PG&E, union seek to heal workforce rifts

A two-day seminar in Santa Nella this month brought together 20 union members and 20 first-line supervisors in a wide-ranging discussion of tensions between the Division and General Construction workforces at PG&E.

The meeting, co-chaired by Local 1245's Jack McNally and PG&E's Bob Haywood, offered an unprecedented forum for blunt talk. And there was plenty of it, running along these lines:

Division workers are lazy. General Construction workers are sloppy. New supervisors don't understand the technical side of the work. The union is using the labor agreement to impede production. The company is destroying morale.

But amidst venting, there was also listening. And with the heat came some light.

Members will choose union leaders in June vote

Local 1245 members in June will elect leaders to chart the union's course over the next three years. Members will receive ballots in the mail the first week in June. Ballots must be returned to the Post Office box no later than 10:00 a.m. on June 22 in order to be counted.

The election committee, appointed by Local 1245 President Howard Stiefer, consists of Stephanie Baber, Larry Darby, Leslie Davis, Jeff Howard, Robert Olsen, Norma Ricker, Manuel Saldana, and Ike Williams, with Pat Gates serving as judge.

The IBEW Constitution and Local 1245 Bylaws provide for elections every three years for the Local Union offices of Business Manager/Financial Secretary, President, Vice-President, Recording Secretary, Treasurer, Executive Board Members and Advisory Council Representatives.

Nominations for these offices were taken during March unit meetings. Ballots will be verified and counted on June 22, and the results will be reported to all Unit Recorders immediately.

The next issue of the Utility Reporter will provide a toll-free hotline which members can call to get election results following the election. Any member who does not receive a ballot by June 8 should contact his or her Shop Steward or call Local 1245 headquarters at (510) 933-6060.

The Election Committee is responsible for insuring that the election is conducted according to the Constitution and Bylaws and to oversee the smooth operation of the ballot process.

During a lengthy orientation, the union's business manager said employees agree that productivity is important to the company's future, and thus to their own job security. But "whenever we sit down to discuss efficiency, it's a potential threat to jobs...We need the assurance that..." See PAGE SEVEN
Labor at Large

Rolling the union on...

Cautionary Tale: "What do you expect from a system that's old and poorly cared for?"-Russian gas pipeline worker, quoted on National Public Radio, commenting on last month's pipeline explosion that sent flames two miles high over Russia.

Rose Workers' Victory: Over 1,000 rose workers at Bear Production Co. in Wasco, Ca. will have a union after voting 648-433 in favor of the United Farm Workers. The Bear Creek election is the UFW's eighth successful election in the last 12 months.

Mexican May Day: About 100,000 Mexican workers gathered in the heart of Mexico City in a May Day protest organized by independent labor unions to protest economic and political conditions. Unemployment has been rampant since the 1980s and workers' purchasing power fell about 70% even before the peso collapsed last December. About 1.5 million Mexican workers will lose their jobs this year. "Many people have realized that politics affects them," Sergio Aguayo, president of the Mexican Human Rights Academy, told the San Francisco Chronicle.

Utility Reporter May 1995
Number 5
Circulation: 25,000
(510) 933-6060

President
Howard Steifer

Executive Board
Jim McCauley
Ron Blakemore
E. L. "Ed" Mallory
Michael J. Davis
Kathy F. Tindall
Andrew G. Dudley

Treasurer
Chuck Davis

Communications Director
Eric Wolfe

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.

Have you moved lately? If so, please send your complete new address and your social security number to: Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Correction
Art Freitas, a PG&E Foreman's Clerk, was incorrectly referred to as a Division Operator in the last issue of Utility Reporter. Our mistake!

Selma unit
Unit 1120, Selma, will meet on Thursday, June 15 rather than Wednesday, June 21. Location and time remain the same.

Remember to Vote!
LOCAL UNION ELECTION

How to Vote

GENERAL VOTING INSTRUCTIONS

1. To Vote: Vote BOTH SIDES of the ballot card.
2. Remove COMPLETELY the circled cross (+) to the right of your choice. Use the following method:
   a. Put card on table top.
   b. With tip of ballpoint pen or pencil press down on the circled cross (+) opposite the candidate of your choice.
   c. While still pressing down on the circled cross (+), slowly raise the card with the other hand until the circled cross is completely detached from the card. Turn the card over and inspect for loose chips.
3. Punch out the circled cross (+) to cast your vote. Vote for only one (1) candidate for each office and advisory council member.
4. Mark your ballot only as instructed.
5. Write-ins or stick-ons are not permitted and will not be counted.
6. REMOVE and retain the stub end from the ballot card. This stub is your ballot receipt and must be removed to insure secrecy of your ballot.
7. Place the ballot card in the plain secrecy envelope and seal, insert it in the Postage Paid Business Reply envelope. DO NOT REMOVE THE ADDRESS LABEL.
8. You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., June 22, 1995, at the P.O. Box. Ballots arriving in the Post Office Box after this time and date will not be counted.

SPOILED BALLOTS
If you spoil your ballot by punching it in error, return the entire kit in a separate envelope at once to: Sequoia Pacific Systems Corporation, Election Services Department, 490 Second St., San Francisco, CA 94107. Mail your spoiled ballot immediately or there will not be sufficient time for you to receive and return the new ballot, which must be received no later than 10:00 o'clock a.m., June 22, 1995.

Election will determine union’s leaders

From PAGE ONE

A first step toward establishing trust

Jack McNally, IBEW 1245 Business Manager

On May 4 and 5 in Santa Nella, Ca., 44 bargaining unit and management employees, representing their Title 200 and Title 300 co-workers, met to begin the process of healing the animosities that developed among the groups during downsizing.

Customer Energy Services (CES) General Manager Bob Haywood and I asked for straight talk, and got plenty of it. We also asked that employees truly listen to one another. Which is not so easy when you have to sit and listen to others take their shots at you.

No one can say for sure what the end result will be of the process begun in Santa Nella. The company needs dedicated and productive employees to succeed in competitive markets. Employees need solid assurances that increased productivity will not be used to undermine their job security.

In short, the whole process depends on trust. And trust doesn’t spring up overnight. It requires consistent acts of good faith by all parties.

In Santa Nella, we took an important first step.
Members face uncertain future

Jobs move to Spokane in Sierra Pacific Power merger

By Eric Wolfe

The Accounts Payable department is headed north when Reno-based Sierra Pacific Power Co. merges with Washington Water and Power of Spokane, Wash.

And that's a big problem for Accounts Payable representative Lynn McCrea. She could probably follow the job to Spokane if she wanted to. But Reno is where her husband lives, where her children go to school. Reno is home.

Ditto Arthur Chesterfield. Like McCrea, he's a Reno-based Accounts Payable representative and a member of Local 1245. He has two young children. His wife works in the area as a psychotherapist. He's originally from Washington and says he doesn't plan to go back now.

Watching your job leave town has become part of the American experience. Huge numbers of American workers, particularly in manufacturing, were displaced in the 1980s during the heyday of corporate buyouts, mergers, and selldowns. Now, with deregulation in progress, utilities are confronting the same rough-and-tumble world of competition-with all of its uncertainties.

And no one feels those uncertainties as keenly as the utility employees who stare unemployment in the face. What do employees like McCrea and Chesterfield do when their jobs leave town?

"Do the words S.O.L. mean anything to you?" jokes Chesterfield, who has been a regular employee at Sierra Pacific Power for just three years. He says his seniority status makes him "low man on the totem pole" in terms of job security.

McCrea says it is important at this time for employees to come forward with suggestions and ideas for dealing with the merger. Chesterfield agrees.

"The union isn't a government program where you do nothing and the checks just keep rolling in. You need commonality of purpose and to help one another," he says. Members should contribute whatever they can--whether it's serving on a committee to help referee and make sure the process is handled, or simply coming up with information.

"The union isn't a government program where you do nothing and the checks just keep rolling in. You need commonality of purpose and to help one another," he says. Members should contribute whatever they can--whether it's serving on a committee to help referee and make sure the process is handled, or simply coming up with information.

"The union isn't a government program where you do nothing and the checks just keep rolling in. You need commonality of purpose and to help one another," he says. Members should contribute whatever they can--whether it's serving on a committee to help referee and make sure the process is handled, or simply coming up with information.

McCrea described the Spokane operation as resembling a "production line workforce."

"They haven't had to work under the same sort of business practices that we do. They work in a much more old-fashioned, archaic way. It's almost like having just key punch operators up there."

Sierra Pacific Power, she says, is unusual in having a bargaining unit group dealing with finance and accounting. It's difficult to see what the merged company will gain by moving the work to Spokane.

"Up there," observes Chesterfield, "you'll have to have high-paid accountants do what we do."

Tree trimmers ratify new agreement with Asplundh

On April 18 Local 1245 line clearance tree trimmers ratified a new agreement with Asplundh Tree Expert Co.

This is the first tree trimmer agreement to successfully address the thorny issue of union seniority in determining vacation allowances. Previously, members lost their seniority with respect to vacation when moving to Asplundh from another union contractor. Under the new agreement, union members who go to work for Asplundh will bring their accumulated union seniority with them.

McCrea described the Spokane operation as resembling a "production line workforce."

"They haven't had to work under the same sort of business practices that we do. They work in a much more old-fashioned, archaic way. It's almost like having just key punch operators up there."

Sierra Pacific Power, she says, is unusual in having a bargaining unit group dealing with finance and accounting. It's difficult to see what the merged company will gain by moving the work to Spokane.

"Up there," observes Chesterfield, "you'll have to have high-paid accountants do what we do."

"I like the feeling that there's another group out there--the union, John Stralla, Jack McNally--that is going to help referee and make sure everything is straight up, and that I'm not just out the door simply because I got somebody upset sometime."

Chesterfield notes that union membership, which is entirely voluntary due to Nevada's right-to-work law, has been rising since the merger was announced.

"There's more signing up every day. I know two people that signed up just in one week out of a department of five. They signed up because they decided it was better to be safe than sorry, " McCrea says it is important at this time for employees to come forward with suggestions and ideas for dealing with the merger. Chesterfield agrees.

"The union isn't a government program where you do nothing and the checks just keep rolling in. You need commonality of purpose and to help one another," he says. Members should contribute whatever they can--whether it's serving on a committee to simply coming up with information.

"It's like the old saying, 'If I'm not for myself, who will be? If I'm only for myself, what am I?'"
Congratulations on cancellation of PG&E layoffs

By Orv Owen

Local 1245 retirees were happy to hear of PG&E's decision to cancel 800 layoffs. It means some sanity has returned to those who are accountable and responsible to the utility customers who deserve and expect safe, reliable electric and gas service performed by skilled and qualified employees.

The cancellation of layoffs and the postponement of the CPUC's deregulation plan would not have occurred had it not been for the activity of Local 1245 members under the leadership of Jack McNally. The effort also benefited from the support of the labor movement, concerned citizens and customers, and an unusual ally—strong winds and rain storms.

Congratulations!

Retirees congratulate all who participated in this struggle. And I am personally proud of the efforts and participation of our retirees in support of our working brothers and sisters at the rally in San Francisco and letter-writing to the CPUC.

White House Conference on Aging

Clinton defends Medicare against G.O.P. assault

President Clinton told a White House conference on aging this month that attempts to achieve savings in Medicare must come in the context of overhauling the nation's overall health care system.

"The status quo is not an option," the President said to more than 2,000 people attending the conference. But he insisted that he would "not support proposals to slash these programs, to undermine their integrity, to pay for tax cuts for people who are well off."

According to Administration projections, the trust fund will be insolvent by the year 2002. The trust fund pays nearly two-thirds of the cost of Medicare.

Last year Congress picked apart and ultimately destroyed Clinton's proposal for reforming the nation's health care system. This year, Clinton is challenging the Republican-controlled Congress to come up with their own plan for achieving cost savings in health care.

However, Clinton has been very vocal about what he does not want to see in terms of Medicare reform. Any proposed change in Medicare or Medicaid should not eliminate services or charge elderly people on fixed incomes "more than they can possibly be expected to pay," or force them to enter managed-care programs "whether they're good ones or not."

Almost all Americans over the age of 65 are enrolled in Medicare, which cost $190 billion last year. Republicans in Congress have said they intend to reduce spending per capita by up to $300 billion, and the White House contends that such cuts are the only way the Republicans can finance their promised tax cuts and balance the budget.

Tax cuts called 'bonanza for the rich'

Last month the House of Representatives passed a $189 billion, five-year tax cut package which includes a $500-per-child tax credit for families earning up to $200,000, and a reduction in the capital gains tax on profits from the sale of stocks, real estate and other assets.

House Speaker Newt Gingrich (R-Ga.) called the tax bill the "crown jewel" in the Republican "Contract With America," but Lawrence Smedley of the National Council of Senior Citizens called it a "bonanza for the rich."

To pay for the tax cuts, Smedley said, "Republicans will probably have to reduce spending for Medicare for older Americans, school lunches and student loans for the young, and home heating assistance for the poor."

According to Smedley, quoted in Senior Citizens News, recent Treasury Department estimates show the tax cuts will actually cost $630 billion in lost revenues over 10 years—$441 billion more than in the first five years.

In other Congressional action, Republican Senators are proposing a budget that would cut $1.2 trillion in spending by the year 2002 in order to balance the budget. The proposed budget, drafted by Senate Budget Committee Chairman Pete Domenici (R-NM), would cut about $250 billion from Medicare, $160 billion from Medicaid, and $250 billion from other entitlement programs over seven years.
Hey! A New Hat!
Local 1245 IBEW
Black or Teal;
Specify: Calif. map, Nev. map or no map
$6.50
+$0.75 shipping
(Note: One size fits all)

More Hats
Proud To Be Union Logo
$5.00
+$0.75 shipping
Lineman Logo
$6.00
+$0.75 shipping
(Note: One size fits all)

Stadium Jacket
Silver, Red
(Specify front or back logo)
S/M/L/XL/2X: $35.00
3X, 4X: $45.00
+$3.00 shipping

Sweat Shirt/Crew
Blue, Gray, Black
M/L/XL/2X
$15.00
+$3.00 shipping
(Allow 2-4 weeks for delivery)

Sweat Shirt/Hooded
Blue, Gray, Black
M/L/XL/2X
$17.00
+$3.00 shipping
(Allow 2-4 weeks for delivery)

Coffee Mug
IBEW (Ceramic)
Black or Blue
"Proud To Be Union" (Plastic)
White
$5.00
+$0.75 shipping

Bucket Bags
Lineman Logo in Center
$6.00
+$1.50 shipping

Golf Shirt
(With Pocket)
Navy, Red, Royal, White,
Maize
Logo on sleeve
M/L/XL/2X
$22.50
Now only $15!
+$2.50 shipping

Club Shirt
(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
$15.00
Now only $15!
+$2.50 shipping

Club Shirt
(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
$15.00
Now only $15!
+$2.50 shipping

IBEWomen Charm
14K Goldplated
$5.00
+$0.55 shipping

T-Shirt
Ringer with IBEW Logo
S/M/L/XL/2X
$8.00
+$1.50 shipping

Suspenders
Red, Yellow
Regular, Long, XL
$10.00
+$1.50 shipping

Jacket
Black with IBEW Logo
S/M/L/XL/2X
$26.00
+$3.00 shipping

Suspenders
Red, Yellow
Regular, Long, XL
$10.00
+$1.50 shipping

IBEWomen Charm
14K Goldplated
$5.00
+$0.55 shipping

Lineman Pin
Goldtone
$5.00
+$0.55 shipping

Sweat Shirt/Hooded
Blue, Gray, Black
M/L/XL/2X
$17.00
+$3.00 shipping
(Allow 2-4 weeks for delivery)

Order Form

```
<table>
<thead>
<tr>
<th>Quantity</th>
<th>Item</th>
<th>Color</th>
<th>Size</th>
<th>Price</th>
<th>Shipping</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
<td></td>
<td>$</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
<td></td>
<td>$</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
<td></td>
<td>$</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
<td></td>
<td></td>
<td>$</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td></td>
<td></td>
<td></td>
<td>$</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Ship To:

Name         Address       City/State  Zip  Phone #
```

IBEW Local 1245
P.O. Box 4796
Walnut Creek, CA 94596
PG&E, union seek to heal workforce rifts

From PAGE ONE
ance that jobs are there in order for us to commit to help PG&E be more efficient."

The company could take steps in this direction, McNally said, by trying to regain some of the work it has given up in recent years, like building gas and electric services for new subdivisions. Pursuing such work would permit the company to maintain a higher workforce level, which in turn would mean that more people are available for emergency work when the next natural disaster strikes.

Much of the recent conflict between Division and General Construction employees, McNally noted, was a direct outgrowth of downsizing and the resulting fear that there were not enough jobs to go around.

As Joe Osterlund, a General Construction field garage mechanic A, noted during the May 4 general session: "This animosity would have never come up if it wasn't for the layoffs."

Haywood agreed that the company should take another look at pursuing new business. In the meantime, he said, there is enough maintenance work for the current workforce at least through 1996. And if there is a need to make future reductions, every effort should be made to utilize voluntary mechanisms, such as voluntary retirement, attrition, and retraining employees for other positions.

As the company addresses concerns over job security, McNally said, employees will be more receptive to changes in work practices. One issue that could be reexamined, he said, is the co-mingling of Division and General Construction crews—and the possible sharing of equipment, tools, people and service centers.

It was obvious to everyone at the Santa Nella seminar that building a more cooperative relationship will be a painstaking process involving many small steps—and probably some missteps as well. PG&E will continue to be under pressure from competitors (and from the California Public Utilities Commission) to cut costs. And with that pressure will be the continuing temptation to achieve cost reductions by eliminating jobs.

But at Santa Nella managers and employees tried to identify a different approach—an approach where labor and management can work together, where the goals of productivity and job security can co-exist.

The talk's been talked. Soon it will be time to walk the walk. (See Business Manager's column, page 3, for further discussion of the Santa Nella seminar.)

PG&E's Bob Haywood (left) says there is enough maintenance work for the current workforce at least through 1996.
An extra chair was set for "the customer"—which PG&E is pledged to serve.

Tony Norman, GC backhoe operator (left), and Al Calleros, GC working foreman B.

Steve Moore, Division electric crew foreman

Santa Nella
May 4-5

PG&E's Bob Haywood reports on the Santa Nella meeting to the Local 1245 Advisory Council on May 6.
Rating system for electric maintenance

The joint committee established to rectify maintenance problems in the electric distribution system at PG&E held its initial meeting on April 12. The committee is an outgrowth of the April 5 agreement between Local 1245 Business Manager Jack McNally and PG&E Chief Executive Officer Stan Skinner. At that time PG&E agreed to cancel 800 layoffs and to work with the union in addressing maintenance problems.

Participating in the April 12 meeting for the union were Joe Andelo, Doug Bell, Willie Bouzek, Keith Burkhardt, Rich Cowart, Dan Mayo, Rennie Moniz, Steve Moore, Ken Richards, Don Silva, and Stephen Ward.

The committee developed a rating system for maintenance problems in Electric T&D analogous to the gas leak rating system. Officially designated as the Electric Distribution Facility Condition Assessment Standard, the new procedure will identify problems and associated time frames for response.

The rating system provides for the following:

**Class I** would require immediate response and correction.

**Class II** would require timely corrective action in a specified period. The interval for corrective action is identified by a qualified company representative.

**Class III** requires no corrective action at initial time of identification but a reinspection of the facility would be designated within a specified time frame.

The company intends to classify all pending electrical maintenance work into the three categories and allocate crews to perform the most urgent work by the end of 1995 and into 1996 if required. Customer Energy Services has earmarked $45 million for this additional work.

A computerized system to track maintenance is also being developed by the company and was reviewed by union and company line personnel in Livermore on May 23.
LOCAL 1245 ELECTION: CANDIDATE RESUMES

CANDIDATES FOR LOCAL UNION OFFICE

**Business Manager/Financial Secretary**

**JACK McNALLY**

Initiated into IBEW Local Union 1245 in October 1960. Was employed as a Lineman and Line Subforeman for PG&E in the San Joaquin Division. Served as a Business Representative and as an Assistant Business Manager from 1968 to 1978. Was elected as Business Manager/Financial Secretary in 1980 and re-elected in each subsequent local union election since. While employed by PG&E, served as a Shop Steward and Unit Vice-chair of Unit #1123 - Merced. In 1985, served as a member of the Local Union Job Protection Committee for San Joaquin Division from 1965 to 1968 and was a delegate to the Merced-Mariaposa Counties Central Labor Council. As a Business Representative, was assigned to General Construction and later to East Bay Division. Also served as Director of Research and Education. Served as a delegate to the Alameda County Central Labor Council and is currently a delegate. Also served as a delegate and Executive Board Member of Contra Costa County Central Labor Council and was its representative on the Board of Directors of HEALS, Health Maintenance Organization (HMO) in Berkeley, CA. Was a member of the 1972 and 1976 PG&E General Negotiating Committees and member and spokesperson of the 1973 - 1974 PG&E Pension and Benefit Negotiating Committee. Was a member and spokesperson of the 1974 Health and Dental Negotiating Committee and served as a member and spokesperson on Pension and Benefits in 1977 PG&E General Negotiations. Served on Pacific Gas Transmission Committee in 1972, 1974, 1976, 1977, and on the PG&E Grievance Review Committee. Served as spokesperson for City of Berkeley Negotiating Committee in the 1972 strike settlement. Also served as spokesperson for Central California Communication Corporation Negotiating Committee in the 1974 strike settlement. As Business Manager, has responsibility for all negotiations with PG&E since 1980. In addition, as Business Manager, has overall supervision and responsibility for all negotiations with 64 employees under contract with Local Union. Currently serves as President and Executive Council Member of California Labor Federation AFL-CIO. Current Chairperson of the Labor Federation's Standing Committee on Occupational Health and Safety; member of California Labor Federation's committees on: Women in the Work Force, Public Employees and Legislation. Served as President of the California State Association of Electrical Workers in 1984 and currently serves on its Executive Board. Organized the Coalition of California Utility Workers (CCUW) and currently serves as Chairperson of the Coalition. Is member of the Board of Directors for the California Council for Environmental and Economic Balance, member of the Board of Directors of the California Foundation on the Environment and the Economy, Serves as a member of the Advisory Committee for the Center for Labor Research and Education at the University of California, Berkeley. Since 1981, attended various IBEW Utility Conferences, IBEW Progress meetings, Inter-Union Gas Conferences, Nevada State AFL-CIO Conventions, Labor Management Public Affairs Conferences. Attended and was elected to the West Coast Regional Conferences of California Labor Federation's Biennial Conventions since 1980. Was elected delegate and attended the IBEW Convention in 1983, 1985, and 1986. Served on Resolutions Committee at the 1982 and 1986 IBEW Conventions and served as the Chairperson of the Resolutions Committee at the 1986 IBEW Convention. In 1991, was appointed delegate to the National AFL-CIO Convention in 1987, 1989, 1991, and 1993 by International President Barry. Attended conventions through the AFL-CIO Labor Studies Center at the University of California at Berkeley: Labor Law, Labor Arbitration, Collective Bargaining Techniques, Negotiated Fringe Benefits, and Pension Insurance for Labor Trustees. Attended Labor Management School on Unfair Practices for Unions and Employers, University of San Francisco. Currently a member of the International Foundation of Employee Benefit Plans. Served as a Trustee on the California-Nevada Joint Training Trust and is currently serving as Trustee on the Local Union 1245 Pension Plan. Currently serving as: standing delegate of the IBEW Government Coordinating Council #1, Chairperson of IBEW Utility Coordination Council #1, and IBEW member on the Steering Committee to the Inter-Union Gas Conference. Served on the National IBEW Teledata Industry Negotiating Committee. Currently serves on the IBEW 7th, 8th, 9th, and 11th Districts Organizing Committee for Outside Construction. Also is a member of the Coalition of Labor Union Women (CLUW), the Electrical Workers Minority Caucus (EWMC), and the Asian Pacific American Labor Alliance (APALA). Currently serves on the California Senate Commission on Corporate Governance and Shareholder Rights. Has developed arguments and testified before the California Public Utilities Commission defending the right of free collective bargaining.

**President**

**HOWARD STEIFER**

Initiated into IBEW Local Union 1245 in November, 1967. Member of Unit #3712 - Santa Rosa. Employed by PG&E as a Troubleshooter in Petaluma. Currently serving as IBEW Local Union 1245 President and Chairman of the National AFL-CIO Convention in 1987, 1989, 1991, and 1993 by International President Barry. Currently attending the AFL-CIO Labor Studies Center at the University of California at Berkeley: Labor Law, Labor Arbitration, Collective Bargaining Techniques, Negotiated Fringe Benefits, and Pension Insurance for Labor Trustees. Attended Labor Management School on Unfair Practices for Unions and Employers, University of San Francisco. Currently a member of the International Foundation of Employee Benefit Plans. Served as a Trustee on the California-Nevada Joint Training Trust and is currently serving as Trustee on the Local Union 1245 Pension Plan. Currently serving as: standing delegate of the IBEW Government Coordinating Council #1, Chairperson of IBEW Utility Coordination Council #1, and IBEW member on the Steering Committee to the Inter-Union Gas Conference. Served on the National IBEW Teledata Industry Negotiating Committee. Currently serves on the IBEW 7th, 8th, 9th, and 11th Districts Organizing Committee for Outside Construction. Also is a member of the Coalition of Labor

See NEXT PAGE

ED MALLORY

Assistant Secretary

Recording Secretary

ED MALLORY


Treasurer

MICHAEL J. DAVIS


Southern Area Executive Board

CHUCK DAVIS


CHRIS HABECKER


**JOE KROPOLLER**


**DARRYL R. NORRIS**


**KATHY F. TINDALL**


SAM GUTIERREZ, JR.

Initiated into IBEW Local Union 1245 in April, 1985. Classification: First Field Clerk. Member of Unit #4101.

LLOYD MADANSKY


RAYMOND S. THOMAS

Initiated into IBEW Local Union 1245 in March, 1986.

BILLY WALLACE


MONTIE "TOOT" NELSON


Exercise Your Democratic Rights: VOTE!
RAYMOND S. THOMAS, CONTINUED...

Advisory Council: San Joaquin

MIKE BROCCCHI

SAL PAREAS

Advisory Council: Pipe Line Operations

JIM LYNN

Advisory Council: Alameda/Contra Costa Transit and East Bay Municipal

LARRY RODRIGUEZ

Advisory Council: East Bay and Material Control

RICH COWART

Advisory Council: Stockton and City of Lodi

GROVER DAY
Initiated into IBEW Local Union 1245 in January, 1971.

BOB "B. J." VIEIRA

Advisory Council: North Bay

JIM FINDLEY
Initiated into IBEW Local Union 1245 in December, 1973.

List continues NEXT PAGE
LOCAL 1245 ELECTION: CANDIDATE RESUMES

Advisory Council: Sacramento Regional Transit

BOB LOVETT


WILL NUNEZ

Initiated into IBEW Local Union 1245 in February, 1962.

Advisory Council: Outside Construction

VERN BROWN

Initiated into IBEW Local Union 1245 in March, 1985. Classification: Journeyman Lineman. Member of Unit #4911.

JEFF JOHNSTONE


LARRY THOMSON

Initiated into IBEW Local Union 1245 in January, 1963.

Advisory Council: Clerical at Large

ANNA M. BAYLESS


BILLY BRILL


JUDY RICHTER

Initiated into IBEW Local Union 1245 in July, 1983. Classification: Meter Reader. Member of Unit #2512.

List continues NEXT PAGE

See Page 3 for Instructions on Filling Out Your Ballot.
Advisory Council: Tree Trimmer Companies

BOB IRWIN


Advisory Council: San Francisco Clerical (VP and Comptroller’s Office)

SHIRLEY ROBERTS

Initiated into IBEW Local Union 1245 in November, 1979.

Advisory Council: Irrigation Districts

DAVE PITTMAN


Advisor Council: Colgate

JIM "ED" EDWARDS


DON SILVA

Initiated into IBEW Local Union 1245 in January, 1972.

Advisor Council: Sacramento

KEITH BURKHARDT


Advisor Council: Sacramento Municipal Utility District

DICK BEHNKE


Advisor Council: U.S. Bureau of Reclamation - Region 2

LEE R. THOMAS, JR.


Advisor Council: TCC-4

JACK OSBURN

Initiated into IBEW Local Union 1245 in June, 1970.

Advisor Council: GCC - 1

GARY MAI

Initiated into IBEW Local Union 1245 in April, 1968.


END OF CANDIDATE RESUMES

Remember:
You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., June 22, 1995, at the P.O. Box. Ballots arriving in the Post Office Box after this time and date will not be counted.

Utility Reporter May 1995