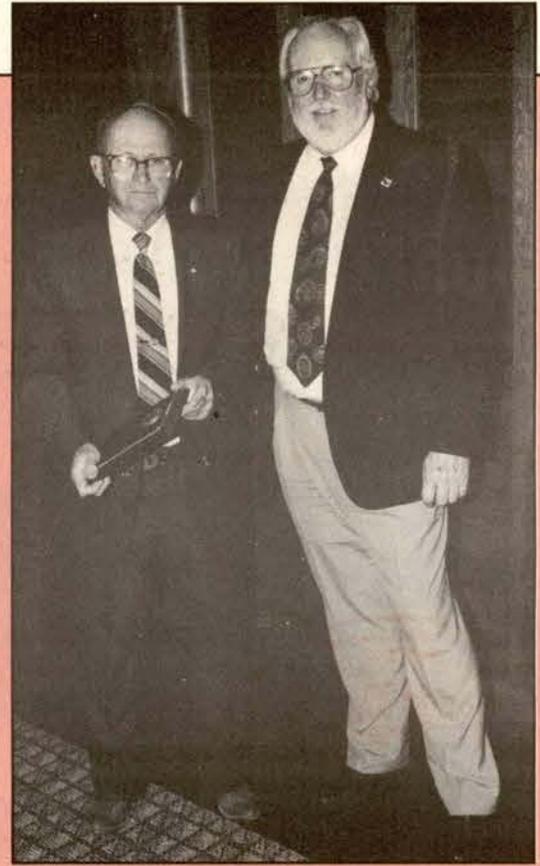
45 Years: Brent James

35 Years: Bruno Guerriero, Linda Lillehaugen, Jose Hernandez

30 Years: Richard Manley, John Martinez, Ralph Ssanta Cruz

25 Years: Andrew Casazza, Melvin Eurich, Howard Harbick, Stanley Jameson, Ted Leikam, Russell Orebo, Kathy Riddle, Robert Sorentrud, James Vermilyer, Ronald Weeks, Len Worsham

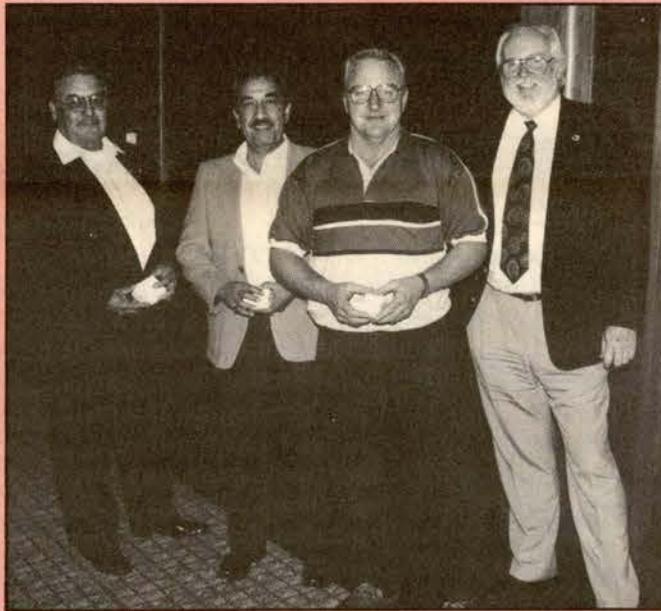
20 Years: Richmond Brock, Dorothy Cain, John Cardinale, Jr., Robert Felix, Joe Hernandez, Charles Kasper, David Muro, O'Dell Robinson, Rocky Rodriguez, Robert Villagomez



45 years



35 years



30 years



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25 years



20 years

Hear Ye! Hear Ye!

# EIGHTEENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT

**IBEW LOCAL UNION 1245**

Saturday, June 10, 1995  
Willow Pass Park, Concord, California



## Four Divisions

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

**Women Encouraged to Participate!**

*Family Members Eligible!*

Individual Bat Bags for the 1st Place Team

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

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

**\$160 Entry Fee Due No Later Than May 12, 1995**

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

*USSA Umpires Provided*

### Local Union 1245's 18th Annual Slow Pitch Softball Tournament June 10, 1995

Team Name: \_\_\_\_\_  
 1993 Team Name: \_\_\_\_\_  
 Manager's Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State & Zip: \_\_\_\_\_  
 Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Please Print:

1. _____	11. _____
2. _____	12. _____
3. _____	13. _____
4. _____	14. _____
5. _____	15. _____
6. _____	
7. _____	
8. _____	
9. _____	
10. _____	

Men's D  
Coed  
Women's  
35 & Older  
(Circle One)

Entry Fee: \$160  
Final Deadline: May 12, 1995, 5 p.m. at Local 1245 Headquarters in Walnut Creek  
Make Checks Payable to: Ed Caruso  
P.O. Box 4790  
Walnut Creek, CA 94596

Pacific Gas and Electric Company

77 Beale Street  
P.O. Box 770000  
San Francisco, CA 94177  
415/973-7000

April 5, 1995

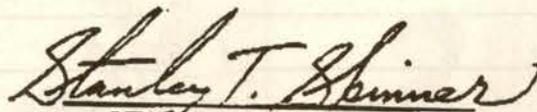


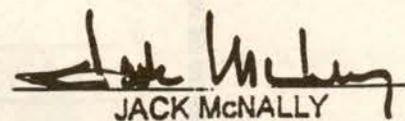
**PG&E EMPLOYEES:**

PG&E and IBEW Local 1245 agreed today to begin a new process of dialogue to address issues related to a new labor-management partnership to maintain and operate the gas and electric systems to ensure the delivery of safe, reliable, responsive service to PG&E customers. Specifically, to begin this process:

1. PG&E rescinds the current 206 and 306 activity within Customer Energy Services. Customer Energy Services employees who received 206 or 306 notices and bid or transferred to other classifications will be allowed to return to their previous classifications and headquarters if they choose to do so within 15 days after notification.
2. The current 206 and 306 process will continue in other business units. However, the company and union will immediately begin discussing the change in displacement options for employees in other business units resulting from rescission of the 206 and 306 notices to Customer Energy Services employees.
3. The principles of Letter Agreement 94-53 will be utilized to establish labor-management cooperation committees to address the following issues:
  - a) Determine the labor force required to deliver safe, reliable, and responsive service, and address issues related to storm response, infrastructure maintenance, etc.
  - b) Determine appropriate Performance Based Ratemaking targets to be used in future regulatory proceedings (i.e., CPUC).
  - c) Other issues as agreed to.

PG&E and IBEW Local 1245 will jointly use expert external consultants for the above.

  
STANLEY T. SKINNER  
President and CEO  
PG&E

  
JACK McNALLY  
Business Manager  
IBEW Local 1245