

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
July 1995  
Vol. XLIV No. 7

# UTILITY REPORTER

Softball Tournament  
Pages 6-7

## McNally, Stiefer re-elected to lead union

**M**embers 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**.

Elected Treasurer was **Michael Davis**, who previously had served as South-

ern 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 to the Northern Area Executive Board position, and **A.G. "Tube" Dudley** 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 Saba; **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, Norma Ricker, Larry Darby, Leslie Davis, Assistant Business Manager Perry Zimmerman, and Jeff Howard.



UNION ELECTION COMMITTEE

Serving on the Local 1245 Election Committee were (standing, from left) Manuel Saldana, Pat Gates (judge of the election), Robert Olsen, Stephanie Baber, Ike Williams; (seated, from left) Norma Ricker, Larry Darby, Leslie Davis, Assistant Business Manager Perry Zimmerman, and Jeff Howard.

### Electric Supply Business Unit

## Union, PG&E discuss displacements

**A**s 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.

As part of this effort, the parties were reviewing vacancies across the system which may provide opportunities for those employees affected by the current Title 206 displacement activities.

At presstime, the union was

evaluating a company proposal and the parties had agreed to come to a final decision by July 3 to either proceed with the regular administration of Title 206, and assignments previously issued, or reach agreement on an alternative process.



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### CALENDAR

July 4  
HAPPY  
INDEPENDENCE DAY!

August 5-6  
Local 1245  
Advisory Council  
Concord, Ca.

August 26  
Lineman's Rodeo  
Sacramento, Ca.





# UTILITY REPORTER

July 1995  
Volume XLIV  
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(510) 933-6060

## Business Manager & Executive Editor

Jack McNally

## President

Howard Stiefer

## 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

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## Workers here and abroad

# Rolling the union on...

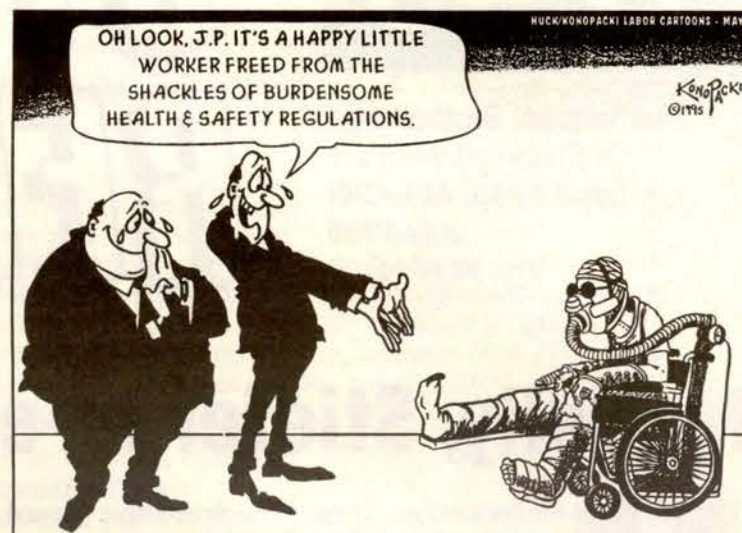
**Judge Demands Action:** Responding to a suit brought by the California Labor Federation, Superior Court Judge James Ford announced he will make the Cal-OSHA Standards Board enact an ergonomics standard within the next 18 months to address the mounting crisis of repetitive motion injuries suffered in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

## APPOINTMENTS

### PACIFIC GAS & ELECTRIC COMPANY

#### Diablo Canyon Outage Committee

Jeff Knisley  
Lynn Moon  
Mike Haentjens

#### CES Title 8 Committee

Donna Ambeau  
Mike Brocchini  
Larry Darby

#### Co-Mingling Title 8 Committee

Terry Andreucci  
Tony Norman  
John Petrovitz  
Dan Robertson

#### Garage Department Title 8 Committee

Angel Alvarado  
Steve Lace  
Laura Miller  
Joseph Osterlund  
Arol S. Rodriguez  
Andrew Santini

### PACIFIC GAS TRANSMISSION COMPANY

#### PGT Wage Negotiating Committee

Pam McKean  
Jim Mears  
Paul Oliver  
Darrel Mitchell

### PGT Medical/Dental/Vision Committee

Chrystine Brown  
Sue DeFoe  
Darrel Mitchell

### PARADISE IRRIGATION DISTRICT

#### Paradise Irrigation District Negotiating Committee

Jerry Linville  
Mickey Harrington

### PLUMAS SIERRA REC

#### Plumas Sierra REC Negotiating Committee

Gloria Hein  
Dan Penny  
Mickey Harrington

### SONIC CABLE TV

#### Sonic Cable TV Negotiating Committee

Dale Rogers  
Jamie Tovar  
Mike Haentjens

### CITY OF WILLITS

#### City of Willits Bargaining Committee

J. C. England  
Leah Oberdorf  
Bob Choate

### CITY OF SHASTA LAKE

#### City of Shasta Lake Negotiating Committee

Stephanie Humphrey  
Ken Nielsen  
Gary Mai

### CONFERENCES/ CONVENTIONS/ SCHOOLS

#### A. Philip Randolph Institute 26th Annual National Education Conference

Lula Washington

#### IFEBP Investment Institute

Roger Stalcup

#### Rocky Mountain Labor School

Grant Garrison  
Robert Wilk

### CENTRAL LABOR COUNCILS

#### Five Counties Central Labor Council

Mike Cronin

#### Santa Clara County Central Labor Council

Bill Wallace



# Division and GC at PG&E: a time of transition

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 to 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.

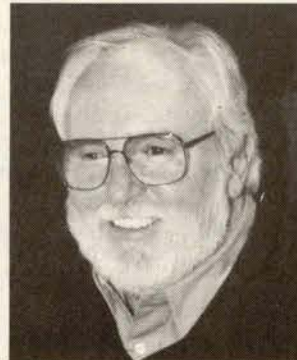
Title 200 applied to Division only. These were generally the provisions from the previous agreement for Division. Title 300 applied to GC only, and these were generally the provisions from the previous GC agreement.

## 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

Jack McNally, IBEW 1245 Business Manager



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—or 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.



## DO BUY

### Household Appliances

Listed here is a variety of union-made, US-made household appliances. The unions that represent employees who make one or more kinds and brands of the appliances listed include: Auto Workers (UAW), Clothing & Textile Workers (ACTWU), Electrical Workers (IBEW), Electronic Workers (IUE), Food & Commercial Workers (UFCW), Glass Workers (GMP), Machinists (IAM), Office & Professional Employees (OPEIU), Operating Engineers (IUOE), Paperworkers (UPIU), Steelworkers (USWA) and Teamsters (IBT).

#### Coffee Makers

Melitta, Mr. Coffee (also iced tea pots)

#### Garbage Disposers

Maytag, Tappan

#### Dishwashers

General Electric, GE, Hotpoint, Maytag, Pencrest, 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, Frigidaires, General

Electric, GE, Hotpoint, Kitchenaid (side-by-sides), Maytag, Pencrest, Speed Queen, Westinghouse, Whirlpool (side-by-sides)

#### Icemakers

General Electric, GE, Hotpoint, Kitchenaid, Pencrest, Whirlpool

#### Ranges & Grills

Amana, Caloric, Broil King (also, warming trays), Electrolux (also ovens), Frigidaire (also, ovens), Peerless (also, oven burners), Speed Queen, Tappan, Thermos (grills, braziers, barbecues), Weber-Stephen (grills)

#### Clothes Washers

Amana, Caloric, Electrolux, Frigidaire, General Electric, GE, Hotpoint, Itchenaid, Maytag, Pencrest, Speed Queen, Westinghouse, Whirlpool

#### Clothes Dryers

Amana, Caloric, Electrolux, Frigidaire, General Electric, GE, Hotpoint, Kitchenaid, Maytag, Pencrest, Speed Queen, Westinghouse, Whirlpool

## Mt. Wheeler Power agreements ratified

Members of Local 1245 ratified new three-year physical and clerical labor agreements with Ely, 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.



Murray

### 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 PGT. 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.

## 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 Se-

ries" 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.



AT WORK IN EMERYVILLE

Cutting off gas service to a vacated building at Hollis and 43rd St. in Emeryville, Ca. are (from left) Jerry Sims, operator, 26 years in union; Anthony Smith, field person, 13 years; and Steve Burton, gas crew foreman, 25 years. (Photo: Eric Wolfe)



## PG&E General Construction stewards meet

**L**ocal 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 coordinate representation of GC members with representa-

tion of other Local 1245 members.

Stewards attending the meeting were: Anthony Norman, Joe Osterlund, Sherrick Slattery, Mark Newman, John Mendoza, Daniel Robertson, Don Mitchell, Michael Saner, Rob-

ert 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.

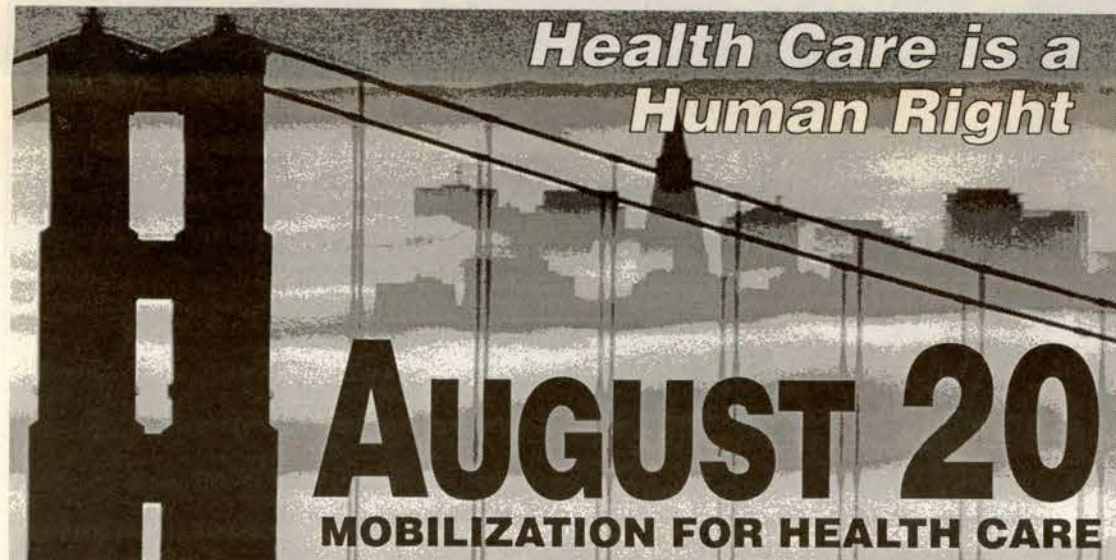
### Correction

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



**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:**

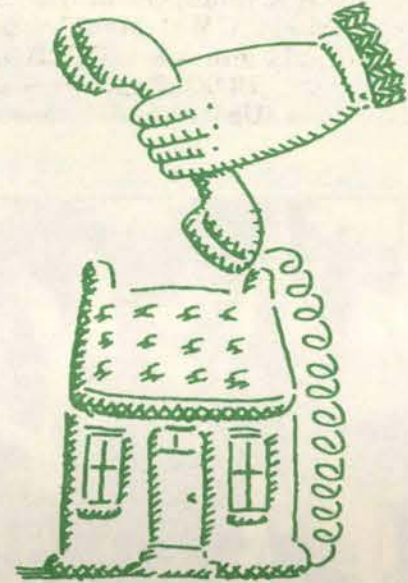
- Establishes consumer protection procedures
- Stops the decline in patient care
- Guards against a medical system that puts profits before healing
- Provides health care access for all

Rev. Jesse Jackson  
National Rainbow Coalition  
Dolores Huerta  
First Vice President  
United Farm Workers  
John F. Henning  
California Labor Federation  
Angela Alioto  
SF Board of Supervisors

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

Ron Dellums  
US Congressman  
Sal Rosselli, President  
SEIU Local 250  
Rev. Cecil Williams  
Glide Memorial Church  
(partial list)

## Make A House Call



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Se habla español



# IBEW Local1245 Seventeenth Annual Slowpitch Softball Tournament

Concord, Ca.  
June 10, 1995



Class "35 & Over" Champions:  
Fresno Hikers



Class "Men's D" Champions:  
SMUD

Winners'  
Circle

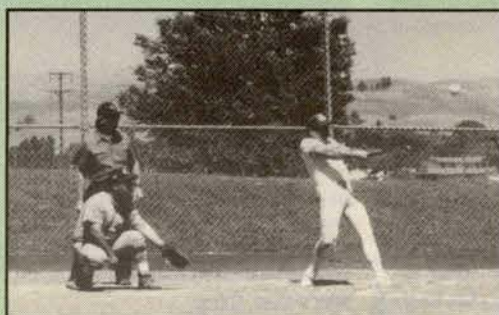
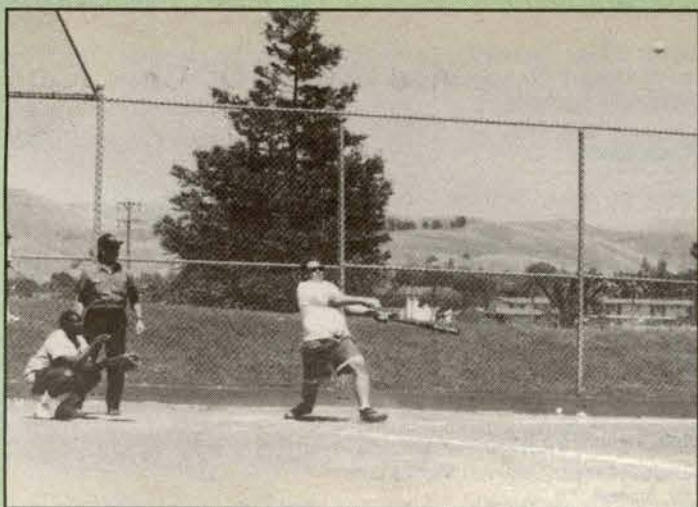
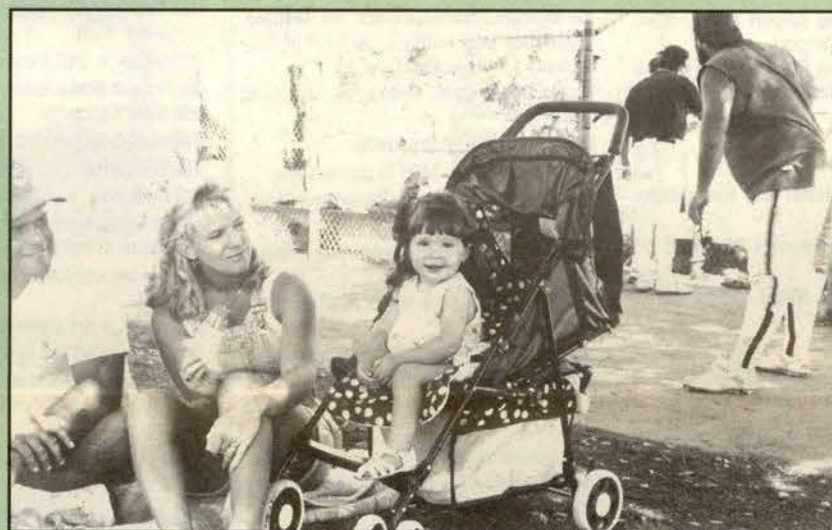
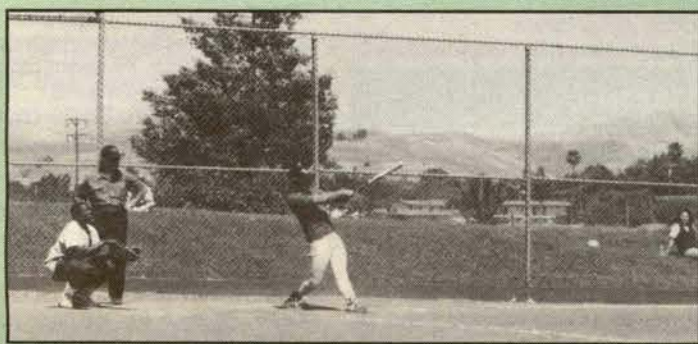
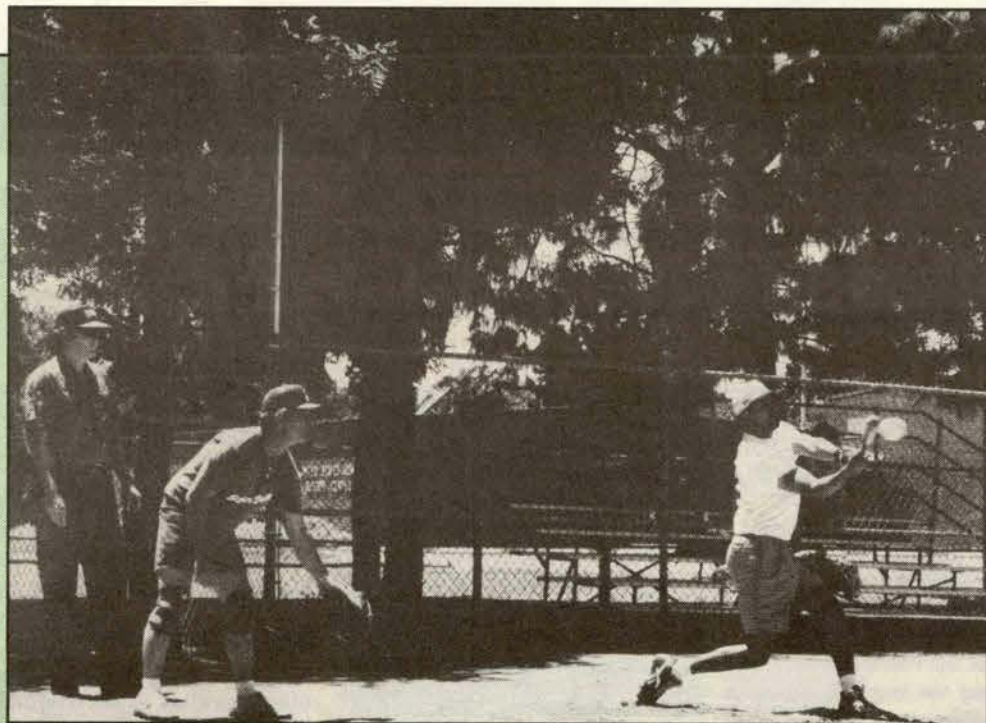


Class Men's "D" Second Place:  
J & R Janitorial



Class "35 & Over" Second Place:  
Concord A's





## 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







# Unfair to Labor!

## Please Don't Patronize



### Hotels, Restaurants & Theme Parks

**All Marriott Hotels** in California with the specific exception of the Marriott Hotel at Fisherman's Wharf in San Francisco, which is a union house.

**All non-union Kimpton Group** hotels and restaurants in California.

**Shilo Inns** at Corning, Yosemite, Delano, Mammoth Lakes, Diamond Bar, and Palm Springs Resort.

**Taco Bell:** All Taco Bell fast food outlets in California except those located in Santa Clara and San Benito counties.

### Contra Costa County

**Days' Inn,** Richmond.

**Holiday Inn,** Walnut Creek.

**Lafayette Park Hotel,** 3287 Mt. Diablo Blvd., Lafayette.

**Scott's Bar & Grill,** Walnut Creek.

### Fresno County

**Holiday Inn Fresno Airport Hotel,** 5090 East Clinton at the airport.

**Holiday Inn Fresno Centre Plaza Atrium Hotel and Convention Center,** 2233 Ventura St. at Highway 99.

### Los Angeles Area

**Beverly Prescott Hotel and Rox restaurant.**

**The Sheraton Los Angeles Airport,** 6101 West Century Blvd.

**University Hilton Hotel,** 3540 South Figueroa St.

### Monterey Area

**Asilomar Conference Center,** Pacific Grove.

**Casa Munras,** Fremont and Munras, Monterey.

**Doubletree Inn,** 2 Portola Plaza, Monterey.

**Days Inn,** 1400 Del Monte Blvd., Seaside.

**Monterey Plaza,** 400 Cannery Row, Monterey.

**Sheraton Hotel,** 350 Calle Principal, Monterey.

### Napa

**Napa Elks Lodge No. 832** bar and restaurant, 2480 Soscol Ave., Napa.

**Napa Valley Lodge,** 2230 Madison St., Yountville.

### Oakland

**Scott's Restaurant,** 73 Jack London Square.

### Oxnard

**Opus I Restaurant,** in the Embassy Suites Hotel.

**Oxnard Financial Plaza Hilton Hotel,** 600 Esplanade Drive.

### Sacramento Area

**Andiamo!,** 3145 Folsom Blvd.

**Auburn Joe's,** 13480 Lincoln Way, Auburn.

**All Black Angus.**

**California Fats,** 1015 Front St., Old Sacramento

**All Chevy's.**

**Courtyard,** 10683 White Rock Rd., Rancho Cordova.

**All Days Inns.**

**Delta King,** 1000 Front St., Old Sacramento.

**All Denny's.**

**Discovery Inn,** 350 Bercut Drive.

**Distillery,** 2107 "L" St.

**All Eppie's Restaurants.**

**Fox and Goose,** 1001 "R" St.

**Frank Fat's,** 806 "L" St.

**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!**

**Frasinetti Winery & Restaurant,** 7395 Frasinetti Rd., Florin.

**Fat City Bar & Cafe,** 1001 Front St., Old Sacramento

**Fulton's Prime Rib Inn,** 906 Second St., Old Sacramento.

**Harbor Inn,** 1250 Halyard Dr., West Sacramento.

**Hoffman's,** formerly the Club, 808 "O" St.

**Hyatt Regency Hotel,** L Street between 12th and 13th Streets opposite Capitol Park.

**Limelighter Bar, Restaurant & Card Room,** 1014 Alhambra Blvd.

**All Lyons.**

**All Marriott Courtyards** and **All Marriott Residence Inns** within jurisdiction of Sacramento Central Labor Council.

**Max's Opera Cafe,** Arden Fair Shopping Center.

**Melarky's,** 1517 Broadway.

**Palomino Room,** 3405 El Camino Ave.

**Red Lion Inn,** 2001 West Point Way, Sacramento.

**Residence Inn,** 1530 Howe Ave., Sacramento.

**Rodeway Inn,** I-80 & Wyatt Avenue, North Highlands.

**Sacramento Capitol Club,** 400 Capitol Mall, Suite 600

**Sacramento Inn,** Arden Way at Interstate 80, Sacramento.

**Sacramento Joe's,** 2052 Sacramento Blvd.

**Sheraton Sunrise Hotel,** Sunrise Blvd. at Highway 50.

**Shot of Class,** 1020 11th St.

**All Sixpence Inns.**

**The Nut Tree and Coffee Tree,** Vacaville between Sacramento and San Francisco on Interstate 80.

**Vagabond Inn,** 909 3rd St.

**Vince's Restaurant & Bar,** 840 Harbor Blvd., West Sacramento

### San Diego Area

**Anthony's Restaurants,** 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.

**Bali Hai Restaurant,** 2232 Shelter Island Dr., San Diego.

**Hob Nob Restaurant,** 2271 First Ave., San Diego.

**San Diego Princess** (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

**Tom Ham's Light House,** 2150 Harbor Island Dr., San Diego.

### San Francisco

**Alfred's,** 886 Broadway.

**Alioto's No. 8,** Fisherman's Wharf.

**Bellevue Hotel.**

**Benihana of Tokyo,** 1737 Post St.

**Campton Place Hotel,** 340 Sutter St.

**Emporio Armani.**

**Ernie's,** 847 Montgomery St.

**Fisherman's Grotto No. 9,** Fisherman's Wharf.

**Galleria Park Hotel,** 191 Sutter St.

**Harbor Court and Harry Denton's Bar and Grill,** 165 Stuart St.

**Jack in the Box,** all locations.

**Juliana Hotel,** 590 Bush St.

**Liberte** (Elka Gilmare's Liberte.)

**The Mandarin,** Ghirardelli Square.

**The Mandarin,** Ghirardelli Square.

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### Manufacturing

**Chir-Hit Displays,** Santa Clara County.

**Color & Design Exhibits,** San Jose

**Diamond Walnut Co.,** Stockton: all products

**Gaffers & Sattler products.**

**Goehring Meat Co.,** Lodi.

**Louisiana-Pacific Corp.,** all products.

### Printing

**Petaluma Argus Courier.**

**San Francisco Bay Guardian.**

**Vallejo Times-Herald.**

**New York Times** (Northwestern Edition).

### Theaters

#### Santa Cruz Area

**Twin I & II Theaters,** Aptos.

#### San Francisco

**Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue** (all United Artists) and **Cinema 21 and Empire** (Syufy)

#### Sacramento Area

**Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters** (Syufy); **State Theater; Sacramento 6 Drive-In.**

#### Orange County

**All United Artists Theaters** in Orange County.

**All Freedman Forum Theaters** in Anaheim; **Cinemaland Theater,** Anaheim; **Brookhurst-Loge Theater,** Anaheim.

**Valley View Twin Cinemas,** Cypress; **Family Four Cinemas,** Fountain Valley; **Fox Fullerton,** Fullerton.

**Syufy Cinedome, Stadium Drive-In and City Cinemas,** all in Orange; **Villa Theater,** Orange; **Miramar Theater,** San Clemente; **Broadway Theater,** Santa Ana; **Stanton Theater,** Stanton.

### Others

**Armstrong Painting & Waterproofing** of San Francisco and its entities, including **Armstrong Kitchens, Armstrong Construction, Armstrong Painting, and Armstrong Roofing.**

#### Automotive, Sacramento area:

**Mel Raption Honda.**

**All Paul Snider dealerships.**

**Swift Auto World.**

#### Automotive, San Francisco area:

**British Motor Car Distributors, Ltd.,** 901 Van Ness Ave.

**European Motors,** 950 Van Ness Ave.

**German Motors Corp.,** 1765 California St.

**Royal Motor Sales,** 280 South Van Ness Ave.

**San Francisco Auto Center,** 2300 16th St.

**San Francisco Honda,** 10 South Van Ness.

#### Automotive, San Jose area:

**Stevens Creek Acura.**

**Bank of America:** all branches and services.

**Circuit City stores** at 4080 Stevens Creek Blvd., San Jose; 1825 Hillsdale Ave., San Jose, and 1250 Grant Rd. Mountain View.

#### Concrete, Sacramento area:

**Dixon Ready Mix,** Dixon; **Livingston's Concrete,** 5416 Roseville Rd., North Highlands; **Trinco Ready Mix,** 2700 Athens Ave., Lincoln.

**Costco Wholesale Warehouse** grocery outlets at 1600 Coleman Ave., Santa Clara, and 1900 South 10th St. San Jose.

**Dick's Rancho,** Rancho Cordova.

#### Glass, Sacramento area:

**Arrow Glass, Country Club Glass, Del Paso Glass, Fine Glass, Golden West Glass,** all locations; **Kinzel's Glass,** Carmichael; **Sam's Auto Glass, River City Glass, Victor Glass.**

**Grand Autostores** and service centers along with **PACCAR, Inc.,** the parent company, throughout Northern California.

**Hertzka and Knowles,** San Francisco, architects.

**K-Mart,** statewide.

**Keystone Company** restaurant supply, San Jose.

**Montgomery Ward** in Redding.

**Mervyn's** in Ventura.

**Norbert Cronin & Co.,** insurance agents, San Francisco.

**Non-union Iceberg Lettuce.**

**Raley's Food Market,** Oakhurst, Madera County.

**Sam's Club** warehouse outlet stores along with all **Wal-Mart** stores.

**Sears Roebuck,** all California outlets.

**Shoreline South Convalescent Hospital,** Alameda.

**State Farm Mutual Auto Insurance Co.,** statewide.

**SuperCuts:** all SuperCuts salons in California.

**Wal-Mart:** all stores in California, along with all **Sam's Club** warehouse outlets owned by the same corporations.

**Whole Food Market,** 200 Telegraph Ave., Berkeley.

#### Signs, Sacramento area:

**Ellis Signage-Graphics, Fleming Silk Screen, House of Signs, and River City Signs,** all in Sacramento; **Young Electric Sign Co.,** West Sacramento.

#### Signs, San Francisco area:

**Thomas Swan Sign co.,** 1117 Howard St., San Francisco.

# Honor Labor's Boycotts



# Membership grows, and so do the challenges!

By Orville Owen

**M**embership in Local 1245's Retirees Club continues to grow. After the annual membership dues notification letters, our retiree membership grew to 540 active retired members.

We now have three organized chapters conducting monthly business and social meetings for the purpose of keeping ourselves updated and in touch with the needs of our working brothers and sisters, our local union, the labor movement in general and senior citizens across our great country.

Many of our retirees attend and participate in local affiliates of the Federation of Retired Union Members (FORUM), local labor councils and various local seniors citizens organizations.

Many of our retirees keep themselves updated by monthly communications they receive from the national

Council of Senior Citizens, Congress of California Seniors, labor councils and state and county senior programs, and of course the Utility Reporter.

Communications among our active members and retirees of Local 1245 is paramount now! The companies who employ our current active members and where retirees retired from continue to downsize or merge with other utilities or industries. 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!



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, Watie Anthney, Richard Murphy, Orv Owen and Jack Hill.

## Time to restructure long-term care

By Ted Ruhig

**W**hile 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 bound to increase greatly, what with a general population expansion accentuated by an ever-increasing individual longevity.

Long-term care is the greatest health concern of most seniors—whether they ever have to avail themselves or not. With the present system of long-term care, inadequacies cause a great deal of dissatisfaction. One sign of this dissatisfaction may be reflected in the major increase in the suicide rate among the elderly. The 1980s became the first decade since the 1940s to witness an increase in the elderly suicide rate. By the 1990s, this suicide rate among people aged 65 and older was 20.6 deaths per 100,000 elderly—the highest of all population groups.

Within the ranks of the elderly, the population expansion that is the most evident is the 85-plus age group. And this group of increasingly fragile elderly is also the most

likely to use long-term care.

What these fragile old will need the most is assisted living help in some form. Family members now provide 80% of such care, but the ratio of the frail elderly to middle-aged people is expected to rise 75% by 2030. Additional resources, not cuts and slashes, will be needed to bridge the widening gap.

The California Association of Area Agencies on Aging is leading a campaign for a model long-term care state program. The campaign's goal is that "by the beginning of the 21st century all Californians who are functionally disabled will have access to a wide range of options for community-based, long-term care services, enabling them to live in their local community with independence and dignity." Surely not too much to expect at the end stage of one's life.

(Ted Ruhig is a senator in the California Senior Legislature.)

## The cost of corporate welfare

**W**hile 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 totalling \$167.2 billion—\$1,388 for each taxpayer—this year, benefitted corporations. By contrast, Aid to Families with Dependent Children and other forms of social welfare like food stamps and housing assistance, cost \$50 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.

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.



IBEW  
Local  
1245



Retirees Corner

## Throw them out

The UC Berkeley School of Health suggests discarding medicines you don't need, which might include the following:

- Prescription drugs you didn't use up. Get rid of outdated ones, too.

- Iodine, hexylresorcinol, Merthiolate, Mercurochrome, and similar products. These are not effective disinfectants and can burn skin.

- Hydrogen peroxide. This old standby for "cleansing" can actually damage skin and retard healing. Water is better.

- Stimulant laxatives (such as Ex-Lax). A diet rich in fruits, vegetables, and whole grains, plus plenty of fluid daily, will keep you from needing stimulant laxatives, which may be habit-forming.





### 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)

### Suspenders

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

### Stadium Jacket

Silver, Red  
(Specify front or back logo)  
S/M/L/XL/2XL: \$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)



### Jacket

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

# IBEW LOCAL 1245 UNION SHOPPER



### 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  
~~\$22.50~~ Now only \$15!  
+\$2.50 shipping



### T-Shirt

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

### 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  
~~\$19.50~~ Now only \$15!  
+\$2.50 shipping

### IBEW Women Charm

14K Goldplated  
~~\$8.00~~ Now only \$5!  
+\$0.55 shipping

### Lineman Pin

Goldtone  
\$5.00  
+\$0.55 shipping

✂ Please cut here ✂

## Order Form

Quantity	Item	Color	Size	Price	Shipping	Total
1.						\$
2.						\$
3.						\$
4.						\$
5.						\$
Ship To:						GRAND TOTAL \$
Name		Address		City/State	Zip	Phone #

Mail completed form with check or money order payable to:  
IBEW Local 1245  
c/o Office Manager  
PO Box 4790  
Walnut Creek, CA 94596



# 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:**

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



## LABOR STUDIES CLASSES

### City College of San Francisco Labor Studies Program

Fall Semester, 1995

(415) 267-6550

Classes begin August 22, 1995

All classes are at Downtown Campus, 800 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, 7-10 pm  
What it is, how it got that way, how it works.  
Instructor: Hart

#### Labor 72: Labor Law (3 units)

Wednesdays, 7-10 pm  
State and federal labor 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

Women in the global workforce.  
Instructor: Lee

#### Labor 90A: 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 93A: Labor in Literature & Arts (3 units)

Wednesdays, 7-10 pm  
Labor drama and song production workshops  
Instructor: Shields

#### Labor 104: Peer Counseling in the Workplace (1 unit)

Saturdays, Oct. 7 & Nov. 18  
9 am-5 pm  
600 Howard St., 3rd floor  
For anyone who counsels people at work. Peer counseling and referral techniques.  
Instructor: Ryan

### Laney College Labor Studies

Fall Semester, 1995

(510) 464-3210

Classes begin August 24, 1995

All classes at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$13/unit for undergraduates, \$50/unit for people with BA degrees, plus a \$2 Student Center Fee. Some tuition assistance may be available.

#### LS 14: Grievance Handling & Arbitration (3 units)

Mondays, 7:00-10:00 pm  
Identifying, prearing and presenting grievances; negotiating solutions to workplace disputes, with arbitration as the final step.  
Instructor: Albert Lannon

#### LS 30: Labor Law (3 units)

Tuesdays, 7-10 pm  
The legal framework for the right to organize and bargain collectively; union, employee and employer rights in the public and private sectors.  
Instructor: Bill Sokol

#### LS 10: American Labor Movement--History & Structure (3 units)

Wednesdays, 7-10 pm  
The history, struggles and structure of the labor movement; how it came to be what it is and how it works, current issues.  
Instructor: Albert Lannon

#### LS 48GA: Organizing Across Borders: Unions in the Global Economy (3 units)

Thursdays, 7-10 pm  
Building solidarity to take on multinational corporations. unions in other countries; using the internet.  
Instructor: Ellen Starbird

#### SHORT TERM SAT. CLASSES

#### LS 202: Union Organizing (1 unit)

Saturdays, Sept. 16, 23, 30  
9 am-4 pm  
Employee rights, NLRB procedures, current winning strategies.  
Instructor: Joanne Jung

#### LS 210: Assertiveness Training (1/2 unit)

Saturday, Oct. 7  
9 am-6 pm  
Finding common ground and coalition-building to strengthen unions and community groups.  
Instructor: Aliyah Stein

#### LS 248GA: Union Administration Workshop (1 unit)

Saturdays, Oct. 21, 28, Nov. 4  
9 am-6 pm  
Basic budgeting and accounting for unions, government reporting requirements, introduction to computers.  
Instructor: Hank Levy



### San Jose City Coll. Labor Studies

Fall Semester, 1995 (510) 464-3210

Classes begin Sept. 6, 1995

#### LS137: Workers' Rights (1 unit)

Wednesdays, Sept. 6 - Oct. 4  
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: Contracts & Grievances (1 unit)

Wednesdays, Oct. 11 - Nov. 8  
6:30 pm-9:20 pm  
Gain a basic understanding of the union contract. Learn how grievances are defined and processed. Techniques of investigation and grievance presentation will be taught. Guest arbitrator will explain standards used in deciding discipline cases.

#### LS 137: Negotiations & Dispute Resolution (1 unit)

Wednesdays, 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.

**Learn about Labor!**

### San Francisco State Labor Studies

Fall Semester 1995

(415) 338-2885

Classes begin Aug. 28, 1995

#### Labor 250: 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

#### Labor 423 Affirmative Action (3 units)

Saturdays, Aug. 26, Sept. 9, 16, 23, 30, Oct. 7, 14, 21, 28, Nov. 4.

9 am - 1 pm  
Analysis of affirmative action programs. How to do they work? What is the legal background? Have they been effective? The current debate and where we may be headed in the future.  
Instructor: Tanya Russell

#### Labor 450 Organizing in the Workplace (3 units)

Tuesdays  
7 - 9:45 pm  
Introduction to workplace organizing. Strategies, tactics, the law, issues to organize around, etc.  
Instructor: Albert Lannon

#### Labor 500: Labor and Government (4 units)

Wednesdays, 6:10-9:50 pm  
Labor-government relations at local, state and national levels. Labor's political action and government response.  
Instructor: Wayne Bradley

#### Labor 510: Labor Economics (3 units)

Tuesdays, Thursdays  
9:35 - 10:50 am  
Problems of labor: unemployment, hours, wages, industrial disputes.  
Instructor: Don Mar

#### Labor 677: Current Local Labor Issues (1 unit)

Mondays, Sept. 18, 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/boycotts involving Bay Area unions and their impact on the community.  
Instructor: Walter Johnson

#### Labor 699: Special Study (1-3 units)

Topics determined through discussion with instructor.  
Instructor: Brenda Cochrane