McNally, Stiefer re-elected to lead union

Members of Local 1245 re-elected Business Manager Jack McNally to a new three-year term as the union's leader in a mail-ballot election concluded June 22. Re-elected to a sixth term as President was Howard Stiefer. Other officers re-elected were Vice President Jim McCauley and Recording Secretary Ed Mallory.

Electrified Treasurer was Michael Davis, who previously had served as Southern Area Executive Board Member. Winning a contested election to replace Davis as Southern Area Executive Board member was Chris Habecker, a customer service representative who has served as Clerical-At-Large representative on the Advisory Council since 1994.

Winning a contested election for the Central Area Executive Board seat was Debbie Mazzanti, a customer service representative who has served the union in several capacities, including temporary business representative. Mazzanti replaces Ron Blakemore, who retired.

In other contested elections, Kathy Tindall was re-elected as Executive Board Member-at-Large.

Re-elected to the Advisory Council were: Monte Nelson, Citizens Utilities Co. of California; Dan Lockwood, Coast Valleys; Bernard Smallwood, San Francisco and General Office; Mike Brocchini, San Joaquin; Jim McNally, Stiefer.

Lynn, Pipe Line Operations; Larry Rodriguez, Alameda/Contra Costa Transit and East Bay Municipal; Grover Day, Stockton and City of Lodi; Bob Vieira, Sierra Pacific Power Co.; Jim Findley, North Bay; Will Nunez, Sacramento Regional Transit; Terry Andreucci, Drum; Shirley Roberts, San Francisco Clerical (VP and Comptroller's Office); Dave Pittman, Irrigation Districts; Keith Burkhardt, Sacramento; Arthur Torres, Sacramento Municipal Utility District; and Lee Thomas, Jr., Humboldt.

Newly-elected to the Council were: Bill Wallace, San Jose/City of Santa Clara; Raymond Thomas, Shasta; Rich Cowart, East Bay and Material Control; Ken Sorenson, Pacific Gas Transmission; Bob Lovett, De Sable; Michael Johnson, CATV - Operating Companies; Jeff Johnstone, Outside Construction; Joseph Osterlund, General Construction; Linda Jurado, Clerical at Large; Bob Irwin, Tree Trimmer Companies; Jim "Ed" Edwards, Colgate; Jack Osburn, TCC-4; and Gary Mai, GCC-1.

There was no candidate for the US Bureau of Reclamation seat.

Serving as judge of the election was Pat Gates. Others serving on the election committee were: Manuel Saldana, Robert Olsen, Stephanie Baber, Ike Williams; (seated, from left) Norma Ricker, Larry Darby, Leslie Davis, Assistant Business Manager Perry Zimmerman, and Jeff Howard.

Union, PG&E discuss displacements

As the Utility Reporter went to press at the end of June, Local 1245 and Pacific Gas and Electric were continuing to meet to discuss the completion of the Title 206 assignment process in the company's Electric Supply Business Unit.

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Workers here and abroad

Rolling the union on...

**Judge Demands Action**: Responding to a suit brought by the California Labor Federation, Superior Court Judge James Ford announced he will make the Cal-OSHA Standards Board enact an ergonomics standard within the next 18 months to address the mounting crisis of repetitive motion injuries suffered in the workplace. The Standards Board ignored a legislative deadline for enacting an ergonomics standard.

**Spying on Cesar**: The FBI spied on Cesar Chavez, founder of the United Farm Workers of America, for seven years but failed to come up with a single scrap of evidence of subversive activity. While the FBI went to great efforts to spy on Chavez's movement, the agency refused to aggressively pursue complaints by the union about violence and threats against its members, which included beatings of picketers. Chavez was awarded the Presidential Medal of Freedom a year after his death in 1993.

**Ups and Downs**: Profits are up 48% at major U.S. corporations, the Wall Street Journal reported. Economist Mark Zandi says the trend is due to corporate cost-cutting—especially in the area of labor costs. Meanwhile, salaries of top executives rose 10% to an average of $1,346. That's per hour.

**Lane to Leave**: Lane Kirkland will step down as president of the AFL-CIO, which encompasses 80 international unions with 13.3 million members, including the BEW. Competing to succeed him are AFL-CIO Secretary-Treasurer Thomas Donahue and Service Employees President John Sweeney.

**Incommunicado**: Police in Bolivia are refusing to allow anyone to visit the 370 trade union leaders arrested in April, Free Labour World reported. It is believed the union leaders are being held at various military facilities around the country.

**Path to Success**: A survey of 3,000 undergraduate business school students found that 95% of the students, by their own admission, cheat. According to the survey's author, Joseph Petrick, "business school students are a lot more likely to cheat on tests or plagiarize than other college students."

**Round Table Off List**: All Round Table Pizza parlors in California have been removed from the "We Do Not Patronize" list of the California Labor Federation. Make that with anchovies.

**Working Folk**: "Working Folk" is an exhibit of artwork depicting numerous jobs as seen through the eyes of people who worked at them. The exhibit runs through Aug. 6 at San Francisco's Craft and Folk Art Museum at the Fort Mason complex. Call (415) 775-0990.

**Judge Murdered**: Mexico City Judge Abraham Polo, who refused to order the illegal arrests of union leaders, was found shot to death last month. Polo had rejected a demand by the chief justice to issue the warrants. He was then told by the chief justice that he would have to "abide by the consequences." Several thousand unionists rallied to protest the judge's murder and to demand the resignation of Mexico City Mayor Oscar Espinoza, who was rumored to be among the officials trying to force Polo off the court.

**AT&T Pact**: BEW and CWA bargained a three-year agreement covering 110,000 AT&T workers that improves health care and pensions benefits, and increases wages by over 10% on average. Ratification is now underway.
Division and GC at PG&E: a time of transition

Jack McNally, IBEW 1245 Business Manager

It should be obvious to all that PG&E is in a period of great transition. One place where change has been dramatic—and sometimes traumatic—is the physical workforce in Customer Energy Services (CES).

In some ways, the recent upheaval at PG&E have united our union as never before. But in some cases the upheaval also spotlighted some of the barriers and tensions that have divided our members.

Specifically, Division and General Construction employees in CES have been divided by a number of perceptions—whether accurate or not—relating to job security, quality of work, equitable treatment, and other issues.

In early May, CES General Manager Bob Haywood and I convened a two-day meeting in Santa Nella where management and bargaining unit employees from Division and GC could air some of these issues. During that meeting, I presented a brief history of the origins of GC. I believe the story is worth repeating here. Understanding where we came from can help us figure out where we need to go.

GC has its origins in the rapid expansion of electric service in California dating back to the 1930s. Back then, only one-third of the farms in the state had electricity. But electricity was quickly coming into more general use in California, and there was a need to build more power plants, and power lines for transmission and distribution.

PG&E decided to create a General Construction department to handle this boom in construction. It included an engineering group. The alternative would have been to go outside contractors to handle the boom. PG&E decided to keep it in house.

Meanwhile, with the passage of the National Labor Relations Act in 1935, union organizing was taking off throughout America's industrial workplaces. In the early 1940s, PG&E workers were organizing under the banner of the IBEW, various building trades unions, and the Utility Workers Union of America (UWUA), which was affiliated with old Congress of Industrial Organizations (CIO).

The UWUA was most successful in organizing divisions in the Bay Area. The IBEW was most successful in organizing workers in outlying divisions. The IBEW also bargained a labor agreement covering General Construction.

Labor's ability to bargain agreements during the 1940s was aided by the War Labor Board. That board was established to help prevent labor-management conflicts that might impede the war effort during World War II. The board was an important factor in helping labor secure agreements during this period.

Throughout the 1940s, IBEW and UWUA fought turf battles over who would represent workers at PG&E. The company used this division in the house of labor to its own advantage, playing the unions off against one another. The unions were undercutting their own strength by raiding one another.

By the early 1950s, PG&E workers succeeded in organizing one primary union on the system—IBEW Local 1245. (The only exception were the technical employees who became the Engineers and Scientists of California.)

This new level of unity gave PG&E workers increased bargaining power. Labor agreements were negotiated that covered workers systemwide—Physical and Clerical.

The Division and General Construction agreements were merged into one, and Titles 100, 200 and 300 were established. Title 100 combined some common provisions applying to both Division and GC.

Title 200 applied to Division only. These were generally the provisions from the previous agreement for Division. Title 300 applied to GC only, and these were generally the provisions from the previous GC agreement.

Flexibility the Goal

PG&E's goal in establishing GC—and keeping it through all the changes of that bygone era—was to have a construction workforce that could go anywhere in the service territory and build whatever the company needed: power plants, transmission lines, etc. This workforce was available to deal with the construction load when the economy was expanding and the state was growing. It gave PG&E the same sort of flexibility that construction contractors have.

And that has always been the big difference between the GC and Division workforces, and accounts for the differences between the 200 and 300 sections of the labor agreement.

For example, with GC there is no fixed reporting headquarters or job location, much as with construction contractors.

Likewise, Title 300 provisions give the company more flexibility on promotion, demotion, displacement and layoff. This is to enable the company to deal with the ups and downs of construction work.

In short, conditions for GC are different than for Division, and the labor agreement has evolved to take into account some of these differences.

For example, GC employees enjoy a 5% wage differential. They also qualify for a daily per diem depending on their distance from home.

Over the past 40 years or so, the union has continually tried to make the 300 sections look more like the 200 sections. The company has steadfastly resisted our efforts. One manager said he would rather eliminate GC and go back to contractors.

Still, there have been changes made in Title 300 over the years designed to benefit GC employees. Vacations and sick leave have been put into Title 100. The years of service requirements have been reduced when bidding and demoting. We have expanded bidding rights into Title 200. And we have expanded promotion and bidding within GC.

It has been a constant battle, but we have also improved per diem payments over the years.

That, in brief, explains how some of the differences between Division and GC came about. I know that some may like it and some may not, and arguments can be made why it should or should not be the way it is.

The fact is, however, that the contract is there as written. It's the reality we have to live with, and to try to change as circumstances demand.

And change is all around us. California's economy went sour in a big way a few years ago. Many now predict that it will never come back to what it once was. That affects PG&E's construction work.

Now we are entering an era of utility deregulation. PG&E is jockeying to position itself to compete and survive. Whatever shape the utility industry takes, PG&E wants to remain a force.

In the midst of these changes, the union's goal has been to maintain the integrity of our agreements for all of our members. Job security clearly is the number one concern of our members, and our task has been to work with—when necessary against—PG&E to see that our members are not pushed out the door involuntarily.

The union and the company both have interests to protect as the industry continues to evolve. The challenge is to see if we can find ways to address each other's interests. Clearly the jobs can't exist without the company. And just as clearly the company can't exist without the employees—skilled, motivated employees in sufficient numbers to get the work done.
Mt. Wheeler Power agreements ratified

Members of Local 1245 ratified new three-year physical and clerical labor agreements with Nev.-based Mount Wheeler Power, Inc.

The agreements, which expire Jan. 31, 1998, provide a 3% general wage increase effective Feb. 1, 1995, with 3.5% and 4% increases in 1996 and 1997 respectively.

The agreements provide for 100% buyback of unused Personal Leave Accounts, vacation and sick pay, upon retirement. Improvements were also made in the Employee Drug Purchase Plan.

The agreements cover 17 employees on the physical side, and eight employees on the clerical side.

Negotiating the physical agreement, along with Local 1245 Business Rep. Art Murray, were Dave Remero and Shane Beren.

Negotiating the clerical agreement, along with Murray, was Sue Galley.

Utility Reporter wins top awards

The Utility Reporter was named best overall newspaper in its class in competition sponsored by the Western Labor Press Association.

In awards announced last month for newspapers published during 1994, the Utility Reporter also won first place in the "Best Column" category for Business Manager Jack McNally's column on utility deregulation. Entitled "Who Will Tell the People?", the column appeared in December.

The Utility Reporter also won first place for "Best Series" for its four-part series by Jack McNally and Eric Wolfe on utility deregulation appearing in the January, February, April and July issues. The series examined the history of public utility regulation in California, the impact that deregulation in other industries has had on workers and consumers, and the current battle over deregulation of electric utilities in California.

The Utility Reporter's Executive Editor is Jack McNally. Communications Director Eric Wolfe serves as Managing Editor.

Coffee Makers
Melitta, Mr. Coffee (also iced tea pots)

Garbage Disposers
Maytag, Tappan

Dishwashers
General Electric, GE, Hotpoint, Maytag, Penncrest, Tappan

Fans
Bailey, Hunter (also, air purifiers and programmable thermostats), Lasko, Memphis Metal Manufacturing (housings and shrouds), Metal Ware (also, other electric housewares), Oster and Sunbeam (also, other electric housewares), Murray, Philips

Lamps, Fixtures, Accessories
Anchor Hocking, Hunter, Norma Thomas

Microwave Ovens
Amana, Caloric, Electrolux, Frigidaire, Speed Queen

Refrigerators, Freezers
Amana, Caloric, Econocold (walk-ins), Refrigerator Manufacturing Co. (walk-ins), Electrolux, Frigidaire, General

Clothes Washers
Amana, Caloric, Electrolux, Frigidaire, General Electric, GE, Hotpoint, Itchenaid, Maytag, Penncrest, Speed Queen, Westinghouse, Whirlpool

Clothes Dryers
Amana, Caloric, Electrolux, Frigidaire, General Electric, GE, Hotpoint, Kitchenaid, Maytag, Penncrest, Speed Queen, Westinghouse, Whirlpool

Electrical housewares, Oster and Pencrest, Speed Queen, Westinghouse, Whirlpool (side-by-side)

Mark Cook
Former Local 1245 Business Rep. Mark Cook died of natural causes on May 16 at his home in Willits, Ca.

Cook served Local 1245 members as a business representative for over 16 years, handling assignments from San Jose to FGT. He spent the largest portion of his IBEW career representing members in Coast Valleys, his territory ranging from Salinas to San Luis Obispo and a little construction job referred to back then as the "Diablo Canyon Project."

Cook is survived by his wife, Elizabeth, sons Jeffrey and Ryan, and five grandchildren. Message of sympathy may be forwarded to Mark's family through Anker-Lucier Mortuary, 95 West Commercial, Willits, CA 95490.

Westinghouse, Whirlpool (side-by-side), Maytag, Speed Queen, Westinghouse, Whirlpool (side-by-side)
Make A House Call

Your union’s mortgage and real estate program makes buying or selling a home as easy as picking up the phone.

This program provides you with expert counselors, competitive mortgage rates and discounted real estate services. You also receive special help if you are a first-time home buyer, and protection if you are laid off, disabled or on strike.

For information call:
1-800-848-6466
Se habla español

AUGUST 20
Mobilization for Health Care

March Across the Gold Gate Bridge with National Labor Leaders and the Rev. Jesse Jackson. Rally and Concert at Fort Scott (Presidio)

Work for a health care system that:
- Establishes consumer protection procedures
- Stops the decline in patient care
- Guards against a medical system that puts profits before healing
- Provides health care access for all

PG&E General Construction stewards meet

Local 1245 shop stewards working in General Construction at PG&E met at union headquarters in Walnut Creek on June 10 to discuss recent changes at the company and the impact on GC employees.

Business Manager Jack McNally, who described the meeting as a “good exchange of information,” reviewed the history of General Construction at PG&E, including the union’s efforts to win improvements in benefits and working conditions on behalf of GC members. (See Business Manager’s column on page 3 of this issue of Utility Reporter for a fuller discussion of this issue.)

Union staff members also discussed with the stewards how the union plans to coordinated representation of GC members with representation of other Local 1245 members.

Stewards attending the meeting were: Anthony Norman, Joe Osterland, Sherrick Slattery, Mark Newman, John Mendoza, Daniel Robertson, Don Mitchell, Michael Saner, Robert Harty, Lonie Crawford, Al Calleros, Larry Darby, Ernest Owens, Larry Finch, Local 1245 Senior Assistant Business Manager Darrel Mitchell, Assistant Business Manager Roger Stalcup, and Business Rep. Frank Saxsenmeier.

Correction

A Local 1245 member was misidentified in a photograph on page 7 of the June issue of Utility Reporter. Denise Lee (right) was incorrectly identified as Lee Carter-West. Denise, the first woman to serve on a physical crew in Oakland, described her experiences during “Take Daughters to Work Day” in April.

Denise Lee

Health Care is a Human Right

Rev. Jesse Jackson
National Rainbow Coalition

Dolores Huerta
First Vice President
United Farm Workers

Tom Ammiano
SF Board of Supervisors

Rev. Cecil Williams
Glide Memorial Church

Richard Trumka, President
United Mine Workers

(partial list)

Ron Dellums
US Congressman

Richard Trumka, President

Sal Rosselli, President
SEIU Local 102

United Mine Workers

Angela Alioto
SF Board of Supervisors

Rev. Cecil Williams
Glide Memorial Church

Richard Trumka, President

Sal Rosselli, President
SEIU Local 102

International Longshoremen’s & Warehousemen’s Union

Tom Ammiano
SF Board of Supervisors

Richard Trumka, President
United Mine Workers

Bob Wages, President
Oil, Chemical & Atomic Workers

Brian McWilliams, President
International Longshoremen’s & Warehousemen’s Union

Alan Ashby
SF Board of Supervisors

Richard Trumka, President
United Mine Workers

Robert Harty

Sal Rosselli, President
SEIU Local 102

International Longshoremen’s & Warehousemen’s Union

This program provides you with expert counselors, competitive mortgage rates and discounted real estate services. You also receive special help if you are a first-time home buyer, and protection if you are laid off, disabled or on strike.

For information call:
1-800-848-6466
Se habla español

July 1995
Utility Reporter
IBEW Local 1245
Seventeenth Annual Slowpitch Softball Tournament
Concord, Ca.
June 10, 1995

Class "35 & Over" Champions:
Fresno Hikers

Class "Men’s D" Champions:
SMUD

Class Men’s "D" Second Place:
J & R Janitorial

Class "35 & Over" Second Place:
Concord A’s
LOCAL 1245 SOFTBALL TOURNAMENT

The Scoreboard
Class "35 & Over"
First Place: Fresno Hikers
Second Place: Concord A's
MVP: Larry Rich
Best Defense: Greg Schmall

Class "Men's D"
First Place: SMUD
Second Place: J&R Janitorial
MVP: Lupe Villareal
Best Defense: Greg Schmall

Photos by Ed Caruso
The California Labor Federation has placed the following firms on its "We Don't Patronize" list. Firms are placed on this list after a written request from an affiliated union has been approved by the Federation's Executive Council. All friends of labor are urged to avoid patronizing these firms. Remember: they are not fair to their employees!

**Manufacturing**

- Chir-It Displays, Santa Clara County
- Color & Design Exhibits, San Jose
- Diamond Walnut Co., Stockton: all products
- Gaffers & Satter products
- Gofighin Meat Co., Lodis
- Louisiana-Pacific Corp: all products

**Printing**

- Petaulos Argus Courier, San Francisco Bay Guardian
- Times Weekly Herald
- 

**Theaters**

- Santa Cruz Area
  - Twin I & II Theaters, Aptos
- San Francisco
  - Alexandria, Balboa, Corporate, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists and Cinemas Z and Empire (May)
DISCUSSING DEREGULATION

Members of the San Jose Chapter of the Local 1245 Retirees Club attended a recent presentation on utility deregulation at a meeting of the Federation of Retired Union Members (FORUM) in San Jose. Local 1245 retirees attending were (front row, from left) Percy Rome, Waitie Anthney, Richard Murphy, Orv Owen and Jack Hill.

TIME TO RESTRUCTURE LONG-TERM CARE

By Ted Ruhig

While the White House Conference on Aging is all set to optimistically plan into the next century for the needs of the elderly, Congress seems to be saying that for the here and now, we’ll cut back and slash health programs for the old folks: Medicare by $100 billion and Medicaid by $100 billion. Or, in other words, gut the elderly’s already inadequate medical programs as the need is becoming ever greater.

Medicaid is the primary source of public funding for long-term care for the elderly and other people with disabilities. It is the payer of last resort for people who have no other way to pay. Private nursing home costs of more than $30,000 a year bankrupt all but the wealthy.

Of the 4.2 million people age 60 or over now living in California—14% of the total population—only about 4% live in nursing homes or other special-care units. This is likely to use long-term care.

What these fragile old will need is that the most is assisted living help in some form. As a result, pension and health plans we now receive could be affected or in jeopardy.

As one of our retirees recently stated to me, “The stakes are really self-interest, as seniors are in for a real kick in the ass these days.”

Our Retirees Club welcomes communications from all our retirees. We need your comments and ideas on how to make our Retirees Club more functional and available to all our retirees. Please send your comments and ideas to our local union office to the attention of Communications Director Eric Wolfe.

Keep the faith!

THE COST OF CORPORATE WELFARE

Corporate welfare includes direct payments to companies, provision of public goods and services without adequate compensation from companies, federal purchases from companies of goods and services at more than market value, tax breaks for businesses, and business exemptions from laws.

While considerable political heat is directed at poor welfare recipients receiving taxpayer money, more than three times that amount is paid in welfare to wealthy corporations, according to a new study released by Ralph Nader.

A total of 153 federal programs totaling $167.2 billion—$1,388 for each taxpayer—this year, benefited corporations. By contrast, Aid to Families with Dependent Children and other forms of social welfare like food stamps and housing assistance, cost $56 billion, or $415 per taxpayer.

“Welfare payments and tax breaks for allegedly ‘free market’ wealthy corporations must be examined and curtailed before payments to needy families and children are slashed,” Nader said.

July 1995

Utility Reporter 9
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
$5.00
+$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
(Note: One size fits all)

Sweat Shirt/Crew
Blue, Gray, Black
M/L/XL/2X
$15.00
+$3.00 shipping
(Note: One size fits all)

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

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

Club Shirt
(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
$15.50 Now only $15!
+$2.50 shipping

IBEWomen Charm
14K Goldplated
$15.00 Now only $5!
+$5.55 shipping

Coffee Mug
IBEW (Ceramic)
Black or Blue
“Proud To Be Union” (Plastic)
White
$5.00
+$3.00 shipping

Golf Shirt
(With Pocket)
Navy, Red, Royal, White,
Maize
Logo on sleeve
M/L/XL/2X
$22.61 Now only $15!
+$2.50 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

Lineman Pin
Goldtone
$5.00
+$5.55 shipping

T-Shirt
Ringer with IBEW Logo
S/M/L/XL/2X/3X, 4X
$8.00
+$1.50 shipping

Order Form

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Ship To:

Name
Address
City/State
Zip
Phone #

GRAND TOTAL

Main completed form with check or money order payable to:
IBEW Local 1245
PO Box 1790
Walnut Creek, CA 94596

Please cut here

utility Reporter
July 1995
# Directory of Local 1245 Representatives for PG&E employees

Put union rights to work for you! When you need assistance regarding your PG&E contract, you can call your Local 1245 Business Representative, listed below by their areas of assignment:

<table>
<thead>
<tr>
<th>Area of Assignment</th>
<th>Business Rep.</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>San Francisco Division</td>
<td>FRANK SAXSENMEIER</td>
<td>(415) 898-1141</td>
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<tr>
<td>Peninsula Division (Belmont Area)</td>
<td>JANE BRUNNER</td>
<td>(510) 653-0651</td>
</tr>
<tr>
<td>Potrero &amp; Hunters Point Power Plants</td>
<td>HUNTER STERN</td>
<td>(415) 282-9042</td>
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<tr>
<td>Mission Division (Hayward Area)</td>
<td>LULA WASHINGTON</td>
<td>(510) 223-7135</td>
</tr>
<tr>
<td>East Bay Division (Oakland and Richmond Area)</td>
<td>ERIC WOLFE</td>
<td>(510) 933-6060, ext. 216</td>
</tr>
<tr>
<td>Diablo Division (Concord Area)</td>
<td>KATHY MAAS</td>
<td>(415) 586-8353</td>
</tr>
<tr>
<td>Pittsburg &amp; Contra Costa Power Plants</td>
<td>ED CARUSO (temp)</td>
<td>(510) 933-6060, ext. 353 OR (408) 372-2945, ext. 310</td>
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<tr>
<td>General Office/San Francisco</td>
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<tr>
<td>San Francisco Call Center</td>
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<tr>
<td>San Jose Division/San Jose Call Center</td>
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<tr>
<td>Central Coast Division (Santa Cruz/Salinas Areas)</td>
<td>LARRY PIERCE</td>
<td>(707) 578-7274</td>
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<td>North Bay Division (San Rafael Area)</td>
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<td>North Coast Division (Santa Rosa Area)</td>
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<tr>
<td>North Coast Division (Ukiah &amp; Eureka Areas)</td>
<td>BOB CHOATE</td>
<td>(707) 462-9231</td>
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<tr>
<td>Geyser Power Plant</td>
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<tr>
<td>North Valley Division (Chico &amp; Redding Areas)</td>
<td>MICKEY HARRINGTON</td>
<td>(916) 873-3680</td>
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<tr>
<td>Sierra Division (Auburn Area)</td>
<td>PHIL CARTER</td>
<td>(916) 632-1752</td>
</tr>
<tr>
<td>Sacramento Division/ Sacramento Call Center</td>
<td>WAYNE GREER</td>
<td>(916) 921-6664</td>
</tr>
<tr>
<td>Stockton Division</td>
<td>GARY HUGHES</td>
<td>(209) 957-1448</td>
</tr>
<tr>
<td>Yosemite Division - North (Modesto Area)</td>
<td>FRANK HUTCHINS</td>
<td>(209) 723-8234</td>
</tr>
<tr>
<td>Yosemite Division - South (Merced Area)</td>
<td>RON VAN DYKE</td>
<td>(209) 896-3514</td>
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<tr>
<td>Fresno Division - North/Fresno Call Center</td>
<td>MIKE HAENTJENS</td>
<td>(805) 773-8530</td>
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<tr>
<td>Kern Division (Bakersfield Area)</td>
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<tr>
<td>Diablo Canyon Power Plant</td>
<td>KEN BALL</td>
<td>(408) 424-2800</td>
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<tr>
<td>Morro Bay Power Plant</td>
<td>ENID BIDOU</td>
<td>(707) 747-1814</td>
</tr>
<tr>
<td>Los Padres Division (San Luis Obispo Area)</td>
<td>JOEL ELLIOFF</td>
<td>(510) 933-6060, ext. 356</td>
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</tbody>
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Temporary Relief Assignments

Phil Carter: (916) 632-1752
Wayne Greer: (916) 921-6664
Gary Hughes: (209) 957-1448
Frank Hutchins: (209) 723-8234
Ron Van Dyke: (209) 896-3514
Mike Haentjens: (805) 773-8530

July 1995 Utility Reporter
City College of San Francisco Labor Studies Program
Fall Semester, 1995
Classes begin August 22, 1995
(415) 267-6550

All classes are at Downtown Campus, 500 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are $13/unit for undergraduates, $50/unit for people with BA degrees. Some tuition assistance is available.

Labor 70: American Labor Movement (3 units) Mondays, 7-11 pm What it is, how it got that way, how it works. Instructor: Hart

Labor 72: Law (3 units) Wednesdays, 7-10 pm State and Federal labor law, legislation, legal framework for union organizing. Instructor: Gaitley

Labor 73: Collective Bargaining (3 units) Thursdays, 7-10 pm Nuts and bolts of negotiations; simulated negotiations exercises. Instructor: Lannon

Labor 75: Pension, Health and Welfare (3 units) Tuesdays, 7-10 pm Instructor: Levy

Labor 75A: Labor Leader Communications (3 units) Thursdays, 7-10 pm Coalition building in the union and in the community. Instructor: Staff

Labor 78A: Women's Employment Issues (1 Unit) Tuesdays, Aug. 22-Sept. 26 6:30-9:30 pm History of women workers. Instructor: Russell

Labor 78B: Women's Employment Issues (1 unit) Tuesdays, Oct. 3 - Nov. 7 6:30-9:30 pm Current issues facing women workers. Instructor: Roberts

Labor 78C: Women's Employment Issues (1 unit) Tuesdays, Nov. 14 - Dec. 19 6:30-9:30 pm

Labor 79A: Steward Training (1 unit) Saturdays, Sept. 16, 23, 30 9:30 am-3:30 pm 209 Golden Gate Ave. Steward's role in grievance handling and building member solidarity. Instructor: Staff

Labor 80A: Labor in Literature & Arts (3 units) Wednesdays, 7-10 pm Labor drama and song production workshops. Instructor: Shields

Labor 80B: Peer Counseling in the Workplace (1 unit) Sundays, Oct. 7 & Nov. 18 9 am-4 pm 600 Howard St., 3rd floor For anyone who counsels people at work. Peer counseling and referral techniques. Instructor: Ryan

Women in the global workforce. Instructor: Lee

Labor 90A: Labor Law (3 units) Thursdays, 7-10 pm Identifying, preparing and presenting grievances; negotiating solutions to workplace disputes, with arbitration as the final step. Instructor: Albert Lannon

Labor 90B: Organizing (1 unit) Mondays, July 10-11:00 pm Introduction to the organizing process, strategies, tactics, and employer rights in the labor market. Includes an introduction to computers. Instructor: Jack Levy

Instructor: Brenda Cochrane

San Jose City Coll. Labor Studies
Fall Semester, 1995 (510) 464-3210 Classes begin Sept. 6, 1995

LS 137: Workers' Rights (1 unit) Tuesdays, Sept. 5 - Oct. 2 6:30 pm-9:20 pm Learn your basic rights under the state and federal labor laws. Topics include rights of stewards, due process, equal employment opportunity, and unfair labor practices. Presentations from the State Labor Commissioner's office as well as practicing labor attorneys.

LS 137 - Negotiations & Dispute Resolution (1 unit) Tuesdays, Nov. 15 - Dec. 13 6:30 pm-9:20 pm Emphasis on the collective bargaining process. Includes techniques for involving members in support of the bargaining goals. Practical guidelines presented on strategy and tactics in negotiations. Mediation and non-adversarial bargaining approaches will be explored.

LS 136: Labor Studies Work Experience (1-4 units) Made by arrangement with Jim Potterton. Arrangements must be made no later than Sept. 30. Earn credit for your work as a shop steward, union officer or on a special project. you must sign up for a minimum of 7 units of Labor Studies including Work Experience to qualify.

SS 98: Directed Study in Labor Studies (1-9 units) Made by arrangement with Jim Potterton. Arrangements must be made no later than Sept. 30. An individualized learning contract is utilized to map out specific learning objectives and activities.

San Francisco State Labor Studies
Fall Semester 1995 (415) 338-2885 Classes begin Aug. 28, 1995

Labor 259: Introduction to Labor Studies (3 units) Thursdays, 4-10 - 6:55 pm Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care. Instructor: Brenda Cochrane

Labor 343: Women and Work (3 units) Wednesdays, 7 - 9:45 pm Historical and current examination of issues and problems facing women in the labor market. Includes an analysis of the interaction of race, class and gender in the labor market. Instructor: Brenda Cochrane

San Francisco State Labor Studies
Fall Semester 1995 (415) 338-2885 Classes begin Aug. 28, 1995

Labor 259: Introduction to Labor Studies (3 units) Thursdays, 4-10 - 6:55 pm Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care. Instructor: Brenda Cochrane

Labor 343: Women and Work (3 units) Thursdays, 7 - 9:45 pm Examination of issues and problems facing women in the labor market. Includes an analysis of the interaction of race, class and gender in the labor market. Instructor: Brenda Cochrane

Labor 450 Organizing in the Workplace (3 units) Thursdays, 4-10 - 6:55 pm Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care. Instructor: Brenda Cochrane

Labor 450 Organizing in the Workplace (3 units) Thursdays, 4-10 - 6:55 pm Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care. Instructor: Brenda Cochrane

Labor 500: Labor and Government (4 units) Thursdays, 6:10-9:50 pm Labor-government relations at local, state and national levels. Labor's political action and government relations response. Instructor: Wayne Bradley

LABOR STUDIES CLASSES

San Francisco State Labor Studies
Fall Semester 1995 (415) 338-2885 Classes begin Aug. 28, 1995

Labor 510: Labor Economics (3 units) Tuesdays, Thursdays, 9:30 - 10:50 pm Problems of labor: unemployment, hours, wages, industrial disputes. Instructor: Don Mar

Labor 677: Current Local Labor Issues (1 unit) Mondays, Sept. 18, 25, Oct. 2, 30, Nov. 6, 20, 7 - 9:45 pm Examination of current issues and concerns of the San Francisco labor movement. Will include discussion of strikes/protests involving Bay Area unions and their impact on the community. Instructor: Walter Johnson

Labor 698: Special Study (1-3 units) Topics determined through discussion with instructor. Instructor: Brenda Cochrane