

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
August 1995  
Vol. XLIV No. 8

# UTILITY REPORTER

'Teamwork' Act  
Page 11

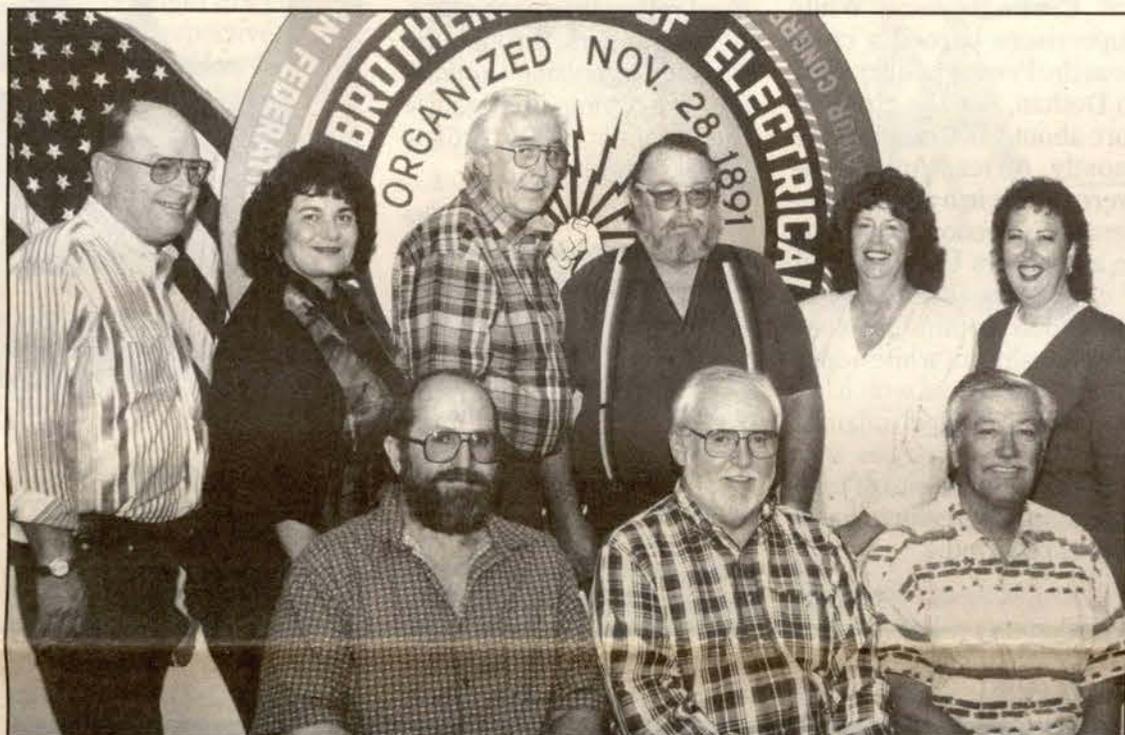
## New Local 1245 Executive Board sworn in

**T**he officers and Executive Board members of Local 1245 were sworn in July 5 at union headquarters in Walnut Creek, Ca. to begin three-year terms in office.

Officers taking the oath were Business Manager/Financial Secretary Jack McNally, President Howard Stiefer, Vice President Jim McCauley, Recording Secretary Ed Mallory, and Treasurer Mike Davis.

Taking the oath for Executive Board were Northern Area representative Kathy Tindall, Central Area representative Debbie Mazzanti, Southern Area representative Chris Habecker, and Member-at-Large A.G. "Tube" Dudley.

Administering the oath of office was IBEW International Rep. Charles Silvernale.



EXECUTIVE BOARD

Local 1245 officers and Executive Board members are (seated, from left) President Howard Stiefer, Business Manager Jack McNally, and Vice President Jim McCauley; (standing, from left) Recording Secretary Ed Mallory, Kathy Tindall, Treasurer Mike Davis, A.G. Dudley, Chris Habecker and Debbie Mazzanti. They were sworn in at local union headquarters in Walnut Creek, Ca. on July 5. (Photo: Austin W. Lea II)

## Blakemore believes in union's mission

**A**nybody who wants to know what good there is in having a union can ask Ron Blakemore. He can give you an answer in dollars and cents.

When Blakemore went to work for PG&E as a groundman in 1965, electric crew foremen were making about \$220 a week. Blakemore made about half

that amount as a groundman. But wage scales at PG&E grew steadily, and when Blakemore retired as an electric crew foreman in 1993 he was making over \$1,000 a week.

Blakemore believes in his union, and as a member of the Local 1245 Executive Board for the last 15 years, he's had an opportunity to help guide his union through good times and bad. But this year, Blakemore decided it was time to step aside. When the new Executive Board was sworn in last month, for the first time in a long time Ron Blakemore wasn't one of the people taking the oath.

He leaves the E-Board as fervently pro-union as when he joined it.

"This local, in my opinion,

is probably the most progressive local in the entire brotherhood. Everybody seems to be going the same direction," says Blakemore.

"And you have to give Jack McNally all the credit in the world for that. He surrounds himself with great people, people who do their jobs and do them well."

Blakemore said the recent skirmishes with PG&E over downsizing was strong evidence that the union was doing its job.

"I don't think anybody thought we'd ever come out of that. But we did," says Blakemore. "I think you have to say that that's Jack's leadership."

See PAGE FIVE

## Contenders for top post

AFL-CIO Sec.-Treas. Tom Donahue and Service Employees President John Sweeney are vying to replace Lane Kirkland as President of the AFL-CIO.



Donahue

Donahue has pledged "vigorous leadership" in the fight to improve workers'



Sweeney

lives. Sweeney has promised to "reinvigorate the labor movement at every level." Delegates to

the AFL-CIO convention in New York this October will decide the winner.



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## CALENDAR

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

August 26  
Lineman's Rodeo  
Sacramento, Ca.

September 4  
HAPPY LABOR DAY



Blakemore

### UTILITY REPORTER

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#### Business Manager & Executive Editor

Jack McNally  
**President**  
Howard Stiefer  
**Executive Board**  
Jim McCauley  
E. L. "Ed" Mallory  
Debbie Mazzanti  
Chris Habecker  
Kathy F. Tindall  
Andrew G. Dudley

#### Treasurer

Michael J. Davis

#### Communications Director

Eric Wolfe

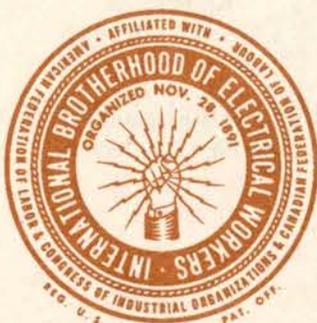
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### Workers here and abroad

## Rolling the union on . . .

**Postal Protest:** More than 5,000 postal workers rallied in Washington in May to oppose Congressional attacks on postal and federal employees, and to protest the failure of the US Postal Service to negotiate a reasonable contract.

**Cross Burning:** White supervisors burned a cross near the Perdue poultry plant in Dothan, Ala. the night before about 1,000 employees—mostly African-American—were to vote in a union representation election. According to a Laborers Union official, the cross was burned by an anti-union committee composed mainly of white supervisors. The union, which lost the vote, has filed unfair labor practice charges over numerous incidents of management lawbreaking, Labor Notes reported.

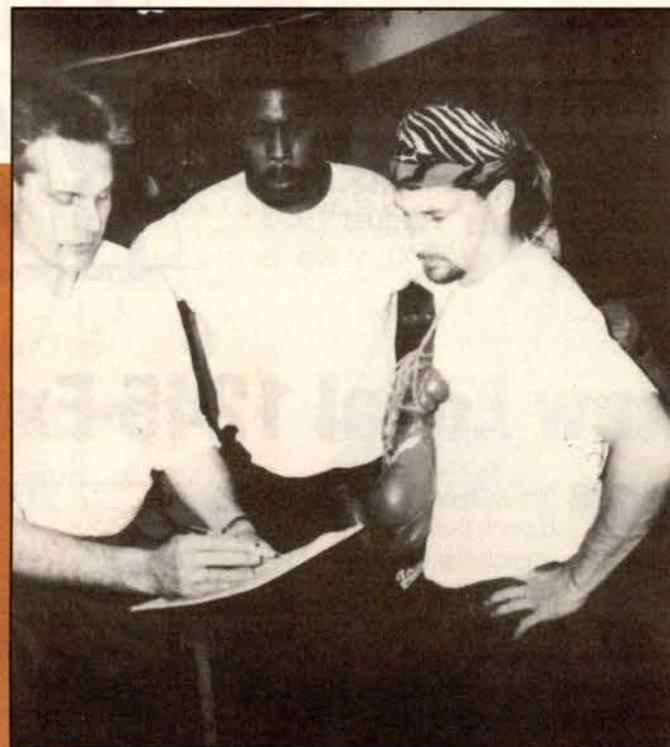
**That's Cold:** On Take our Daughters to Work Day, the Structural Dynamics Research Corp. gave Bill Means'

eight-year-old daughter a lesson in workplace power. Without warning, it fired Means, part of a corporate downsizing, escorting him and his daughter out of the office at mid-day.

**Put 'em Up:** This time boxers will take on management rather than each other. Activist boxers, through the Boxing Organizing Committee, are trying to organize the nation's 1,200 professional boxers.

**Dangerous Job:** The most dangerous job in 1993 was fishing, Labor Notes reported. According to the Bureau of Labor Statistics, 155 of every 100,000 commercial fishers were killed, while the average for the entire workforce that year was five of every 100,000.

**Under Arrest:** The International Labor Organization (ILO) strongly condemned Nigeria for gross violations of world labor stan-



**FIGHTERS ORGANIZE**  
Former middleweight boxer Paul Johnson talks to boxers at a gym about unionizing.

dards on freedom of association and forced labor. Five union leaders are known to be under arrest, with other in hiding. John Joyce, president of the Bricklayers union in the US, said Nigeria's military regime refuses to recog-

nize the right to organize and replaces elected trade union leaders with hand-picked administrators.

**Volunteers?:** Despite 30 years of prodding by the International Labor Organization, there still are no unions in the true sense of the term in Burma, where workers are forced to work on government projects without pay. The government amazingly claims these workers volunteered to work for nothing.

**Unions' Vital Role:** Even that custodian of world capital, the World Bank, is now saying that unions have a vital role to play in helping countries achieve economic prosperity. "Free trade unions are a cornerstone of any effective system of industrial relations that seeks to balance the need for enterprises to remain competitive with the aspirations of workers for higher wages and better working conditions," the Bank recently noted.

**Helms' Cuts:** Vital role or not, Senator Jesse Helms (R-NC) has proposed ending US participation in the International Labor Organization, which promotes union rights around the world. The US currently spends about \$64 million annually to support the ILO.

### APPOINTMENTS

#### PACIFIC GAS & ELECTRIC COMPANY

**Billing Issues Title 8 Committee**  
Charles Adams  
Linda Bostic  
Shirley Roberts

**Call and Credit Center Title 8 Committee**  
Steve Starling

**Customer Information and Service Title 8 Committee**  
Rod Trunnell  
Carol Turk  
Jeffrie Van Hook

**Controllers Title 8 Committee**  
Sandy Dong  
Shirley Henry  
Carrie Matthews  
Mary Wise

**Diablo Canyon Power Plant Title 8 Committee**  
Kim Fredrickson

James Grady III  
Sharon Gripp  
John M. Jacobsen  
Jeff Knisley  
Dan Lockwood  
Mike Haentjens

**Distribution Operators Title 8 Committee**  
Al Caress  
John Coates  
Greg McBee  
Mike Noard  
Harold Friemark

**Field Service Title 8 Committee**  
Bryant Bolen  
Rene Cederquist  
Ed Dwyer  
Joe Johnson  
Robert Olsen  
Robert Quinn  
Rod Trunnell  
Mike Woodward

**General Office Building Department Title 8 Committee**  
Larry Dickinson

Kevin Martinez  
Gary Maschio

**Grid Maintenance & Construction Title 8 Committee**  
Pat Barre  
Al Collier  
Al Graves  
Scott Lombardi  
Gary Outlaw  
Rex Shoulet

**Hydro Title 8 Committee**  
Wayne Fippin  
Craig Hill  
Terry Marymee  
Thomas Moore  
James Sigmen  
Raymond Smith  
Judy Stangelan  
Sam Tamimi

#### CONFERENCES/CONVENTIONS/SCHOOLS

**Seventh Annual Summer School for Union Women**  
Mary Contaxis  
Dana Massuk

## Al Sandoval winning essay

# What do high school students think of labor unions? Ask 'em!

*(Editor's note: The winner of this year's Al Sandoval Scholarship essay contest is Adrienne M. Chappelle, daughter of Sierra Pacific Power employee David Chappelle, a union member since 1968. Adrienne attended Portola High School. Contestants were asked to write on the topic: What do high school students think of labor unions? Adrienne's creative approach to this topic is reprinted below.)*

By Adrienne M. Chappelle

**W**hat do high school students know about labor unions? What are their opinions regarding labor unions? Would high school students want to join one when entering the work force?

A search of this topic on the University Interlock Computer Network revealed no data existed in major publications. To understand how high school students view unions, I devised a questionnaire. All students at my high school took the survey in either a history or government class.

What do students think of labor unions? Twenty-three percent felt that they had such a lack of union knowledge that they could not answer the question. One percent had negative comments. The majority at 76 percent felt that unions were good.

The reasons given show the majority have a good knowl-



edge of labor unions' purpose and function. Students have strong opinions regarding labor unions. Some student responses revealed that they knew that unions protected labor rights and working conditions. They also knew about the existence of a grievance procedure in combating unfair treatment and labor disputes.

Students often cited worker protection clauses in labor contracts. Some responses were direct, such as "they don't let the boss take advantage of you." Students realize that situations in the workplace are not always fair and that union representation is an asset.

The majority of student responses involved wages, benefits, and collective bargaining. Students realize that union-negotiated wages and benefits are desirable. As one put it, "unions get you what you deserve."

Students are aware of the concept that there is strength in numbers. They expressed the advantage of having a

voice and being a part of an organization that had representation and power. One student's answer could represent the majority when they said, "a union is like a family of workers who stick together."

How do students feel about belonging to a labor union when they join the work force? Thirty-eight percent said they did not know enough about unions to give an answer, or that they planned to be either self-employed or in a profession that did not require a union. An insignificant number said that they had no interest in joining a labor union. The majority at 62 percent said that they want to be union represented. Many reasons stated were the same as why they thought unions are good. In addition, training and job placement were mentioned. Other comments indicated that there is respect in being a union member.

A significant number of students want to learn more about labor unions. This could be accomplished by local unions sending guest speakers to high schools and speaking on the purpose and function of labor unions. Today's students are tomorrow's work force, and informed students can make intelligent decisions.

I realize that the standard of living that my family and I enjoy is the result of hard work and sacrifice from past and present union members, and for that, I am grateful.

**Students are aware of the concept that there is strength in numbers. They expressed the advantage of having a voice and being a part of an organization that had representation and power. One student's answer could represent the majority when they said, "a union is like a family of workers who stick together."**

## POINT OF VIEW

## Labor Day began as a celebration of unity

Jack McNally, IBEW 1245 Business Manager

On September 5, 1882, more than 30,000 working people marched down New York's fashionable Fifth Avenue in a remarkable display of unity.

It was the nation's first Labor Day parade.

There probably were no electrical workers on hand. The International Brotherhood of Electrical Workers wasn't even organized until 1891. But there were bricklayers, printers, blacksmiths, seamstresses, cigar makers, railroad workers and many other trades.

Why did they march?

Many carried signs reading "Eight Hours for Work—Eight Hours for Rest—Eight Hours for What We Will."

This was an era when people often worked 12 or 14 hours a day, six days a week. No overtime pay. No paid vacations. No paid holidays. No sick leave.

These workers knew that organizing to get the eight-hour workday was the first step toward creating a decent life, with time for family, for learning, for leisure.

Other marchers on that historic day 113 years ago carried signs reading "Strike with the Ballot."

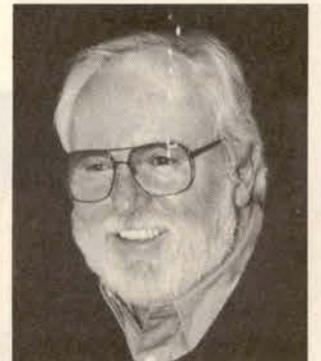
This was an era when unions were often brutally crushed, when elected officials authorized state militias to break up strikes. The Labor Day marchers were urging their fellow workers to use the vote to get rid of anti-worker politicians—to "Strike with the Ballot."

But the sign that went to the heart of the matter read: "Labor Will Be United."

In that era there was no AFL-CIO to unite all working people in common cause. Most unions were weak, and central labor councils were weaker still.

They marched together to show—and to build—unity.

By 1886, the year the American Federation of



Labor was organized, some unions had begun to win eight-hour days for their members. In 1894, Congress made Labor Day an official national holiday. Some pro-labor candidates were winning elections.

But employers fought back, and prevented most industrial workers from organizing. Industrial organizing didn't take hold until the 1930s, and many major industries weren't organized until the 1940s or 1950s.

Local 1245, for example, did not achieve a union contract covering all of PG&E until 1953. Since then, employee unity has empowered our union to negotiate the wages, holidays, vacation, sick leave, medical benefits, grievance procedures and other protections we enjoy today at PG&E and our other employers.

All of it was made possible because workers a century ago vowed that "Labor Will Be United."

The question today is, "Can Labor Stay United?"

Every protection we have won, every wage gain, every benefit, can be taken away—at the bargaining table or by Congress.

We strive hard to maintain cooperative relations with employers. But good relations are made possible because of our union's strength. And our strength is made possible by our unity of purpose. It was true for unions a century ago. It's still true today.

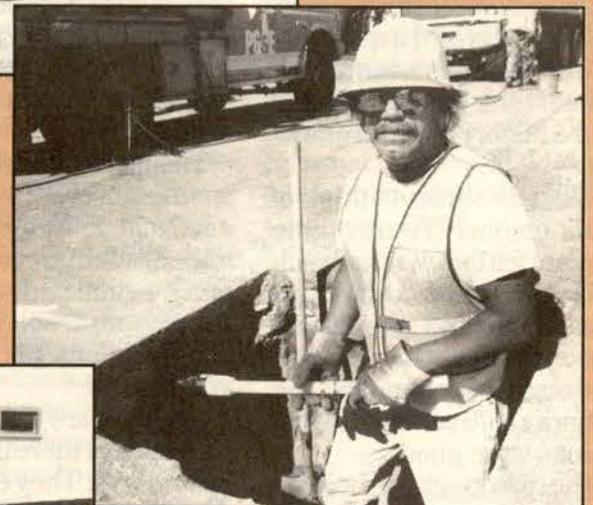
# Lining the main

PG&E crews have been at work on Irving Ave. in San Francisco this summer putting a new lining in the gas main. The project is designed to extend the life of the pipe.

Among those working on the project are Joe Kaiser, foreman; Frank Marengo, utility worker; Walt Lee, fieldman; and Wayne Lofing, backhoe operator.



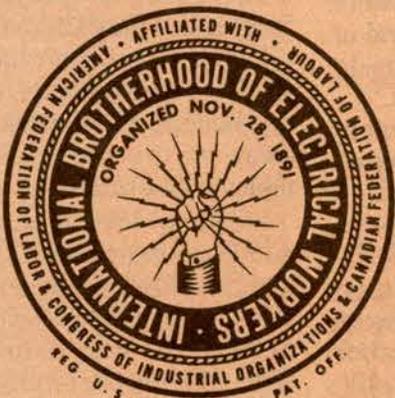
Backhoe operator Wayne Lofing.



Top: Crew members (from left) Joe Kaiser, 25 years in the union; Frank Marengo, 25 years; Walt Lee, 10 years; and Wayne Lofing, 28 years.

Above: Frank Marengo.

Left: Walt Lee signaling to Wayne Lofing.



# Women have new presence on union's Executive Board

The election of Debbie Mazzanti and Chris Habecker to the Local 1245 Executive Board in June has given the union's governing body a new look.

While women hold many positions of influence in the union—as unit officers, as stewards, and on staff—the Executive Board has recently had a distinctly male cast. But not now.

Members elected Mazzanti to represent the union's Central Area on the board. Habecker was elected to the Southern Area seat. Along with Northern Area incumbent Kathy Tindall, who won re-election, they give women new parity in top leadership posts.

Habecker and Mazzanti both bring substantial union credentials to their new positions.

Habecker hired on at PG&E in Bakersfield in 1975 as a meter reader—the first female meter reader there since World War II. In 1980

she became a customer service representative, and was recruited as a union steward in 1982.

She was elected chair of the Fresno unit in 1989 and has served on numerous union committees, including the general bargaining committee in 1990 and 1993.

Mazzanti, also a customer service representative, hired on in 1973 and worked in San Francisco in design drafting, the comptrollers department, and computer operations be-

fore taking a meter reading position in Berkeley. She went on to a customer service position in Oakland, served a stint in the warehouse, in the early 1990s, and came back to customer services in 1994.

"Having worked in both clerical and physical I think it gives me a better rounded view of operations out there," said Mazzanti, who lives in Alameda. One of her goals as an Executive Board member is "to try to break down the

walls between physical and clerical, Division and General Construction" and "to work on bringing all of the workforces together so that we can work on unity as a whole."

Mazzanti and Habecker both think that their presence on the Executive Board will make clerical issues more visible.

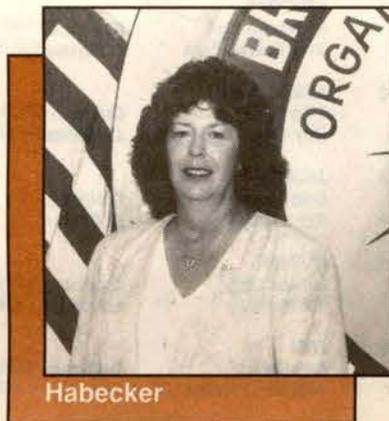
"I love the physical dearly," said Habecker, who last winter helped spearhead Fresno-area protests against reduc-

tions in the PG&E Customer Energy Services workforce. But she believes the time is right for increased clerical representation on the Executive Board.

"There's always an advantage to having a better cross-section of the members represented," added Mazzanti.

Habecker said she was excited at the prospect of being able to "make a difference."

Now she and Mazzanti will get the chance to do exactly that.



Habecker



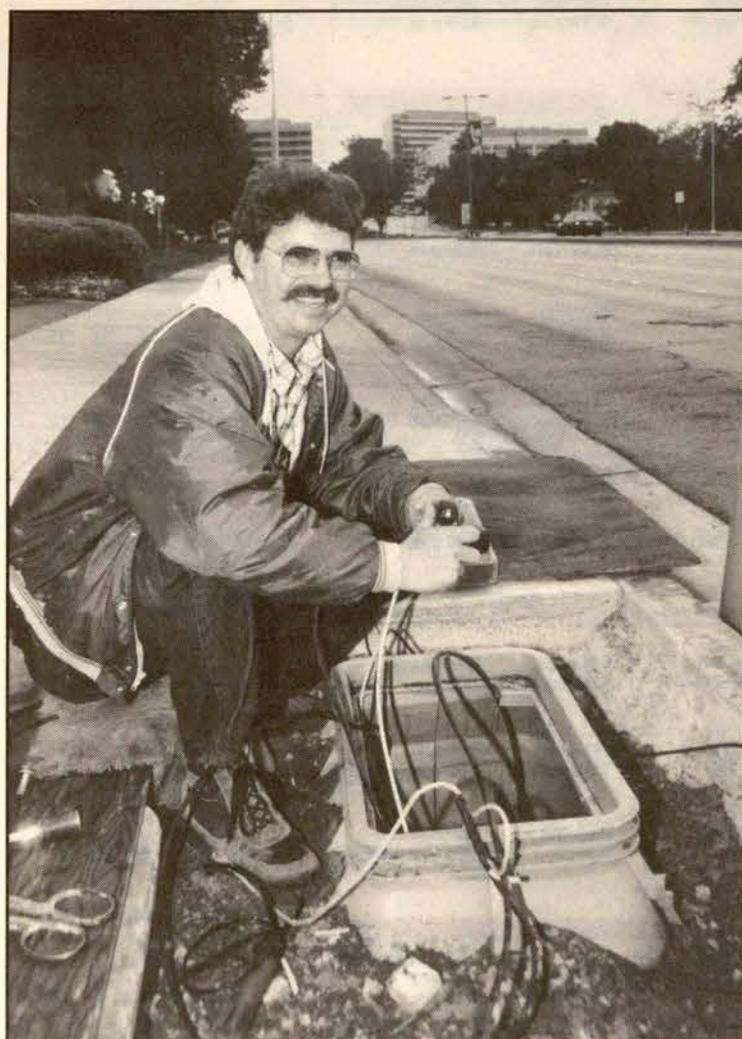
Mazzanti



Tindall

Photos: Austin Lea II

Women now hold the Southern, Central and Northern Area Executive Board seats



NEW STREET LIGHTS

PG&E lineman John Lytle, a 16-year union member, hooks up new street lights in Concord, Ca. (Photo: Eric Wolfe)

## Outgoing Executive Board member believes in local union's mission

From PAGE ONE

Blakemore was first appointed to the Executive Board in 1980. Although he was defeated in his first election bid, he was again appointed to the board and then ran successfully for re-election several times, representing the union's Central Area.

Hired in 1965

He started at PG&E in 1965 at the warehouse in Stockton, then took a groundman job in Mantica. From there he progressed to truck driver, then to apprentice, lineman, and electric crew foreman. Along the way he was picking up union experience as a shop steward and as vice chairman of his unit.

He retired in November 1993 under the Voluntary Retirement Incentive nego-

tiated by the union in the wake of PG&E's downsizing. Blakemore calls the VRI program "a real coup" for McNally and the union because it helped avert forced layoffs.

Blakemore has viewed a lot of treasurer reports during his years on the Executive Board, and he's convinced the membership is getting its money's worth.

And he only needs three words to explain why: "Wages and benefits."

"A lot of the young members think the benefits are part of PG&E's package," Blakemore notes. But as they become more familiar with how things really work, they learn that "all the 401K, the dental, the vision, the medical, is all negotiated by this local."

**Blakemore said the recent skirmishes with PG&E over downsizing was strong evidence that the union was doing its job.**

**"I don't think anybody thought we'd ever come out of that. But we did."**

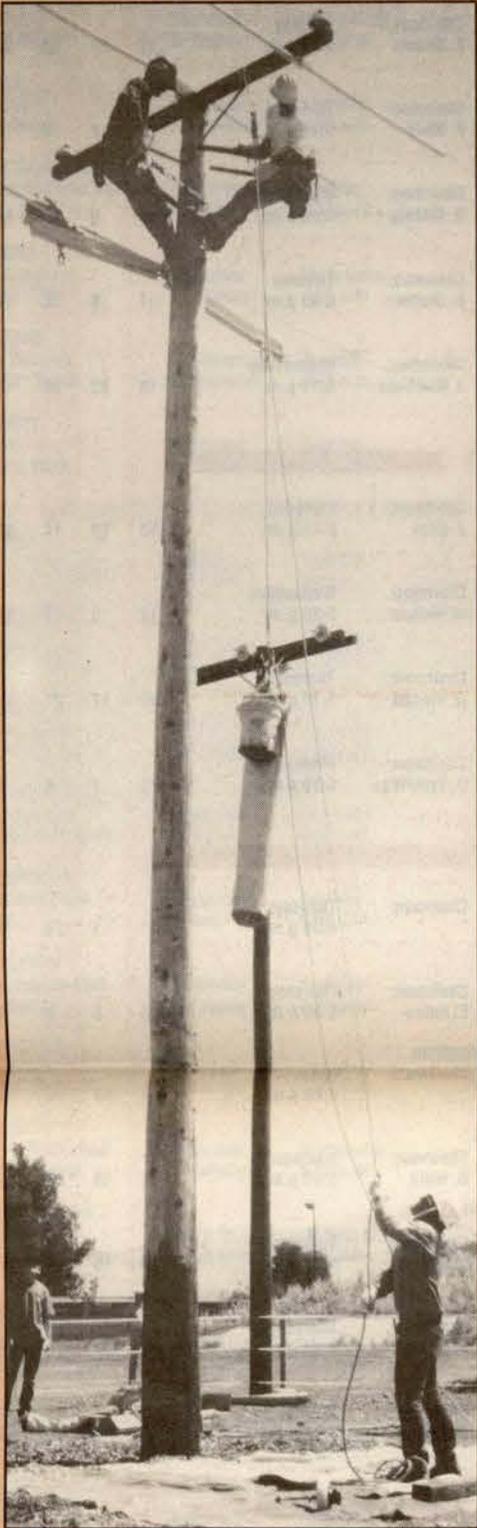
# UNIT MEETING SCHEDULE JULY - DECEMBER 1995

				Jul	Aug	Sep	Oct	Nov	Dec				
<b>SAN JOAQUIN</b>													
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	11	1	5	10	7	5				
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: E. Miranda	Wednesday 7:00 p.m.	12	16	13	11	15	13				
1118	CRANE VALLEY The Kettle 40251 Hwy 41	Chairman: R. Newton	Wednesday 6:30 p.m.	5	2	6	4	1	6				
1120	SELMA Ramona's Front Street	Chairman: P. Sandoval	Thursday 4:00 p.m.	13	10	14	12	16	14				
1122	MERCED IRR. DIST. Bakery Bob Hart Sq. Merced Square	Chairman: R. Telles	Tuesday 7:30 p.m.	11	1	5	3	7	5				
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.	12	9	13	11	8	13				
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.	10	15	12	10	14	12				
1129	AUBERRY Tony's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.	18	8	12	17	14	12				
<b>COAST VALLEYS</b>													
1211	SALINAS Amer. Legion Hall 14 W. Laurel Drive	Chairman: S. Lozano	Tuesday 5:00 p.m.	3*	8	5	3	7	5				
1212	MONTEREY La Fontana 2030 N. Fremont	Chairman: M. Oleata	Wednesday 5:00 p.m.	12	16	13	11	15	13				
1213	KING CITY Veteran's Bldg. 599 Bitterwater Rd.	Chairman: J. Sportsman	Thursday 4:30 p.m.	6	10	7	5	9	7				
1215	SAN LUIS OBISPO Margie's Diner 1575 Calle Joaquin	Chairman: N. Molar	Thursday 4:00 p.m.	13	10	7	5	9	7				
1216	SANTA MARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	11	8	5	3	7	5				
1217	TEMPLETON Amer. Legion Hall Templeton	Chairman: F. Teague	Tuesday 4:00 p.m.	18	15	12	10	14	12				
1218	MPTV CABLE La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.	11	15	12	10	14	12				
1219	HOLLISTER Paine's Restaurant 421 East Street	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	5	9	6	4	8	6				
1220	DIABLO CANYON Margie's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	12	9	6	4	8	6				
<b>PIPELINE</b>													
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: S. Jamison	Tuesday 5:30 p.m.	18	22	19	17	21	19				
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.	5	9	6	4	8	6				
1313	TOPOCK Recreation Room Park Moabi	Chairman: K. Feil	Thursday 4:45 p.m.		10		5		7				
<b>SANTA CLARA</b>													
1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.	13	10	14	12	9	14				
<b>SAN JOSE</b>													
1501	SAN JOSE CLERICAL San Jose Hyatt 1740 N. 1st Street	Chairman: B. Brill	Tuesday 6:30 p.m.	*	8	5	3	7	5				
1511	SAN JOSE PHYSICAL San Jose Hyatt 1740 N. 1st Street	Chairman: B. Brill	Tuesday 6:30 p.m.	*	8	5	3	7	5				
1512	BELMONT T.W.U. Local 505 1521 Rollins Road	Chairman: B. Quinn	Wednesday 5:30 p.m.	12	9	13	11	8	13				
1513	SANTA CRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Monday 6:00 p.m.	10	14	11	9	13	11				
<b>CITY OF OAKLAND</b>													
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman:	Thursday 5:00 p.m.	20	17	21	19	16	21				
<b>EAST BAY</b>													
2301	EAST BAY CLERICAL White Knight 3150 Pierce Street	Chairman:	Thursday 6:30 p.m.	13	10	14	12	9	14				
2311	OAKLAND Francesco's Hegenberger & Pardee	Chairman:	Tuesday 5:30 p.m.	11	1	5	3	7	5				
2314	HAYWARD/FREMONT 28827 Mission Fremont	Chairman:	Thursday 6:00 p.m.	13	10	14	12	9	14				
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: P. Mackin	Thursday 7:00 p.m.	13	10	14	12	9	14				
2317	ANTIOCH RiverTown Resource 301 W. 10th St, #2	Chairman: S. Calcusi	Wednesday* 7:00 p.m.	12	9	13	11	8	13				
2318	RICHMOND White Knight 3150 Pierce Street	Chairman: C. Jackson	Wednesday 4:45 p.m.	5	2	6	4	1	6				
<b>SAN FRANCISCO</b>													
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.	12	9	13	11	8	13				
2412	SAN FRANCISCO 4 Berry Street Embarcadero	Chairman: D. Walters	Wednesday 5:30 p.m.	5	2	6	4	1	6				
<b>STOCKTON</b>													
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:30 p.m.	13	10	14	12	9	14				
2512	ANGEL'S CAMP Mike's Pizza Hwy.49/MurphysGrade	Chairman: J. Sheridan	Wednesday 5:30 p.m.	5	2	6	4	1	6				
2513	JACKSON Gold Country Pizza 525 S. Hwy 49	Chairman: M. O'Brian	Tuesday 4:30 p.m.	3*	1	5	3	7	5				
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: A. Fortune	Wednesday 5:00 p.m.	12	9	13	11	8	13				
2516	LODI Angelina's 1420 W. Kettleman	Chairman:	Thursday 4:00 p.m.	6	3	7	5	2	7				
2517	SONORA Stuff Pizza Hwy 108 East	Chairman: D. Turnes	Tuesday 4:30 p.m.	11	8	12	10	14	12				
2518	MODESTO IRR. DIST. Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 4:30 p.m.	5	2	6	4	1	6				
<b>PACIFIC GAS TRANSMISSION</b>													
3021	SAND POINT PGT Office	Chairman: T. Anderson	Monday 5:00 p.m.		7	11	9	13	11				
3023	WALLA WALLA PGT Office	Chairman: B. Beaver	Wednesday 4:30 p.m.	12	9	13	11	8	13				
3024	REDMOND PGT Office	Chairman: K. Sorenson	Tuesday 5:30 p.m.	11	8	12	10	14	12				
3025	SPOKANE PGT Office	Chairman: S. Jordan	Thursday 5:00 p.m.	13	10	14	12	9	14				
<b>HUMBOLDT</b>													
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: A. Koppenberg	Tuesday 7:30 p.m.	11	15	12	10	14	12				
<b>SHASTA</b>													
3212	REDDING Big League Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	12	9	13	11	15	13				
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.	11	8	12	10	14	12				
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	13	10	14	12	16	14				
<b>CITY OF REDDING</b>													
3217	CITY OF REDDING Best Western 2300 Hilltop	Chairman: J. Kropholler	Thursday 5:30 p.m.	6	3	7	5	2	7				

# UNIT MEETING SCHEDULE JULY - DECEMBER 1995

NEVADA				Jul	Aug	Sep	Oct	Nov	Dec	SACRAMENTO				Jul	Aug	Sep	Oct	Nov	Dec				
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:00 p.m.	5	2	6	4	1	6	3011	SACRAMENTO REGIONAL TRANSIT Club 65 65th & Broadway	Chairman: L. Gill	Thursday 4:45 p.m.	13	10	14	12	9	14				
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: P. Lantis	Monday 5:30 p.m.	10	14	11	9	13	11	3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Wednesday 5:00 p.m.	5	2	6	4	1	6				
3314	SOUTH LAKE TAHOE Carrow's*	Chairman: P. Stahl	Thursday 5:30 p.m.	6	3	7	5	2	7	3812	VACAVILLE 541 Peabody Road Vacaville	Chairman: B. Semas	Monday 5:00 p.m.	17	21	18	23	20	18				
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	19	16	20	18	15	20	3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: K. Stice	Thursday 5:30 p.m.	6	3	7	5	2	7				
3318	ELKO Stockman's Hotel Elko	Chairman:	Tuesday 6:00 p.m.	11	8	12	10	14	12	3911	SMUD Ctrl. Labor Council El Centro & I-80	Chairman: G. Ritchie	Wednesday 5:00 p.m.	12	9	13	11	8	13				
3319	WELLS R.E.C. B and C Saloon Wells, Nevada	Chairman: C. Swett	Thursday 5:30 p.m.	20	17	21	19	16	21	3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman: G. Stoffer	Tuesday 6:00 p.m.	11	8	12	10	7	12				
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: H. Bartolomei	Wednesday 5:30 p.m.	19	16	20	18	15	20	3914	GEYSERS (SMUD/CCPA) LII Red Schoolhouse Bottle Rock Road	Chairman: J. Montrose	Wednesday 6:15 p.m.	19	23	20	18	22	20				
DESABLA																							
3411	CHICO Mtn. Mike's Pizza 1722 N. Mangrove	Chairman: M. Hamm	Thursday 7:30 p.m.	20	17	21	19	30	21	CITIZENS UTILITIES COMPANY				4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	13	10	14	12	9	14
3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 6:00 p.m.	5	2	6	4	8	6	4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	12	9	13	11	8	13				
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman:	Thursday 7:30 p.m.	6	3	7	5	9	7	4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	20	17	21	19	16	21				
DRUM																							
3511	AUBURN Moose Lodge Sacramento & High	Chairman:	Tuesday 6:00 p.m.	11	8	12	10	14	12	4015	BURNEY-CUCC Sam's Pizza Hwy 299 East	Chairman:	Wednesday 5:30 p.m.	5	2	6	4	1	6				
3512	ROSEVILLE Zorro's Pizza 1125 Orlando Plaza	Chairman: T. Bakkie	Monday 5:30 p.m.	10	14	11	16	13	11	TREE TRIMMERS				4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman:	Tuesday 4:30 p.m.	11*	1	5	3	7	5
3513	GRASS VALLEY The Office 102 Richardson St.	Chairman: T. Gilbert	Wednesday 6:00 p.m.	12	9	13	11	8	13	4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: E. Anton	Thursday 5:30 p.m.	6	3	7	5	9	7				
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: P. Flecklin	Thursday 4:30 p.m.	13	10	14	12	9	14	4412	CENTRAL COAST TREE TRIMMERS Amer. Legion Hall 8300 Prunedale N Rd	Chairman:	Friday 6:00 p.m.	14	18	15	13	17	15				
COLGATE																							
3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	5	2	6	4	1	6	4419	DAVEY TREE/REDDING Upper Crust Pizza 2727 Turn Creek Rd.	Chairman: B. Irwin	Wednesday 5:00 p.m.	19	16	20	18	22	20				
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	18	15	19	17	21	19	4420	DAVEY TREE/NAPA Pietro's 999 Trancas Street	Chairman: M. Linley	Tuesday 5:00 p.m.	18	15	19	17	21	19				
NORTH BAY																							
3711	MARIN COUNTY Zim's Restaurant Northgate Shop. Ctr.	Chairman: J. Findley	Thursday 5:30 p.m.	13	10	14	12	9	14	4422	ARBOR TREE The Players* Atascadero	Chairman: T. Bundy	Thursday 4:00 p.m.	20	17	14	12	16	14				
3712	SANTA ROSA Mary's Pizza Marlow & Piner	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	11*	1	5	3	7	5	4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:30 p.m.	19	16	20	18	15	20				
3713	EAST GEYSERS LII Red Schoolhouse Bottle Rock Road	Chairman: R. Runnings	Wednesday 6:00 p.m.	19	23	20	18	22	20	OUTSIDE LINE				4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: L. Thomson	Saturday 10:00 a.m.	15	12	9	14	11	9
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: M. Perez	Wednesday 7:30 p.m.	5	9	6	4	8	6	4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	12	9	13	11	8	13				
3715	LAKEPORT Senior Center 527 Konocli Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	4	8	5	3	7	5	Attend Your Unit Meetings!				Please Note: This list is being reprinted to show newly-elected Unit Chairs. Meeting dates, times and locations often change, so check this listing for the most current information.									
3716	NAPA/VALLEJO Mary's Pizza Jefferson St. Napa	Chairman: J. Kent	Thursday 7:00 p.m.	6	3	7	5	2	7														
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	20	24	21	19	23	21														
3718	WEST GEYSERS Sergio's Restaurant Healdsburg Avenue	Chairman: A. MacLean	Tuesday 6:30 p.m.	18	22	19	17	21	19														

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RODEO!

August 26, 1995  
Sacramento, Ca.



Above: Last year's Lineman's Rodeo champions Greg Smelser, Jim Clamp and Jim Baird of the Sacramento Municipal Utility District.

**\$2.1 million goal for PG&E**

**United Way pledge: 'Together We Can'**

**L**ocal 1245 this year continues its support of the United Way campaign at Pacific Gas and Electric Co. Business Manager Jack McNally named Norma Ricker to represent Local 1245 on the employee steering committee for the campaign at PG&E.

The committee selected "Together We Can" as the theme for this year's campaign, and set the campaign goal at \$2.1 million.

Proceeds of the campaign are distributed among United Ways and nonprofit organizations throughout PG&E's service territory.

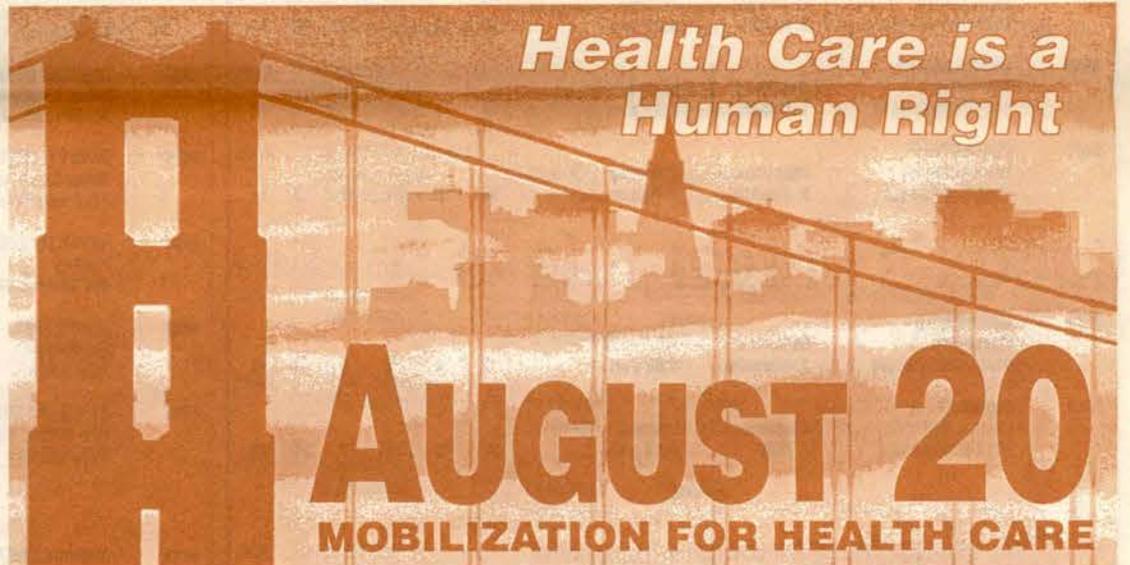
McNally noted that Local 1245 has traditionally supported the United Way campaign at PG&E and encouraged union members to help make this year's campaign a success.

*Be Generous!*

Invest in  
Your  
Community



UNITED WAY AND UNIONS  
Reaching Those Who Need Help.  
Touching Us All.™



**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)*

# Don't stay on sidelines in Medicare fight

By Orv Owen

Local 1245 retirees and older senior citizens cannot afford to stay on the sidelines regarding the future of Medicare. We need to communicate with our US Representatives and US Senators to protect Medicare, not to destroy it.

If Congress doesn't hear from seniors now, Medicare as we know it is dead. Although Local 1245 retirees currently have negotiated health care benefits in addi-

tion to Medicare, we should all understand that Medicare is a supplement to our health care plans. Medicare offsets our current premium costs. If the current changes proposed by Congress are enacted, it could dramatically increase the premium payments required by our health care plans.

Many retirees believe that their pension plans and health plans are protected and secured by ERISA, the Employee Retirement Income Security Act, which

governs pensions and also protects health coverage. However, two recent US Supreme Court decisions have given companies *carte blanche* in cutting retiree benefits.

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company for canceling their health benefits. The retirees claimed that the company violated ERISA when the company canceled their health benefits. The courts disagreed. The courts based their decisions on a clause common in many pension plans that allows employers to amend their plans at any time.

As retirees we cannot idly stand by and let a lifetime of

work on building a secure retirement go by the wayside. Remember that during our working years we agreed to take less in wages in order to build our retirement benefits.

We cannot stay on the sidelines. We must get on the playing fields and in the trenches of legislative battle to protect what we fairly earned during our working years.

Keep the faith!



## Doctor's proper role is to recommend, not dictate

By Timothy B. McCall, MD

When it comes to medical decisions, I believe it's healthiest to think of your doctor in the same way you might think of an accountant, that is, as someone who works for you, makes recommendations, but doesn't dictate what you do. You depend on an accountant's expertise, especially when your situation is complex, but only you know your values and priorities and many decisions will hinge on these.

There's one more similarity: if an accountant fails to live up to your expectations, you hire a replacement.

Many patients agree to tests and therapies they don't want. Some people find it difficult to go against the doctor's advice, perhaps out of their desire to please the doctor or out of their respect for authority. As a competent adult, you have the legal right

to refuse any therapy a doctor recommends, no matter how advisable the doctor or anyone else feels it is or how irrational they feel you're being.

You should only consent to intervention when you favor it, not when you perceive your doctor favors it. Telling the doctor that you're not sure and need time to think the decision over can be a non-threatening way to assert your preference.

### Value Differences

Differences of opinion between doctors and patients often revolve around value differences. Competent physicians whose values differ from yours may make "medically correct" decisions that may nonetheless be wrong for you. If an operation offers you a chance at a few extra months of life, but you don't think it's worth it, it is not the doctor's prerogative to overrule your decision.

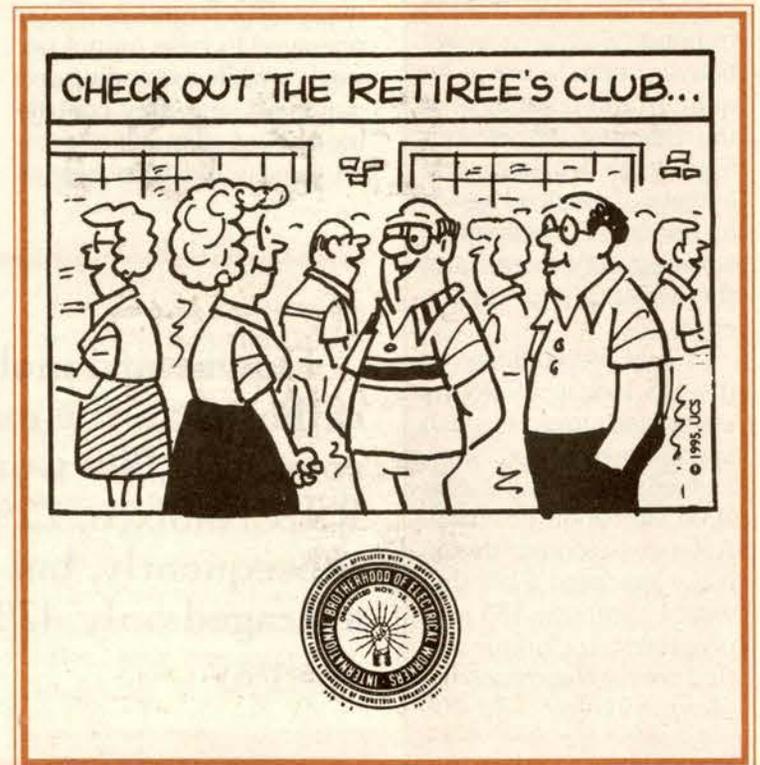
A doctor may place more value on giving you a chance at a longer life and give less weight to your short-term risk of death or complications or to your comfort. You may not feel the same way. You may opt for a treatment that minimizes your pain, anxiety, and inconvenience even if it's not the "medically correct" choice.

There are times when because of illness you may feel you can't shoulder the burden of decision-making alone. Try to anticipate this possibility and find someone who knows you well who can help you make decisions.

If you are more gravely ill and completely unable to make decisions, having filled out a living will or appointed a health care proxy makes it more likely your wishes will be respected. If you return to better health, you can resume control of decisions.

(This article is excerpted from the concluding chapter of "Ex-

amining Your Doctor: A Patient's Guide to Avoiding Harmful Medical Care," by Timothy B. McCall, MD. To obtain a copy, check your local bookstores or call toll-free 1-800-447-BOOK.)



Retirees Corner

## Retirees tackle GE

Shouting "GE, share the wealth," about 300 retirees and Electronic Workers rallied at the General Electric plant in Schenectady, NY, to demand that the company give bigger pensions from the overfunded pension funds.

The Schenectady rally was one of many staged around the country June 15 by the 14 unions of the Coordinated Bargaining Committee of GE, headed by IUE President William Bywater.

"GE claims that if it makes an adjustment now for retirees there will not be enough for retirees in the future. That statement is ridiculous," Bywater said.

The GE pension fund has a \$6 billion surplus, he said, but retirees have not received a cost-of-living increase since 1991. Since then, inflation has seriously eroded the real value of the retirees' benefits.

## Paychecks don't show recovery

In dramatic new evidence that the economic recovery has been weighted at the top end, the size of the total American paycheck dropped by a record amount for the year ending in March.

Labor Secretary Robert Reich called the news, based on figures compiled by the Bureau of Labor Statistics, "very disappointing."

"Despite a strong year of economic growth, improved productivity, a surging stock market and near record corporate profits, the wages of working Americans have suffered the largest decline since the series (of statistics) began eight years ago," Reich said.

"Consumers who don't have enough money to spend may not be able to keep the recovery going," he said. "Even more importantly, (the decline in compensation) signals a dangerous shift in the distribution of income from ordinary working Americans to the very wealthy, who own most of America's financial assets."

Reich criticized congressional efforts to slash funding for education and job training. "Both of these initiatives seem to me to be quite irrational in light of the widening gap between high-wage workers and owners of financial assets on one hand, and average working Americans and the working poor on the other."

In July, Republicans in the US House of Representatives moved to slash spending on Head Start, and eliminate the Goals 2000 education program. A House subcommittee on labor approved a bill that would eliminate 163 jobs programs, including one that provides summer employment for 620,000 youths.

## Corporate goals not always achieved

# Exposing the myths about downsizing

**C**orporate downsizing is often portrayed as a way to streamline a company's operations and boost productivity. But a recent article in *American Workplace*, a publication of the US Department of Labor, says downsizing doesn't always achieve the intended goals, and exposes some current myths about downsizing. Sources of the information are listed in italics.

**MYTH: Downsizing boosts profits.**

**FACT:** Profitability does not necessarily follow downsizing. Between 1989 and 1994, operating profits increased in only 51% of companies reporting workforce reductions; 20% said operating profits declined (*The Wyatt Company, 1993*).

**MYTH: Downsizing boosts productivity.**

**FACT:** Productivity results after downsizing are mixed. A study of over 250,000 manufacturing plants by the national Bureau of Economic Research found that the productivity-enhancing role of downsizing has been exaggerated. While some plants did downsize and post healthy gains in productivity, even more (including many of the largest facilities) managed to raise output per worker while expanding employment, and they contributed about as much to overall productivity increases

during the 1980s as did the successful downsizers (*Business Week, July 1994*).

**MYTH: Downsizing is a last resort.**

**FACT:** Data indicate that for many companies, downsizing is a first resort. Right Associates reported that before downsizing, 6% of companies tried to reduce costs by cutting pay, 9% tried unpaid holidays, 9% tried reduced workweeks, and 14% tried job sharing (*Rights Associates, 1992*).

**MYTH: Now that the recession is behind us, we can expect less downsizing of workers.**

**FACT:** In 1993, corporate America announced 615,186 layoffs—a new record. Through the first half of 1994, announced layoffs totaled nearly 300,000, which is 17% higher than the total over the same time period in 1993 (*The Wall Street Journal, August 1994*). Companies are not downsizing because they are losing money. Fully 80% of companies that downsize in a given year were profitable in that year (*American Management Association, 1994*).

**MYTH: Jobs are secure at companies that are doing well financially.**

**FACT:** Financially sound companies, some with record profits, are downsizing. General Electric, Campbell Soup, Compaq Computer, and American Express Travel-Related Services are ex-

Financially sound companies, some with record profits, are downsizing. When asked why American Express was launching another cost-cutting drive that may lead to the loss of an additional 6,000 jobs, the CEO replied: "Because we're doing so well."

amples. In fact, when asked why American Express was launching another cost-cutting drive that may lead to the loss of an additional 6,000 jobs, the CEO replied: "Because we're doing so well." (*Knecht, 1994*).

**MYTH: Downsizing is a one-time event for most companies.**

**FACT:** The best predictor of whether a company will downsize in a given year is whether it has downsized the previous year. One of the clearest trends is that downsizing begets more downsizing, as ongoing staff reductions are etched into corporate culture (*Cascio, 1993; Touby, 1993*). On average, two-thirds of firms that cut jobs in a given calendar year do so again the following year (*American Management Association, 1994*). Among companies that laid off workers since 1991, 57% had to replace some of them subsequently (*The Wyatt Company, 1993*).

**MYTH: Blue-collar workers are much more likely to lose their jobs than are white-collar workers.**

**FACT:** Middle managers continue to lose jobs out of proportion to their presence in the workplace. While making up 5 to 8% of the American workforce, middle managers have lost 18.6% of jobs eliminated since 1988 (*Cascio, 1993*). More recently, supervisory, techni-

cal, and professional jobs have increased as a percentage of all positions lost (*Touby, 1993*).

**MYTH: Since companies are just "cutting fat" by downsizing, there are no adverse effects on work load, morale, or commitment to a company.**

**FACT:** For the majority of companies, downsizing has had adverse effects on work load, morale, and commitment. Among 531 companies surveyed, 6 out of 10 reported increased workloads among survivors, and more than half reported decreased morale and commitment (*The Wyatt Company, 1993*).

**MYTH: Victims of downsizing do not suffer any long-term income loss as a result of structural shifts in the economy.**

**FACT:** Downward mobility is the rule rather than the exception. (*Business Week, November 1994*.) Of roughly 2,000 workers let go by RJR Nabisco, 72% found jobs subsequently, but at wages that averaged only 47% of their previous pay (*Time, 1993*). And in a recent study of 311 workers (285 males, 26 females) whose average age and salary were 57 and \$75,000, respectively, it took them an average of 5.6 months to land jobs that paid an average of \$61,500 (*Drake, Beam, Morin, Inc., 1994*).

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# 'Teamwork Act' would undermine free labor unions

**A** bill now making its way through Congress would lift the 60-year-old ban on company unions and undermine the opportunity of workers to be represented by unions of their own choosing.

The bill, introduced by Sen. Nancy Kassebaum (R-Kan.) in the Senate and Rep. Steve Gunderson (R-Wis.) in the House, would amend Section 8(a)2 of the National Labor Relations Act, which currently bans company unions or company dominated employee committees. Both bills were introduced under the misleading title of "Teamwork for Employees and Managers Act of 1995."

The bill would allow management to create employee organizations, write their bylaws and then hand-pick the workers they wish to serve. These employer-picked committees could deal with collective bargaining issues.

The Clinton administration opposes the legislation and Labor Secretary Robert Reich said he would recommend a presidential veto if the legislation is passed.

## Employee Power

Employee power in the workplace is the heart of this issue. Employers increas-

ingly recognize that empowering employees can boost productivity, and thus revenues. However, if the employer's workers are united in a genuine union, they can use collective bargaining to try to convert some of that extra revenue into higher wages or better benefits.

The problem from the employers' perspective can be put like this: How can I get extra productivity out of my workers without having to pay them more?

## Hand-Picked

The Republican-controlled Congress has now fashioned an answer to this question. The Teamwork Act of 1995 allows employers to set up employee organizations, which can be used to boost productivity. But unlike traditional unions, which are independent and thus free to fight for better wages and working conditions for workers, these new employee organizations will consist of workers hand-picked by the employer.

"This legislation would give employees nothing in the way of power," said David Silberman, director of the AFL-CIO Task Force on Labor Law. "Rather the bill would take from workers the right to independent representation and give employ-

ers yet another means of maintaining their unilateral power over workers' terms and conditions of employment."

## Current Law

Backers of the bill claim that current law prevents the formation of workplace committees and employee teams. In fact, it does not. More than 30,000 workplaces have some form of employee committees designed around the concept of cooperative labor-management relations and teamwork.

Local 1245, for example, currently participates with many of its employers in labor-management forums. Employees represented by Local 1245 generally recognize the importance of helping employers improve productivity. At the same time, these employees know that the union can help make sure that the benefits of improved productivity are shared with employees.

The Teamwork Act would apply to unionized as well as non-union shops. According to Silberman, the bill would permit employers to "bypass employees' chosen union and deal with other representatives, hand-picked by the employer, on subjects that lie at the heart of the collective bargaining process."



# Stand UP



A Real Voice on the Job

## Newt Gingrich Wants to Muzzle Your Voice in the Workplace

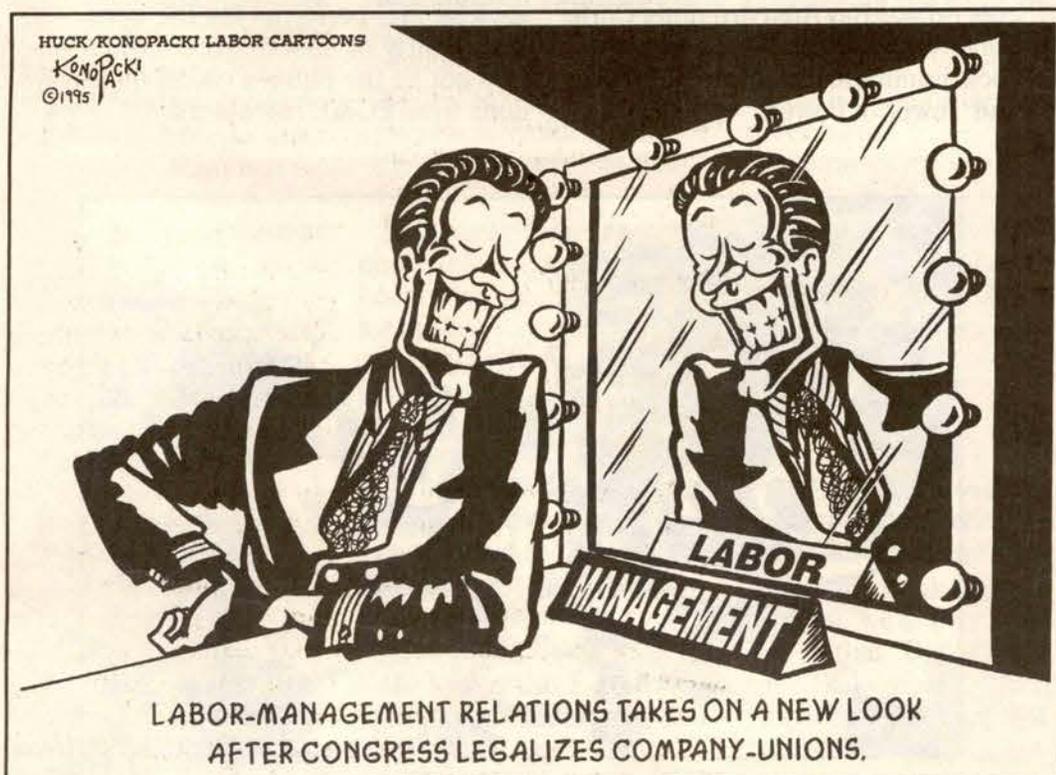
Newt Gingrich and others in Congress want to trample your democratic rights by letting employers control worker organizations. That way employers would be free to cut wages, slash benefits, and reduce job safety and no one would be left to stand up for workers.

H.R. 743, the so-called TEAM Act, would let management create phony unions and fake employee committees. The bill would allow management to hand pick the leaders of these groups and then act as if these non-elected puppets were the voice for workers.

**Protect Your Rights**  
**Call 1-800-972-3524**

Ask to Speak to your Member of Congress.

Tell Your Representative to Preserve Democratic Rights in the Workplace by Voting "No" on HR 743, the TEAM Act.



## Ditchtenders say 'thanks'

Local 1245 ditchtenders at Modesto Irrigation District recently received a sizeable settlement in a grievance concerning overtime pay. At issue in the case, which stretched out over three years, was whether ditchtenders were covered by sections of the federal Fair Labor Standards Act dealing with overtime.

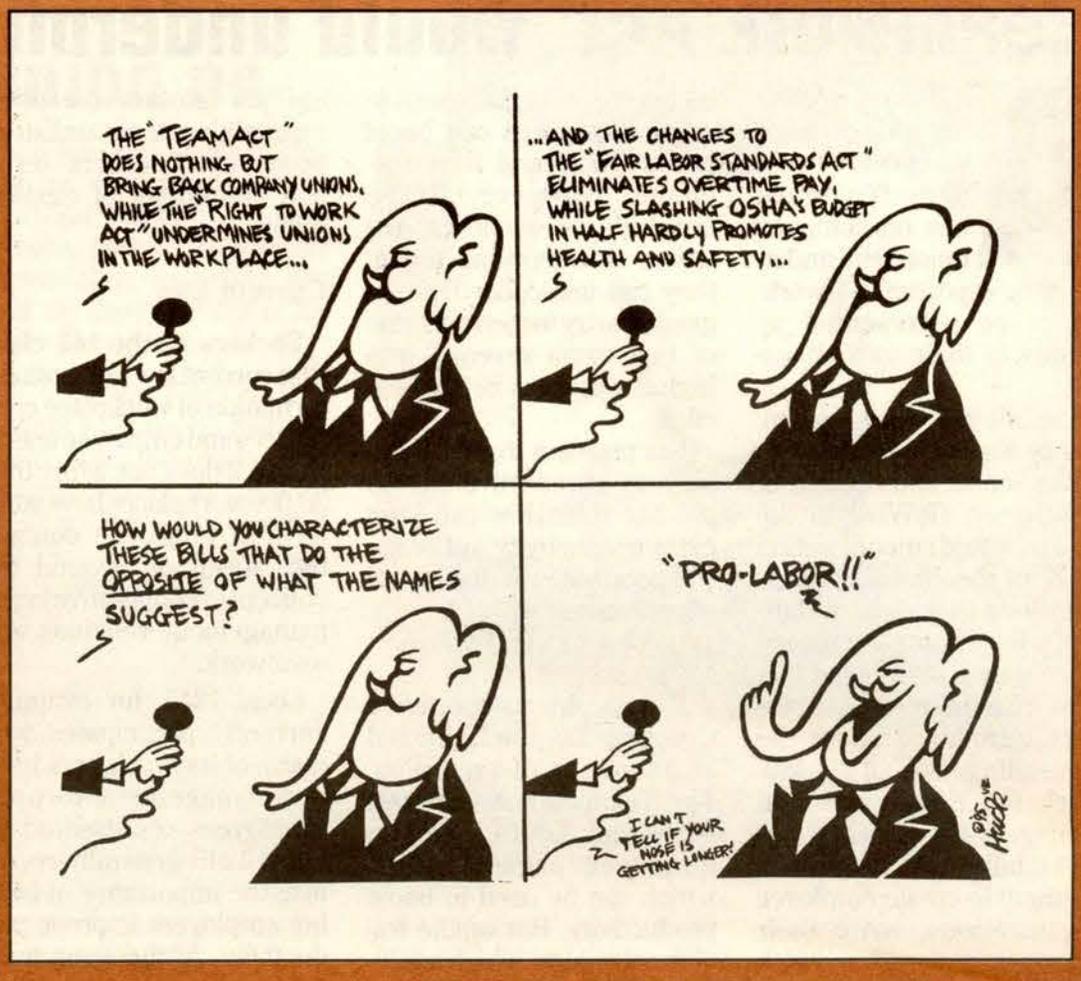
The ditchtenders sent the following letter of appreciation to Local 1245 staff attorney Tom Dalzell, who negotiated the settlement.

Dear Tom:

We the M.I.D. ditchtenders would like to express our thanks to you. Working with you over the past three years has been a pleasure. You've always demonstrated true professionalism, though we know that at times it hasn't been easy. Your ethics, and patience never wavered throughout this case, no matter what the circumstances were. Your profession has received a lot of criticism in recent years; however, we have been very impressed with your diligence, and vast knowledge in bringing both sides to an amicable agreement. We feel that the Local 1245 union is very fortunate to have an attorney of your caliber.

Our Sincere Thanks,

M.I.D. Ditchtenders



## Call Center turns '1' with Service Rep rock



Music was provided by (from left) Cedric Dennis, guitar, Robert Bush, bass, and Chris Sandoval, drums.

**P** G&E's San Francisco Call Center celebrated its 1st anniversary on June 21 with a rooftop concert and picnic.

While supervisors served up the eats, Customer Service Representatives Robert Bush and Cedric Dennis served up a diverse menu of rock 'n roll. Joining Bush and Dennis for the concert was Bay Area drummer Chris Sandoval, who has played with such rock luminaries as Marie Muldaur and Tower of Power.

According to Bush the three musicians had never played together before. But clearly no rehearsal was needed as the trio glided easily through "Stand By Me," Santana's "Evil Ways," and numerous standards by the Beatles and Stones.

Bush, who has played professionally in the Bay Area since high school, says he still performs for the occasional party or special event...when he's not on the phones taking questions from PG&E customers.

