

# UTILITY REPORTER

Retirees Corner  
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## Local 1245, PG&E in cooperative effort

### Joint conference takes on the tough issues

By Eric Wolfe

Local 1245 and PG&E grappled with critical issues of service quality at a labor-management conference held Dec. 7 and 8—just three days before massive winter storms shoved the issue of electric service back into the public spotlight.

Nearly 100 management and bargaining unit employees spent long hours discussing how work should be apportioned between the General Construction (Title 300) and Division (Title 200) workforces to assure maximum efficiency. This difficult issue, in turn, sparked discussion of several related matters, including: increased utilization of hiring hall employees, the pressing need for additional apprentices as the current workforce ages, and the possible creation of a new non-journeyman electric classification.

The issue of workforce size surfaced repeatedly during these discussions. Management made it clear at the outset that PG&E had enough work to keep its present workforce busy into the foreseeable future. In fact, there was general agreement at the conference that more people would be needed to put PG&E back on its feet.

But feelings were equally strong that any workforce expansion must be structured properly.

While last month's storms gave the media an opportunity to blast PG&E for previous downsizings, and to suggest that more workers are needed, expanding a workforce as skilled and as diversified as PG&E's is a complex undertaking—with potential risks for the company and for employees.

PG&E General Manager for Customer Energy Services Bob Haywood re-



#### ASSESSING NEEDS

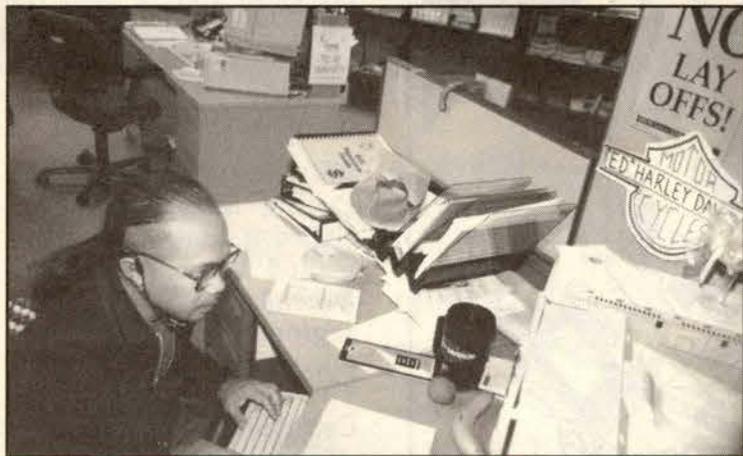
Assessing PG&E manpower requirements and attempting to devise a formula to apportion work between Division and General Construction employees during the labor-management conference on Dec. 7-8 are (from left): Scott Stalder, subforeman A, GC-East Bay; Al Calleros, working foreman, GC San Francisco; and John Petrovitz, gas crew foreman, San Francisco Division. (Photo: Eric Wolfe)

minded conferees that the company faces very real budgetary constraints as it enters a more competitive business environment. And Local 1245 Business Manager

Jack McNally pointed out that adding permanent employees to perform maintenance work that is only temporary could lead to a new round of  
*See PAGE FIVE*

## Storms swamp PG&E call centers

### Service reps bear brunt of customer anger



#### FIELDING CALLS. AND CALLS, AND CALLS...

PG&E Service Representative and Local 1245 shop steward Ed "Harley" Abriam fields calls at the San Francisco Call Center late on Dec. 13 at the height of storms that knocked out power to about 1.8 million customers. Service Representatives at call centers in Fresno, Sacramento, San Jose, San Francisco, and the Stockton Credit Center worked up to 24 hours at a stretch fielding customer inquiries. (Photo: Eric Wolfe)

People are polite—up to a point.

But when their lights are out and their freezers are thawing and their heaters aren't working, people can get a little agitated.

And when they are talking to their local power company, people can—well, let's not mince words—people can get downright abusive.

The challenge to PG&E customer service representatives during the December storms was to bear the brunt of customer anger over outages that lasted up to a week. This challenge required patience, skill, and information.

Unfortunately, information

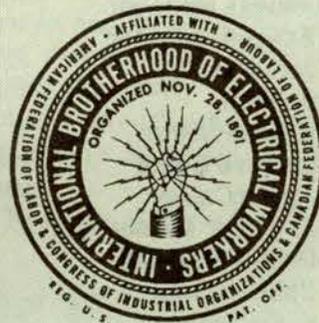
was sometimes in short supply as the company attempted to track up to 1.6 million customer outages. On Tuesday, Dec. 12, at the height of the storm, service representatives were unable to call up the "access information screen" for several hours—apparently because of a computer malfunction.

During that period, said San Francisco Service Representative Antonio Aguilar, "we had absolutely no information to give them."

Ouch.

Call centers in San Francisco, San Jose and Fresno invoked mandatory overtime in order to remain open from 6 a.m. to 10 p.m. during the

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#### CALENDAR

January 6  
Bay/Mission  
Stewards Conference  
Oakland, Ca.

February 23  
Pin Dinner  
Pacifica, Ca.

February 24-25  
Local 1245  
Leadership Conference  
Concord, Ca.



### UTILITY REPORTER

January 1996  
Volume XLV  
Number 1  
Circulation: 25,000  
**(510) 933-6060**

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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

**POSTMASTER:** Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.

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## Workers here and abroad Rolling the union on...

**No Cuts!** Public sector workers in France protested a government proposal to cut social security benefits by mounting massive strikes that paralyzed Paris. Joining the strike were transport workers, telephone workers, truck drivers and utility workers. The strike was in its fourth week as the Utility Reporter went to press.

**De-Peopled:** The Lansing (Michigan) Community College is offering a seminar on "Preparing Your Organization to Work Productively Without Jobs," Labor Notes reported. The seminar promises to deal with questions like: "Why organizations are de-jobbing themselves, what the de-jobbed organization looks like, how a de-jobbed organization gets its work done...and what you should do to prepare for the workplace without jobs."

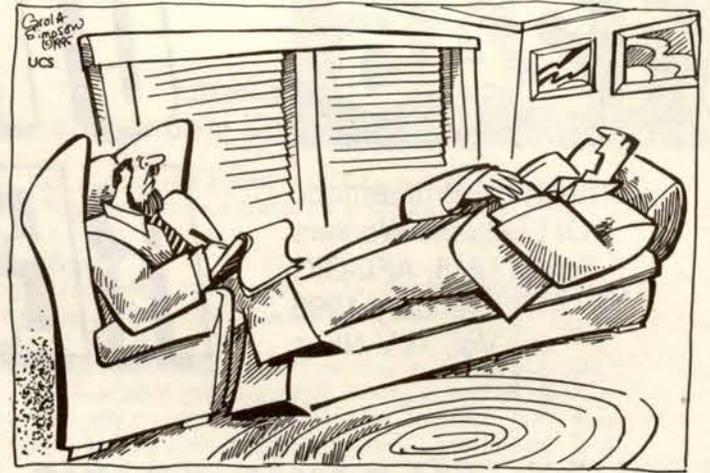
**Boycott Hillhaven:** The Central Labor Council of Alameda County, Ca. has called for a boycott of all Hillhaven and Vencor Convalescent Hospitals in Alameda County. SEIU Local 250 has been locked in a contract battle with the chain since August of 1994. The union has been trying to draw attention to the deteriorating quality of health care as more

hospitals transfer so-called sub-acute care patients into convalescent hospitals.

**Poor Little Rich Boy:** The Raleigh News & Observer recently asked Republican Congressman Fred Heineman of North Carolina where his \$133,000 Congressional salary put him on the economic scale. "That does not make me rich," Heineman said. "That does not make me upper middle class. In fact, that does not make me middle class. In my opinion, that makes me lower middle class." Heineman said salaries of \$300,000 to \$750,000 a year put one in the middle class.

**Going Up:** Overriding a veto by Gov. William Weld, the Massachusetts legislature has increased the state minimum wage by \$1 an hour. Two 50-cent increases will set the minimum wage at \$5.25 by Jan. 1, 1997. The California Labor Federation is trying to put a minimum wage referendum to California voters in November of 1996.

**Victory Party:** More than 3,000 construction workers and allies came to San Francisco's Civic Center in late November to protest Gov. Pete Wilson's directive slashing prevailing wage pro-



"I keep having this nightmare that I'm one of my own employees."

tections on public works projects. But the planned protest turned into a celebration after a judge ruled that Wilson had flouted state law requiring advance public notice of the impact his proposal would have upon public works projects, governments and communities that order them, and workers who do the construction.

**New Concept:** Unions in Edmonton, Alberta have created a different Labor Day tradition in recent years. Instead of a picnic for themselves, the city's unions now hold an annual "Barbecue for the Unemployed." According to the Canadian Association of Labour Media, 4,000 unemployed people showed up this year.

**Staley Sued:** A.E. Staley has been sued by its locked-out union to recover taxes Staley failed to pay because of sales and utility tax exemptions granted by the state. Those exemptions

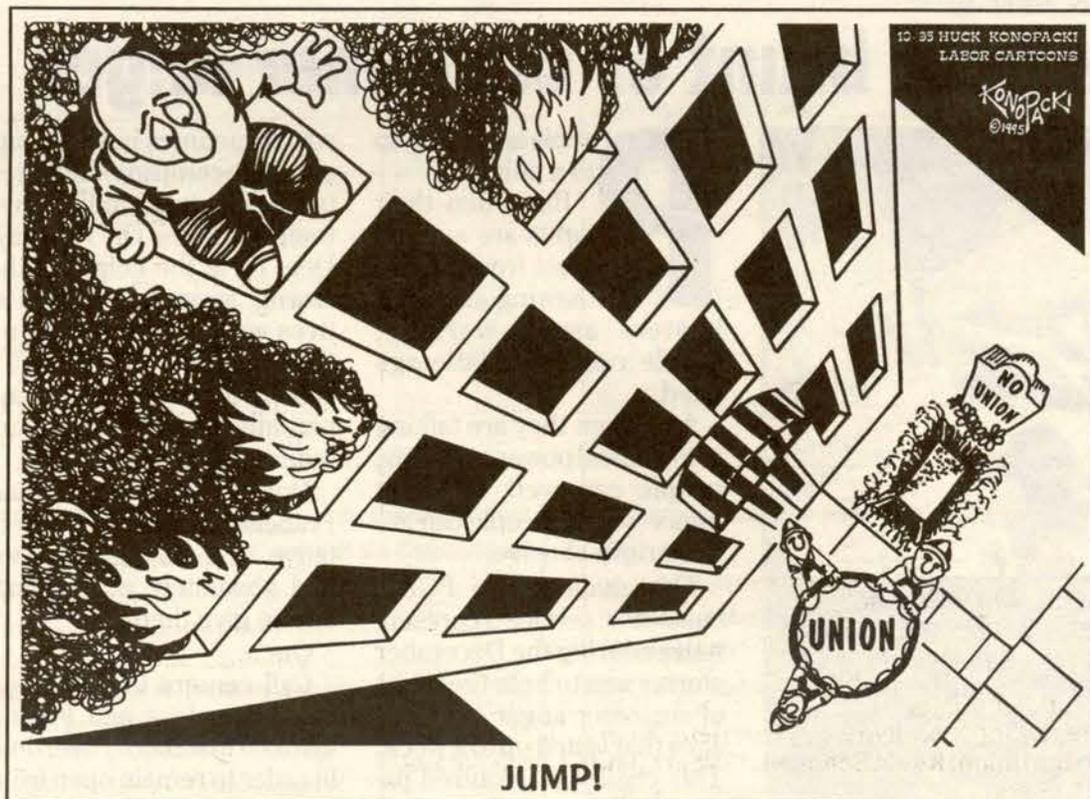
were stripped away in August following complaints by United Paperworker Local 737 that in locking out its workforce in June of 1993, the company fell below the total jobs needed to qualify for the tax exemptions. The lock-out has prompted a national campaign to persuade PepsiCo—a major customer of Staley's corn sweeteners—to cease buying Staley products.

**Organizers Protected:** The US Supreme Court ruled in late November that paid union organizers who seek or take jobs with nonunionized employers with the goal of persuading co-workers to join the union are protected by federal labor laws to the same extent as any other employees. The decision means that employers cannot retaliate against paid union organizers in their workforces and cannot refuse to hire applicants whom they suspect of seeking work for the purpose of organizing a union from inside.

**Labor Festival:** The 10th Annual Western Workers Labor Heritage Festival will be held Jan. 12-14 at the Loudon Nelson Community Center, 301 Center St., in downtown Santa Cruz.

**Union Mushrooms:** Pacific Mushrooms Co. signed a contract with the United Farm Workers in December, making it the fifth regional mushroom producer to sign with the union. Two-thirds of the Central Coast mushroom industry is now covered under UFW agreements.

**Danger Below:** More than 11,000 miners around the world die at work each year, Free Labour World reported.





THE SHOW GOES ON

Local 1245 meter readers gathered at the union hall on Dec. 12--despite a day-long power outage that kept the union hall dark and cold--to hear an update on PG&E's plans for automated meter reading. It was one of three meetings on the subject conducted around the PG&E system.

APPOINTMENTS

APRI 1996 Western Regional Conference

Thelma Dixon  
Dorothy Fortier  
Lula Washington  
Rudy Woodford

California Labor Federation Pre-Primary Election Convention

Michael Davis  
Mickey Harrington  
Jack McNally  
Barbara Symons  
Eric Wolfe

Electrical Workers Minority Conference Sixth Annual National Conference

Dorothy Fortier  
Danny Jackson  
Shirley Roberts  
Sam Tamimi  
Lula Washington

1996 IBEW UTILITY CONFERENCE

Ken Ball  
Chris Habacker  
Frank Hutchins  
Ed Mallory  
Debbie Mazzanti  
Jim McCauley  
Jack McNally  
Hunter Stern  
Howard Stiefer  
Kathy Tindall  
Bob Vieira

IBEW Telecommunications Conference

Jack McNally  
Jack Osburn  
Perry Zimmerman

Deregulation plan to be unveiled

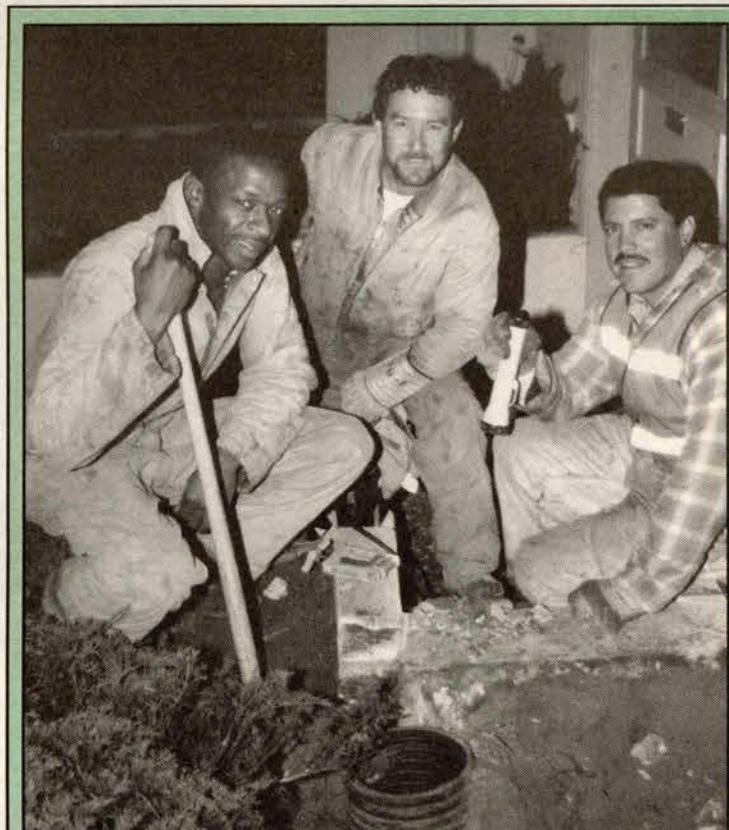
The California Public Utilities Commission was slated to announce on Dec. 20 its revised plan for deregulation of the state's electric utilities--too late to be covered in this issue of Utility Reporter.

The Commission failed to meet a previous deadline of Dec. 6 for its long-awaited re-

vision. The original plan was unveiled in April of 1994.

Disagreements between commissioners over the pace of deregulation could be a factor in the delay.

Local 1245 members will almost certainly be affected by any deregulation plan that is ultimately adopted. Stay tuned for developments.

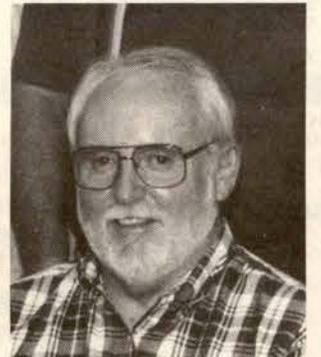


REPLACING DEFECTIVE VALVE

A leaky valve brought this PG&E gas crew to San Francisco's Sunset District one night in November. Replacing the valve were, from left: Brian Walker, 14 years in the union; Kevin Scannell, 17 years; and Chris Quintana, 11 years.

Workers deserve credit for storm performance

Jack McNally, IBEW 1245 Business Manager



Despite all the critical attention PG&E received in the media, PG&E employees deserve a great deal of credit for their performance during last month's storms.

The series of storms that hit California in mid-December brought unprecedented winds. The 134 mile-per-hour gusts recorded in eastern Contra Costa County were the highest wind speeds ever recorded by the Bay Area Air Quality Management District.

No electric system, no matter how well-maintained, can withstand that kind of punishment without significant damage. And no utility company, no matter how skilled and dedicated its workforce, is going to be able to put that system back together overnight.

Last month's storms knocked down over 700 power poles, some 2400 miles of line, and dozens of transmission towers. Our members at PG&E responded with an extraordinary effort, working extremely long hours under very harsh circumstances.

PG&E acted quickly to bring in workers from other utilities on an emergency basis, and our union dispatched additional workers through the union hiring hall. But with 1.6 million customers experiencing power disruptions, there is simply no way to get everyone immediately back on line.

And so the calls flooded into PG&E service representatives at the four call centers in Sacramento, San Francisco, Fresno, and San Jose. On Tuesday, at the peak of the

storm, the call centers were flooded with 2 million calls. PG&E mandated overtime at the call centers, and supplemented that workforce by routing calls to the Stockton credit center, and by bringing Division workers into the call centers.

This is not to say that PG&E is without problems. The call center technology is still not performing as it should. Out in the field there are many maintenance issues that need to be addressed.

But PG&E has been moving aggressively since last spring to deal with these issues. And, as you can read in this issue of the Utility Reporter (see Page One), the company has been working cooperatively with this union to identify problem areas and to work jointly toward solutions.

Customers have a right to expect high quality electric service. But they shouldn't expect PG&E employees to do more than is humanly possible. We've worked hard to give Californians a gas and electric system that is the envy of the world. And we're working hard to keep it that way.

# Service representatives bear brunt of customer anger

**From PAGE ONE**  
 week of storms. The centers took turns remaining open 24 hours a day, supplementing PG&E's 24-hour call center in Sacramento.

In addition, PG&E brought in Division employees to assist with phone answering at the call centers. Calls were also routed to PG&E's credit and collection center in Stockton.

## "Barrage of Frustration"

To say the work was stressful would be a considerable understatement. The hardest part, said Aguilar, "was the barrage of frustration and verbal abuse that we took over the phones for 10, 14, 24 hours at a time."

From the service representatives' point of view there were three stages to the storm, Aguilar said.

During the first couple of days, customers asked for estimates on when service would be restored. Many remembered the January and March outages and didn't expect an instant resolution of their problem.

Toward mid-week, however, customers were getting frustrated "because we were not able to give them any information as far as estimates when they were going to be back up, and our seeming lack of knowledge as to their specific situation," said Aguilar.

In the final days of the outage, customers seemed more resigned and called in mainly for updates. But "every now and then we got a few irate customers who expected service immediately regardless of anything we said."

Other customers were more sympathetic, said Aguilar.

"About every 15th call was a real nice person—people who were sympathetic and gave us their appreciation," he said.

## No Contact with Outside

Aguilar said the stressful work environment was intensified by the fact that customer service representatives had virtually no contact with the outside world for a

week—except phone calls from people suffering from the outages and status re-

ports from the field. He credited management at the San Francisco Call Center with

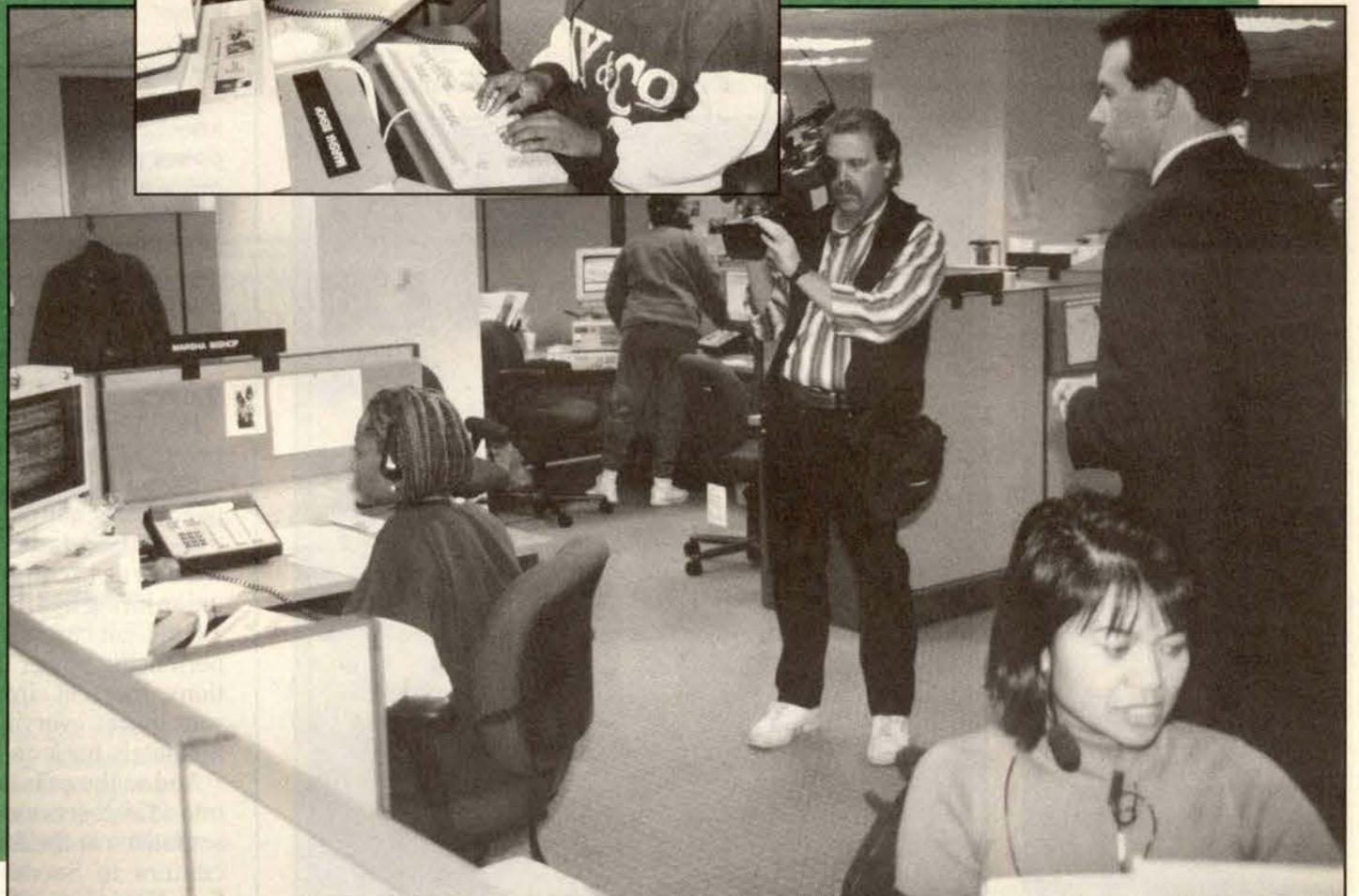
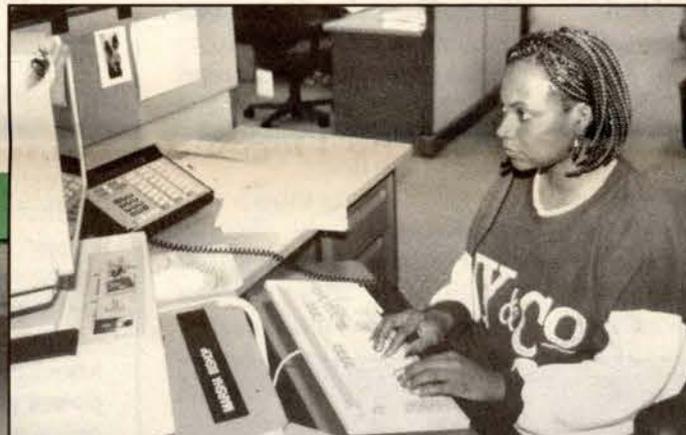
working hard to bring in food and schedule adequate breaks.

"It was a team effort—management tried to help you out," he said.

**The hardest part of working during the storms "was the barrage of frustration and verbal abuse that we took over the phones for 10, 14, 24 hours at a time."**



PG&E Service Representative and Local 1245 Shop Steward Antonio Aguilar fortifies himself during late night overtime at the San Francisco Call Center with bean dip and bottled water. Management provided pizza, Chinese food, and other snacks to help service representatives keep their energy up.



## IN THE MEDIA SPOTLIGHT

PG&E Service Representatives were in the media spotlight during the storm as public attention focused on the difficulty of getting through to PG&E. Here a Channel 7 news crew zeros in on Service Representative Marsha Bishop (at left, and in inset) while taping a report for the late night news on Dec. 14. (Photos: Eric Wolfe)

# Taking on the tough issues

From PAGE ONE  
layoffs down the road.

McNally and Haywood both touted the use of temporary additional employees as a way to at least partially address these concerns.

The December conference was a significant step forward in fulfilling the company's pledge to work cooperatively with the union in identifying service problems and determining the workforce required to fix them. Haywood declared at the outset that recommendations by the conference would be taken seriously.

"We're going to hand this ball right over to you,"

Haywood told participants.

If any of the conferees were expecting to catch up on a little sleep while listening to two days of speeches, they were sorely disappointed. Immediately after the opening remarks by McNally and Haywood, the conference divided into six working groups, representing six geographical areas: Redwood, San Joaquin, East Bay/Diablo, Mission Trail, Sacramento, and San Francisco/Peninsula/DeAnza.

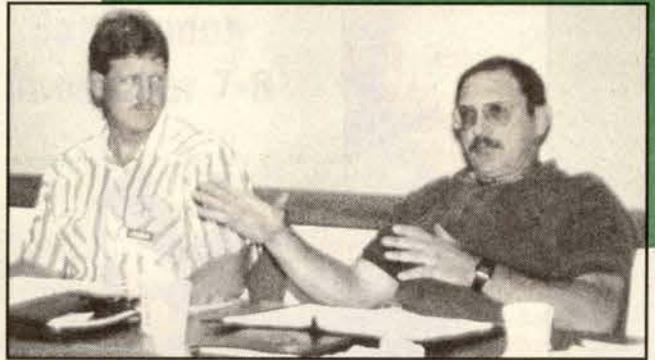
The primary task of the groups was to figure out the criteria to be used in assigning work to General Construction or Division. As a

starting point, the groups examined company projections concerning the person-hours needed to put PG&E back in good working order. The groups then tried to come up with staffing scenarios to deliver those person-hours.

Issues discussed in putting together these scenarios included the most efficient deployment of GC and Division workforces in that area, comingling of GC and Division workforces, resource sharing between GC and Division, and the need for apprentices to replace an aging workforce.

The groups also attempted to determine how much of the workload in each area is "baseline" work to be performed by permanent employees, and how much is short-term work that could be performed by temporary employees out of the union hiring hall.

As the discussions pro-



North Valley Division Lineman Russ Rylee expresses a view during deliberations by the group representing the Sacramento Valley area.

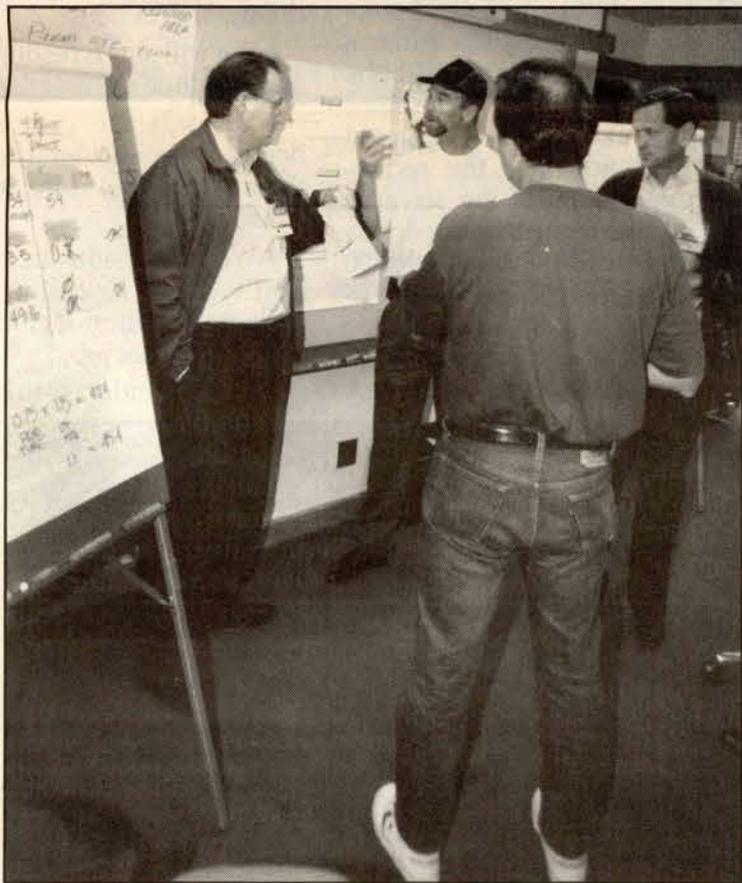
gressed, page after page of butcher paper filled up with calculations and spread out across meeting room walls at PG&E's Learning Center in San Ramon, where the conference was held. Discussions were often vigorous, but never became uncivil. Management and bargaining unit employees alike seemed

eager to move beyond traditional points of disagreement and to stay focused as much as possible on the issue of delivering the best service possible to the customer.

By early afternoon of the second day, spokespersons for the sub-groups assembled to present their findings to

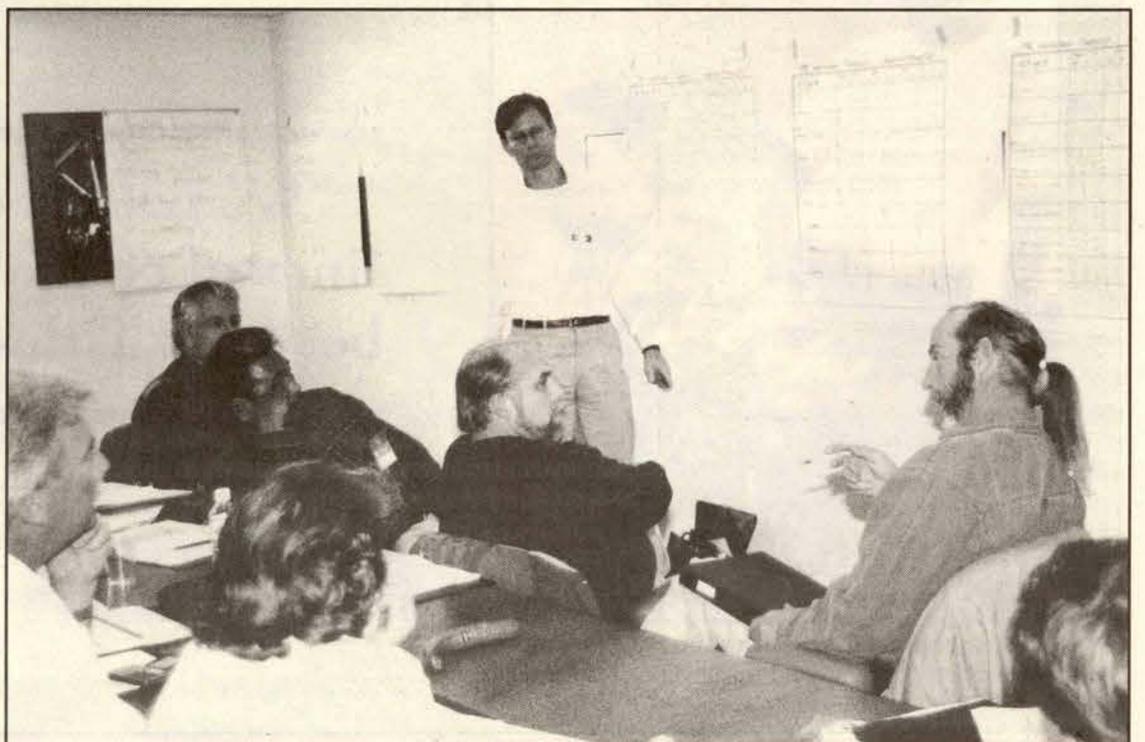
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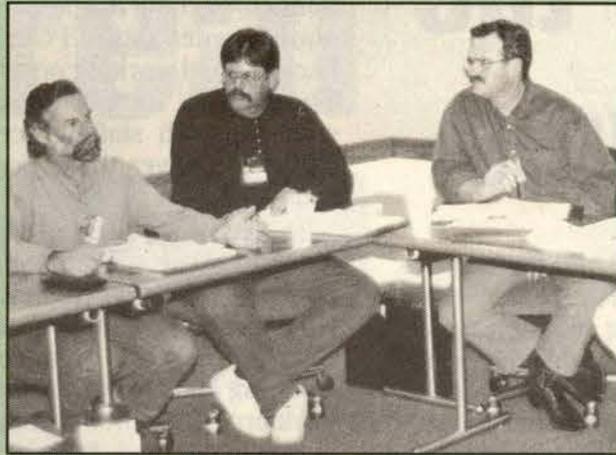
Above: PG&E General Manager for CES Bob Haywood (left) and PG&E Chief Negotiator Dave Bergman listen as Field Garage Mechanic Joe Osterlund outlines some of the issues discussed by the Redwood area working group. Osterlund served as the group's facilitator.

Right: Electric Crew Foreman Willie Bouzek (seated right) makes a point during discussions of the San Francisco/Peninsula working group.

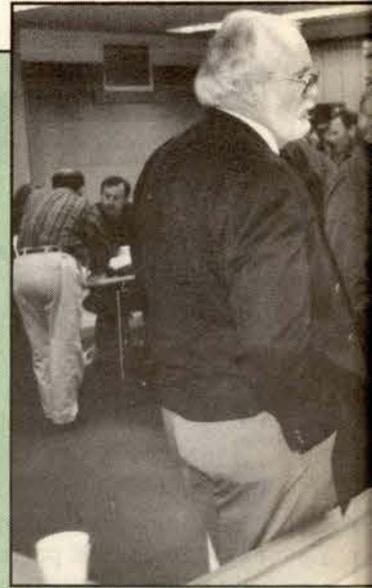




Senior Assistant Business Manager Darrel Mitchell listens as facilitators report back from the area groups.



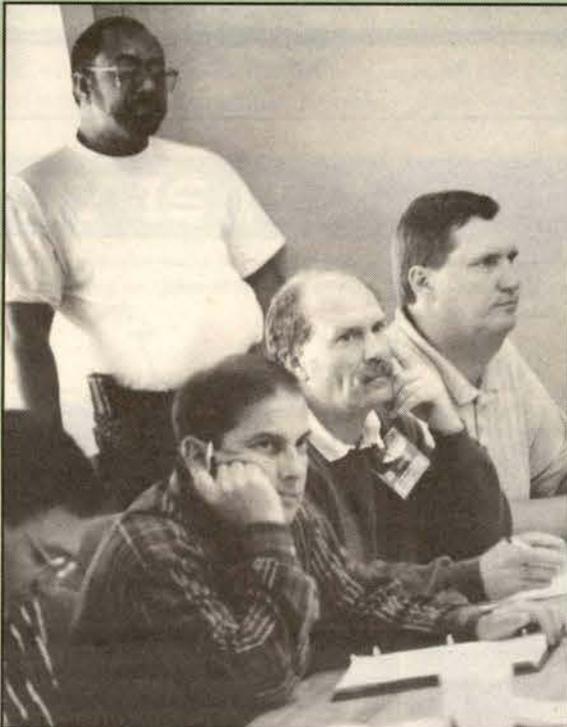
Union members Terry Andreucci (left) and Kit Stice (center) participated in the Sacramento Valley Area working group.



Discussing issues raised by Jack McNally, and union mem



Among the union members representing East Bay were Mike Davis, Jim McCauley, Jeff Howard, and Joe Audelo.



Union members Danny Jackson (standing) and John Petrovitz (seated, middle) listen to reports from area groups.

## Taking on the

*From PAGE FIVE*

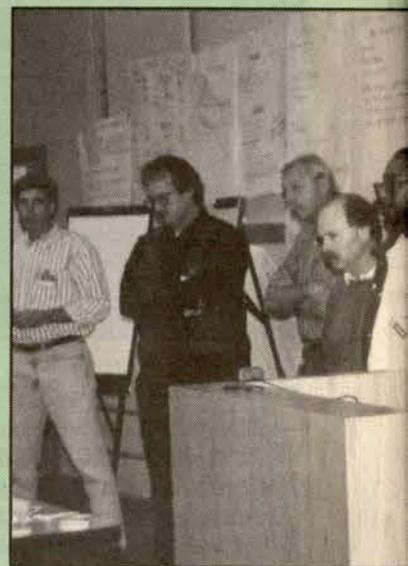
the Construction "94-53" committee—one of the many labor-management committees authorized by Letter Agreement 94-53. After a couple of hours of deliberations, the "94-53" committee announced that it accepted "as guidelines" the recommendations of the six area groups regarding the definition of Title 200 and Title 300 work.

The "94-53" committee noted that several principles should guide the implemen-

tation of these guidelines, namely:

- Flexibility is essential. We will be flexible with how the work gets done.
- We will share resources and continue co-mingling;
- We will use customer needs to guide determinations about who does what work;
- We will consider the availability and location of resources when deciding who does what job;
- We will find ways to keep

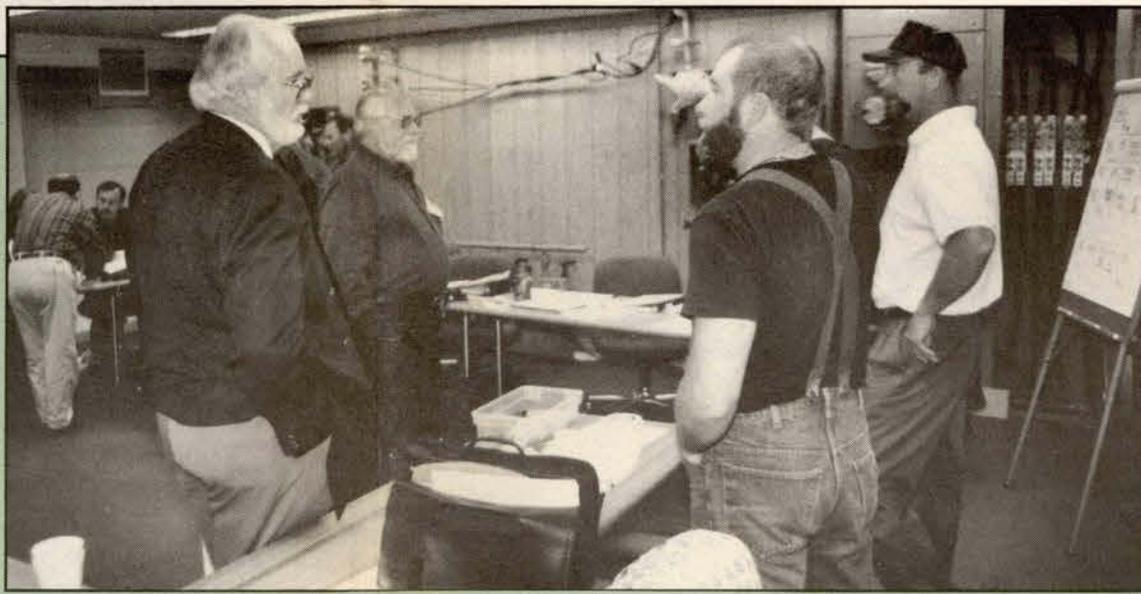
**"We will find ways to keep lines of communication open between Titles 200 and 300."**



Senior Assistant Business Rep. "94-53" labor-management com regarding the apportionment of C



Andreucci (left) and Kit Stice  
of the Sacramento Valley Area



Discussing issues raised by the Redwood working group are (from left) Business Manager Jack McNally, and union members Jim Findley, John Kent, and Joe Osterlund.

# Taking on the tough issues

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- We will find ways to keep

lines of communication open between Titles 200 and 300.

## Hiring Hall

In addition, the committee said it accepted the recommendations of the six area groups concerning the addition of hiring hall positions. (A recent Letter Agreement has now authorized the use of hiring hall workers for Division as well as GC.)

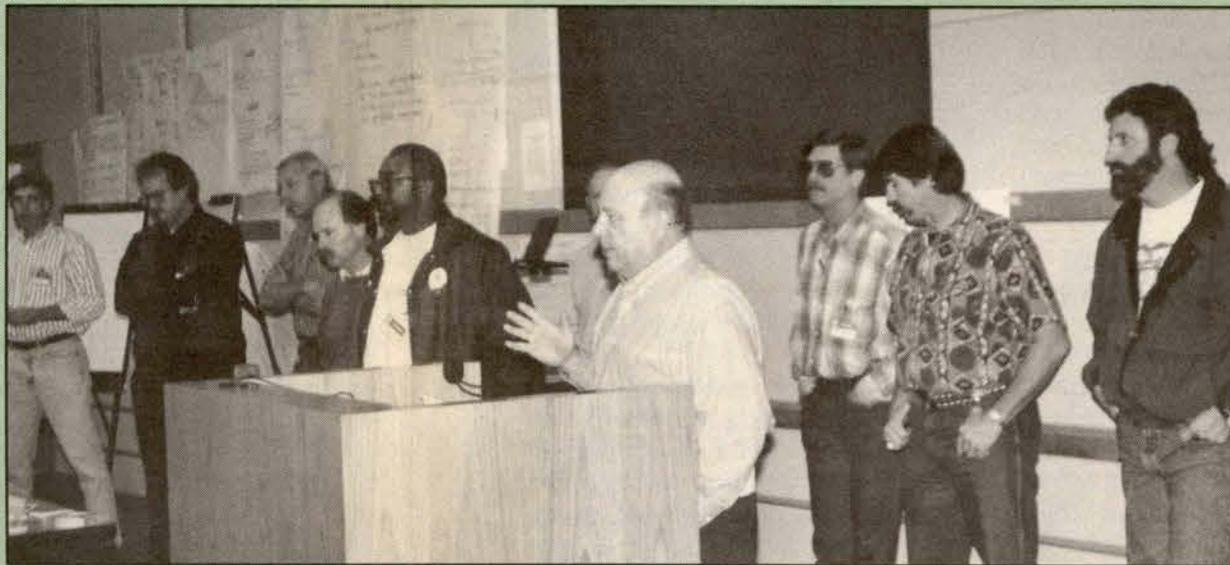
The committee said it also accepted the conference recommendations on creating apprenticeships, and

would begin to explore the questions of how many to create, where to create them, and what process to use.

The committee also said it would explore additional issues raised during the conference, namely:

- "A" rights for displaced employees to return to the Division.
- Need for a new electric non-journeyman classification.
- Hiring permanent employees to meet work load.

and ways to keep  
communication open  
between Titles 200 and 300."



Senior Assistant Business Rep. Darrel Mitchell, flanked by union and management members of the "94-53" labor-management committee, reports back to the conference that its recommendations regarding the apportionment of GC and Division work have been accepted by the "94-53" committee.

## Gas & Electric

### Sacramento Valley Area

#### Union

Terry Andreucci, Lineman, Sierra Division  
Ron Case, Subforeman A, GC-Sacramento  
Danny Jackson, Gas Crew Foreman  
Tab Lagow, Welder, GC-Sacramento  
Russ Rylee, Lineman, North Valley  
Kit Stice, Fieldperson, Sacramento

#### Management

Jack Deschaine, Sierra Division  
Jeff Joy, Sacramento Division  
Steve Fotheringham, GC-Sacramento  
Charles Hanks, Stockton Division  
Wayne Peterson, Sierra Division  
Joe Rea, Sacramento Division

### San Francisco/Peninsula

#### Union

Willie Bouzek, Electric Crew Foreman  
Al Calleros, Working Foreman  
Jerry Camacho, Lineman, Peninsula  
John Petrovitz, Gas Crew Foreman  
Scott Stalder, Subforeman A, Peninsula  
Ed Won, Backhoe Operator, GC-SF

#### Management

Dick Baur, San Francisco Division  
Mike Branch, DeAnza Division  
Tom Evans, San Francisco Division  
Don Johansen, Peninsula Division  
Russ Kamiyama, San Francisco Division  
Dave Padilla, Peninsula Division

### San Joaquin Valley Area

#### Union

Mike Brocchini, Lineman, Yosemite  
Rob Harty, Lineman, GC-Stockton  
Tom Jones, Lineman, Stockton  
Tony Norman, Lineman, GC-Sacramento  
Rupert Salinas, Gas Crew Foreman  
Blair Zimmerman, Subforeman

#### Management

Bernie Anthony, Yosemite Division  
Tim Arterberry, Kern Division  
Bill Devine, GC-San Joaquin  
Chris Heimgartner, GC-San Joaquin  
Cindy Merzon, Fresno Division  
Sonny Person, Fresno Division

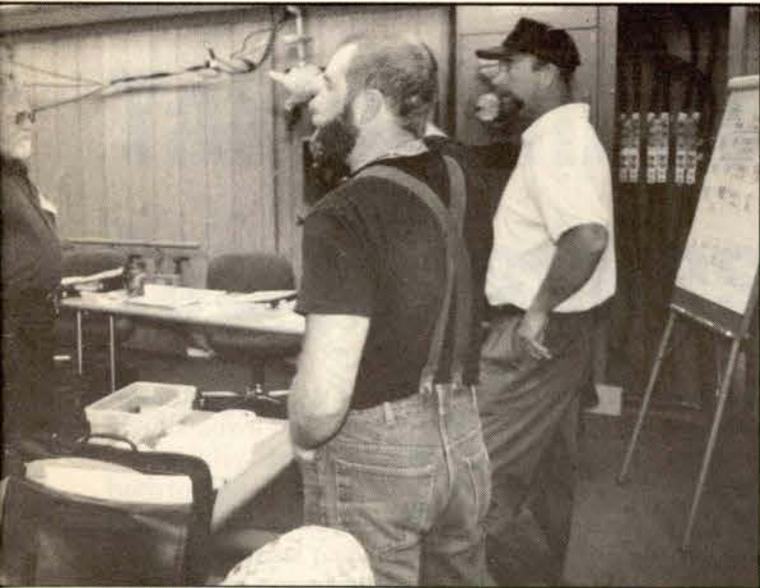
### East Bay Area

#### Union

Joe Audelo, Electric Crew Foreman  
Jeff Howard, Lineman, Mission  
Jim McCauley, Gas Mechanic  
Jon Mendoza, Equipment Mechanic  
Walter Mims, Equipment Operator  
Mike Saner, Subforeman, GC-East Bay

#### Management

Jim Gleaves, Diablo Division  
Sam King, East Bay Division  
John Parks, East Bay Division  
George Schauer, Diablo Division  
Mike Smith, East Bay Division  
Ed Stracke, VP T&CS-GC



Some of the Redwood working group are (from left) Business Manager Darrel Mitchell, John Kent, and Joe Osterlund.

## Tough issues

Lines of communication open between Titles 200 and 300.

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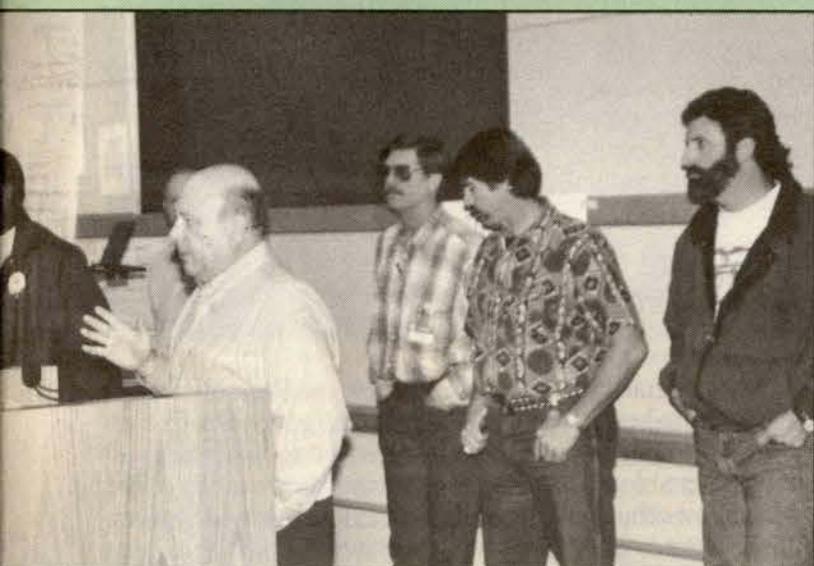
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- "A" rights for displaced employees to return to the Division.

- Need for a new electric non-journeyman classification.

- Hiring permanent employees to meet work load.



Darrel Mitchell, flanked by union and management members of the committee, reports back to the conference that its recommendations on hiring hall and Division work have been accepted by the "94-53" committee.

## Gas & Electric T&D Labor-Management Conference

San Ramon  
December 7-8

### Sacramento Valley Area

#### Union

Terry Andreucci, Lineman, Sierra Division  
Ron Case, Subforeman A, GC-Sacramento  
Danny Jackson, Gas Crew Foreman, Sacto Div.  
Tab Lagow, Welder, GC-Sacramento  
Russ Rylee, Lineman, North Valley Division  
Kit Stice, Fieldperson, Sacramento Division

#### Management

Jack Deschaine, Sierra Division  
Jeff Joy, Sacramento Division  
Steve Fotheringham, GC-Sacramento  
Charles Hanks, Stockton Division  
Wayne Peterson, Sierra Division  
Joe Rea, Sacramento Division

### San Francisco/Peninsula Area

#### Union

Willie Bouzek, Electric Crew Foreman, San Fran. Div.  
Al Calleros, Working Foreman, GC-San Francisco  
Jerry Camacho, Lineman, Peninsula Division  
John Petrovitz, Gas Crew Foreman, San Fran. Div.  
Scott Stalder, Subforeman A, GC-East Bay  
Ed Won, Backhoe Operator, GC-San Francisco

#### Management

Dick Baur, San Francisco Division  
Mike Branch, DeAnza Division  
Tom Evans, San Francisco Division  
Don Johansen, Peninsula Division  
Russ Kamiyama, San Francisco Division  
Dave Padilla, Peninsula Division

### San Joaquin Valley Area

#### Union

Mike Brocchini, Lineman, Yosemite Division  
Rob Harty, Lineman, GC-Stockton  
Tom Jones, Lineman, Stockton Division  
Tony Norman, Lineman, GC-San Joaquin  
Rupert Salinas, Gas Crew Foreman, Kern Division  
Blair Zimmerman, Subforeman A, GC-San Joaquin

#### Management

Bernie Anthony, Yosemite Division  
Tim Arterberry, Kern Division  
Bill Devine, GC-San Joaquin  
Chris Heimgartner, GC-San Joaquin  
Cindy Merzon, Fresno Division  
Sonny Person, Fresno Division

### East Bay Area

#### Union

Joe Audelo, Electric Crew Foreman, East Bay Division  
Jeff Howard, Lineman, Mission Division  
Jim McCauley, Gas Mechanic, East Bay Division  
Jon Mendoza, Equipment Mechanic, GC-East Bay  
Walter Mims, Equipment Operator, East Bay Division  
Mike Saner, Subforeman, GC-East Bay

#### Management

Jim Gleaves, Diablo Division  
Sam King, East Bay Division  
John Parks, East Bay Division  
George Schauer, Diablo Division  
Mike Smith, East Bay Division  
Ed Stracke, VP T&CS-GC

### Mission Trail Area

#### Union

Lonnie Crawford, Equip. Mechanic, GC-Mission Trail  
Richelle Gallegos, Fieldperson, Central Coast Division  
Ish Hernandez, Lineman, San Jose Division  
Steve Moore, Electric Crew Foreman, San Jose Div.  
Don Wamsley, Subforeman A, GC-Mission Trail  
Steve Ward, Lineman, Los Padres Division

#### Management

Greg Bargas, San Jose Division  
Dave Cheney, Los Padres Division  
Bob Lipscomb, GC-San Jose/So. Coast Area  
James McDaniel, Mission Division  
John Peck, Central Coast Division  
Keith Testerman, GC-San Jose/So. Coast Area

### Redwood Area

#### Union

Larry Darby, Working Foreman A, GC-San Francisco  
Jim Findley, Fitter, North Bay Division  
John Kent, Lineman, North Bay Division  
Cary McDermott, Subforeman A, GC-Redwood  
Mike Scafani, Fitter, North Coast Division  
Steve Semenero, Lineman, North Coast Division

#### Management

Annette Hope, North Bay  
Pam Johnson, GC-Redwood Area  
Al Petersen, North Coast Division  
Tom Reimer, North Coast Division  
Lawrence Toney, North Coast Division  
Steve Woodward, North Bay

### Other Attendees

#### Union

Jack McNally, Business Manager  
Darrel Mitchell, Sr. Assistant Business Manager  
Hunter Stern, Business Representative  
Eric Wolfe, Business Representative

#### Management

Dave Bergman, Chief Negotiator  
Shan Bhattachera, VP-T&CS  
Bill Blastic, Manager-Distribution  
Mel Bradley, Manager-Industrial Relations  
Barbara Coull Williams, VP-Division Operations  
Rick Doering, Dir-CES Human Resources  
Bob Haywood, General Manager-CES  
Bill McLoughlin, Manager-GC  
John Moffat, Sr. Industrial Relations Negotiator  
Pat Rodimer, Manager-Corporate Communications

### Facilitators

#### Union

Mike Davis, System Operator, San Jose Division  
Joe Osterlund, Field Garage Mech., Mat. & Fleet-Bay  
Sherrick Slattery, Comm Tech, C&TS

#### Management

Tom Phebus, HR Services-Fresno  
Laura Sellheim, Sr. Industrial Relations Rep.  
Rob Towle, Sr. HR Advisor

### Assistants:

Liz Harrison, Quality Improvement Specialist  
Roxanne Miller, Secretary B  
Bruce Mosely, VP T&CS-GC  
Kathy O'Donnell, Sr. HR Assistant

# Getting real

**A look beneath the surface of the federal budget debate**



By Eric Wolfe

**S**ometimes you have to look beneath the surface to understand something. In politics, it seems you have to look beneath the surface to understand *anything*. Take the federal deficit, for example. Since winning control of the US House and Senate

last year, Republicans have insisted that the fate of the nation depends on balancing the federal budget. Republican leaders even shut down the federal government for several days in November to show how strongly they feel about balancing the budget.

We owe it to our children to balance the budget, say the Republicans (and many Democrats). We must all sacrifice today so that our children will have a better tomorrow.

Invoking these noble sentiments of self-sacrifice, House Speaker Newt Gingrich and Senate Majority Leader Bob Dole have led the effort to slash funds for a host of federal programs: Medicare, Medicaid, the Occupational Safety and Health Administration, the National Labor Relations Board, summer youth programs, assistance to dislocated workers, adult training, and college loans, to name a few. (See story, Page Nine.)

To listen to the political rhetoric, you'd think that the Republicans had targeted every bit of fat in the federal government in their crusade to bal-

ance the budget so that our children will have a better tomorrow.

But in politics, there's always more to it than what you see on the surface. While asking millions of Americans to sacrifice, the Republicans are asking no such sacrifice from corporate America. In fact, in this "time of sacrifice," the Republican budget is continuing to offer huge handouts to some of the nation's wealthiest corporations.

Some of these tax breaks and subsidies, as described in the November 27 issue of *The Nation*, are as follows:

### Tax Breaks for Raids on Workers' Pension Funds.

Workers' pension funds are currently protected by a stiff tax (20 to 50%) on any money a business withdraws from the funds. And any money taken out can only be used to strengthen worker benefit packages. But House Ways and Means chairman Bill Archer has proposed an 18-month moratorium on this tax (retro-

active to Jan. 1, 1995) and the removal of restrictions on how the money can be used. Already American businesses are lining up to take an estimated \$40 billion out of the funds. After the 18-month moratorium expires, the excise tax would be established at 6.5%, leaving virtually no disincentive to keep businesses from treating employees' pensions as just another source of revenue.

### Market Promotion Program.

The US Department of Agriculture currently gives about \$100 million a year in tax breaks and direct subsidies to some of the most profitable companies in the world. These programs help companies like McDonald's, Kraft and Archer-Daniels-Midland sell more Big Macs and macaroni and cheese overseas. About 9% of this money—our tax dollars—goes to companies that are foreign owned. The agriculture committees in each house, led by Senator Richard Lugar (R-IN) and Rep. Pat Roberts (R-KS), decided that the agri-giants were still struggling, and have added \$25 million to the program's budget for next year.

### Tax Loophole for Mutual Life Insurance Companies.

Mutual insurance companies are the beneficiaries of extraordinarily generous tax breaks. Thanks to hefty lobbying clout, the highly profitable mutual companies have been able to maintain a loophole that allows them to skirt nearly \$2 billion in taxes annually.

### Tax Breaks for Companies in US Territories.

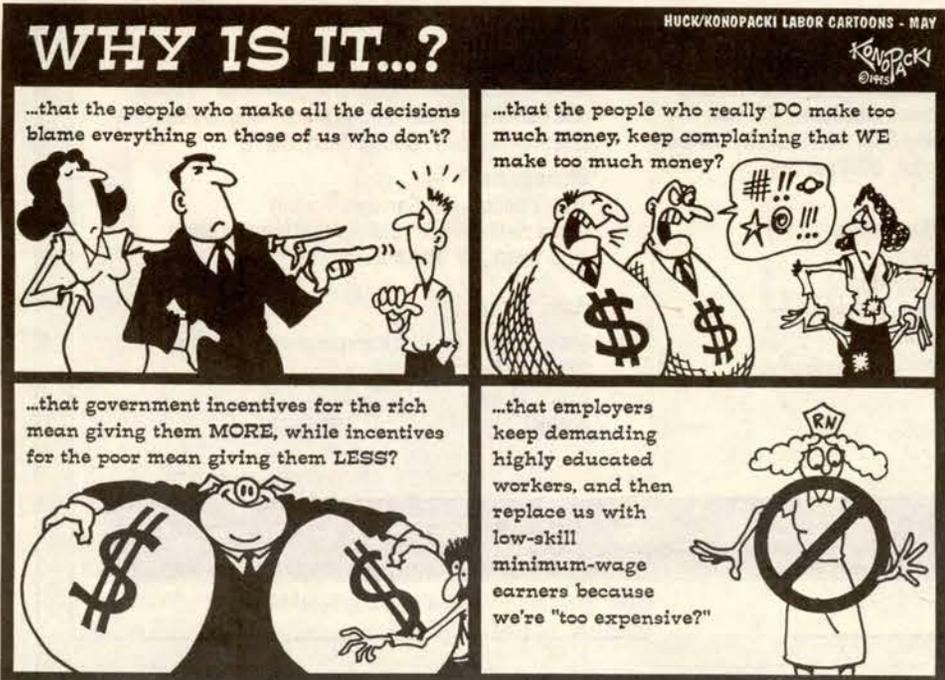
In theory, the \$3.5 billion in annual tax breaks to companies that do busi-

ness in Puerto Rico and the US Virgin Islands increase employment in the territories. But in reality the companies largely reinvest the money, which increases a company's profits but not its employment levels or its workers' salaries. Beneficiaries include pharmaceutical companies like Johnson & Johnson and Bristo-Myers Squibb, as well as soft drink makers Pepsi and Coca-Cola.

### Special Deductions for Oil Companies.

The oil industry has wrangled special tax breaks that allow it to deduct fully the costs of locating and drilling for oil. During the energy crisis of the 1970s, the subsidies were expanded. But now our country has all the oil it needs—and we are even exporting our own Alaskan oil. And yet Congress continues to offer more than \$1 billion annually in tax breaks to this enormously profitable industry. In the name of "our children," Congress is taking away tax incentives for alternative fuel development, but the money to Big Oil just keeps right on gushing.

On the surface, the Republican call for a balanced budget looks like an honorable attempt to persuade all Americans to sacrifice now in order to benefit our children down the road. When you scratch the surface, however, you find that average Americans are being asked to sacrifice their health care, their education, and their occupational safety so that big corporations won't have to elbow their way through so much riff-raff on their way to the public trough.



**A**mericans are being asked to make sacrifices to help balance the budget. But it turns out that most of the sacrificing is going to be done by working Americans, while corporations continue to exploit tax loopholes.

Here are some of the things that the Republican budget sacrifices:

**Workers Health and Safety**

**OSHA:** There is an overall 16% cut in the federal Occupational Safety and Health Administration. The biggest reduction has been to worker safety programs. The House voted to cut OSHA federal enforcement by 33%. This would reduce workplace inspection for health and safety violations.

California could see a decrease of 14% in its Cal-OSHA budget. The reduction of regulatory and enforcement powers proposed by Congress would have the effect of changing OSHA from an enforcement agency with real powers to an agency providing counseling and technical assistance to companies.

**Ergonomic Standards:** These standards—badly needed to protect workers against repetitive stress injuries—were to be implemented for clerical workers, grocery clerks and others who perform repetitive tasks. In fact, Republican legislation specifically prohibits any standards in this area. This is in spite of the fact that one out of three dollars spent on workers' compensation relates to the injuries addressed in these standards. The total spent on compensation claims related to these injuries is about \$20 billion per year nationwide.

Most experts believe that standards would lead to decreased injuries to workers and a lowering of costs to employers.

**Fall Protection:** The legislation would prohibit OSHA from enforcing their recently-promulgated standards covering construction workers and certain others who work above 16 feet. These standards protect workers against falls, which account for two-thirds of all construction fatalities.

**Worker Training**

California training and education programs would be cut by \$4.3 billion over the next seven years. Specific cuts include:

**Summer Youth Program:** 102,000 kids will no longer be eligible for summer jobs. The House and Senate eliminated this program entirely.

**Year-Round Youth Program:** This program helps high-risk students stay in school. The House deleted \$81 million for California, while the Senate proposal decreases funding by \$32 million.

**Dislocated Workers:** Californians have benefitted greatly from this program. The program covers workers who might be dislocated because of NAFTA. Seventy-two million dollars would be cut if the House version is enacted, \$55 million cut if the Senate proposal is enacted. Nearly 32,000

# You make the sacrifice

workers would be denied training as a result.

**Older Workers:** This program helps subsidize older Americans going back to work, using their talent and skills to help community organizations who work with, for example, abused children, the homeless and frail elderly. California would receive \$6 million less in funds the first year in the House version and a decrease of \$4.2 million in the Senate bill.

**Adult Training:** These programs train adults to enter the workforce with skills that will enable them to take jobs that pay a living wage. Beginning in 1996, these programs are proposed to be funded at 31% less than their 1995 level.

**School to Work:** These programs help students make the transition from high school to work. Congressional cuts halved the President's request. California was not one of the original 28 states funded. The changes proposed could prevent California from participating in this program.

**JTPA:** Combined, all training pro-

grams covered by the Job Training Partnership Act would be cut by 40% from the 1995 funding.

**College Loans:** Middle class families will find it more difficult to afford a college education for their kids. The Republican House's proposal would reduce loan amounts or deny eligibility for 341,300 California students who would be eligible to receive funds through the Stafford loan and Pell Grant program. The House version also would eliminate provisions which makes loans interest-free until six months after the student graduates.

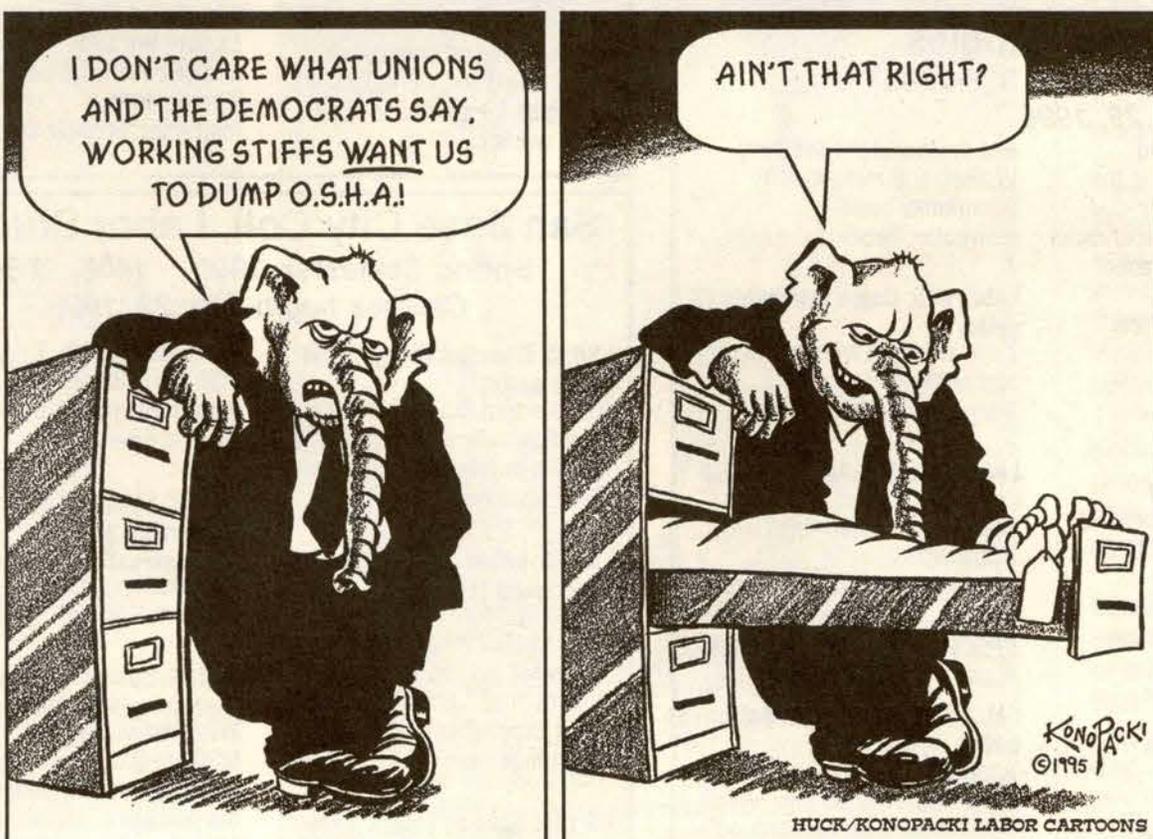
**Workers' Rights**

**Wage and Hour Administration:** This agency enforces the laws that require employers to pay minimum wage, Davis-Bacon wage rates, and overtime after 40 hours per week. It guarantees that wages are paid by employers and generally protects low-wage workers from some of the worst excesses of the workplace. Closing sweat shops such as those that have been found to operate in the garment industry is one part of this agency's duties. Congress proposes to cut its budget by 12.5%.

**National Labor Relations Board:** Republican proposals would reduce the budget of the NLRB by one-third, severely limiting its ability to hear cases. Legislation also repeals the Board's injunction powers so its power to take action against employers would be limited.

**Striker Replacement:** Under an executive order signed by President Clinton, employers can no longer permanently replace strikers on federal projects when there is a labor disagreement. A rider placed in the budget bill and many other pieces of legislation would negate the president's order and allow for the permanent replacement of strikers.

**TEAM Act:** Not part of the budget but passed by the House on Sept. 27, it would modify the National Labor Relations Act to permit management in non-union workplaces to form company unions under the complete control of management.



## LABOR STUDIES CLASSES

### City College of San Francisco Labor Studies Program

Spring Semester, 1996

(415) 267-6550

Classes begin January 18, 1996

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$13/unit for all students, plus a \$10 per student fee. Some tuition assistance is available.

#### Labor 70: American Labor Movement (3 units)

Mondays, 7-10 pm  
History, values and visions of the labor movement; structure and current issues.  
Instructor: Staff

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

Wednesdays, 7-10 pm  
Legal framework for right to organize and bargain collectively. Union, employee and employer rights in private and public sectors.  
Instructor: Amy Martin, labor attorney

#### Labor 77: Grievance Handling & Arbitration (3 units)

Wednesdays, 7-10 pm  
Identifying, preparing and presenting grievances; negotiating solutions to workplace disputes. Arbitration as the final step.  
Instructor: Albert Lannon, past ILWU officer

#### Labor 80: Rights & Discrimination in the Workplace (3 units)

Tuesdays, 7-10 pm  
Affirmative action, sexual harassment, wage & hour law

and other legal issues affecting workers, union and non-union.  
Instructor: Tanya Russell, attorney

#### Labor 81: Union Organizing (3 units)

Mondays, 7-10 pm  
Employee rights, NLRB and PERB procedures, combatting union busters. Winning strategies.  
Instructor: Karega Hart, President, ATU 1574

#### Labor 82: Public Sector Labor Relations (2 Units)

Tuesdays, Feb. 27-May 21  
7-10 pm  
Organizing, grievance handling and bargaining in the public sector. Coalition-building to win support.  
Instructor: Chris Hanzo

#### Labor 85: Bay Area Labor History (2 units)

Thursdays, Feb. 29-May 23,  
7-10 pm  
Exploring the rich and militant history that has given The City a reputation as a "Union Town."  
Instructor: Sue Englander

#### Labor 100: Race & Ethnicity in the Labor Movement (3 units)

Thursdays, 7-10 pm  
Class issues in the American labor movement have always been complicated by questions of race and ethnicity. These issues are again on the front burner as the workforce changes and affirmative action is under attack. Strategies to unite for increased

power.  
Instructor: Debbie Moy and Carmelita Tursi

#### Labor 90B: Advanced Steward Training (1 unit)

Saturdays, March 16, 23 & 30  
9:30 am-3:30 pm  
Dealing with complex grievances and difficult members. internal organizing.  
Instructor: Linda Gregory, AFSCME

#### Labor 91A: Worker Participation Programs (1 unit)

Saturdays, April 27, May 4 & 11  
9:30 am-3:30 pm  
Employer-run Total Quality Management versus union-employer cooperation on High Performance Workplaces.  
Instructor: Debbie Moy

#### Labor 101: Issues in Health & Safety (1 unit)

Saturdays: March 2 & 9  
9 am-5 pm  
Identifying health and safety hazards in the workplace. Organizing for solutions.  
Instructor: Pam Tau Lee, UC Labor Occupational Health Program.

#### Labor 103: Peer Counseling (1 unit)

Saturdays: April 13 & 20  
9 am-5 pm  
Identifying and using individual and community resources for worker problems, including strikes and layoffs.  
Instructor: Tom Ryan, AFL-CIO

### San Francisco State Labor Studies

Spring Semester 1996

(415) 338-2885

Classes begin Jan. 29, 1996

#### Labor 251: Know Your Workrights (3 units)

Tuesdays, 4:10 - 6:55 pm  
Hands on approach to understanding basic statutory protections for workers under California and national labor law.  
Instructor: Al Lannon

#### Labor 300: Researching Labor Issues (3 units)

Saturdays: Feb. 3, 27; March 2, 30; April 20; May 11  
9 am-5 pm  
Research methodology for conducting archival, interview, survey and government document (including Lexis-Nexis) research. Basic statistical analysis.  
Instructor: Brenda Cochrane

#### Labor 343: Women and Work (3 units)

Thursdays, 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 511: Collective Bargaining (3 units)

Mondays, 7 - 9:45 pm  
Process, structure and preparation for collective bargaining. Law and theories of bargaining. Includes hands-on simulation of bargaining situations and discussion of current changes in collective bargaining.  
Instructor: David Leeman

#### Labor 570: Urban Health Systems (3 units)

Tuesdays, 4:10-6:55 pm  
Political economy of urban health. Critical analysis of public

and private health systems. Women and minorities in community health.  
Instructor: Debbie Leveen

#### Labor 695: Union Internship (3 units)

Time arranged with instructor and union.  
Instructor: Brenda Cochrane

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

Topics to be determined with instructor.  
Instructor: Brenda Cochrane

#### SPECIAL EXTENDED ED. CLASS (Call 338-1373 for info.)

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

Analysis of affirmative action programs. How do they work? What is the legal background?  
Instructor: Tanya Russell

### Laney College Labor Studies

Spring Semester, 1996

(510) 464-3210

Classes begin January 16, 1996

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

#### LS 12: Collective Bargaining (3 units)

Thursdays, 7-10 pm  
Legal background, research, bargaining math, table manners, strikes and alternative tactics. Simulated bargaining for hands-on experience.  
Instructor: TBA

#### LS 13: Economics for Labor & Community Leadership (3 units)

Tuesdays, 7-10 pm  
Understanding today's global economy and the changes in production technology. Understanding contracting out, downsizing and unemployment.  
Instructor: Ellen Starbird

#### LS 15: Labor Leadership & Communications Skills (3 units)

Mondays, 7:00-10:00 pm  
The psychology of leadership motivating members. Communicating clearly and effectively. Balancing organization and individual needs.  
Instructor: Albert Lannon

#### LS 16: Rights & Discrimination in the Workplace (3 units)

Wednesdays, 7-10 pm  
Affirmative action, discrimination, sexual harassment, and employee rights. Legal and workplace strategies for union and non-union workers.

Instructor: Tanya Russell

#### SHORT TERM SAT. CLASSES

#### LS 248GC: What direction for Labor? (1/2 unit)

Saturday, Feb. 3  
9 am-6 pm  
New AFL-CIO leadership; moves toward a Labor Party; independent candidates; union money for organizing; high-performance workplace versus team concepts--what do all these mean for working people and local unions?  
Instructor: TBA

#### LS 201: Stewards' Training (1 unit)

Saturdays, March 3, 10, 17  
9 am-4 pm  
Identifying and investigating grievances, dealing with management, negotiating solutions; internal organizing.  
Instructor: Albert Lannon

#### LS 248GE: Making Workers' Culture (1 unit)

Saturdays, April 14, 21, 28  
9 am-4 pm  
Check out workers who are also artists, writers, actors and playwrights, then try making a little culture of your own in song and story.  
Instructors: Albert Lannon & Patricia Wynne

#### LS 248GD: The 1946 Oakland General Strike (1/2 unit)

Saturday, May 5  
9 am-6 pm  
It was the largest strike wave in US history, and the East Bay was shut down for three days. Explore the issues and events and discuss what they mean for workers today.  
Instructor: Fred Glass, CFT

### San Jose City Coll. Labor Studies

Spring Semester, 1996 (408) 288-3705

Classes begin Jan. 22, 1996

#### LS098: Directed Study, Level 2 (1-3 units)

Independent Study under the direction of faculty members in specific or related disciplines. By arrangement

#### LS 136: Labor Studies Work Experience (1-4 units)

Earn credit for your work in labor studies related activities. You must sign up for a minimum of 7 units including Work Experience to qualify. By arrangement.

#### LS 137: Special Topics: Labor Values and Traditions (1 unit)

Wednesdays, Feb. 7 - March 6  
6:30 pm-9:30 pm  
An introduction to organized labor in America.

#### LS 137: Special Topics: Leadership and Communications Skills (1 unit)

Wednesdays, March 13-April 17  
6:30 pm-9:30 pm

#### LS 137: Special Topics: Organizing and Politics (1 unit)

Wednesdays, April 24 - May 22  
6:30 pm-9:30 pm  
Building workers' power through the process of organizing around workplace and political issues.

## Those still working can help mobilize retirees

By Orv Owen

**A**s we approach the new year our retiree members are committed to continuing our efforts in organizing, mobilizing and expanding our Retiree Club chapters throughout Local 1245's service areas where our members reside.

We would appreciate any help and guidance we receive from active Local 1245 members in contacting retired members in their home areas to assist us in establish-

ing a Retirees Club chapter in an accessible location to hold monthly meetings and social activities. Retired

members who held unit officer positions, shop stewards, and members who served on committees know

how to get the job done. It would be extremely helpful to have your assistance in establishing a Retirees Club chapter in your home area.

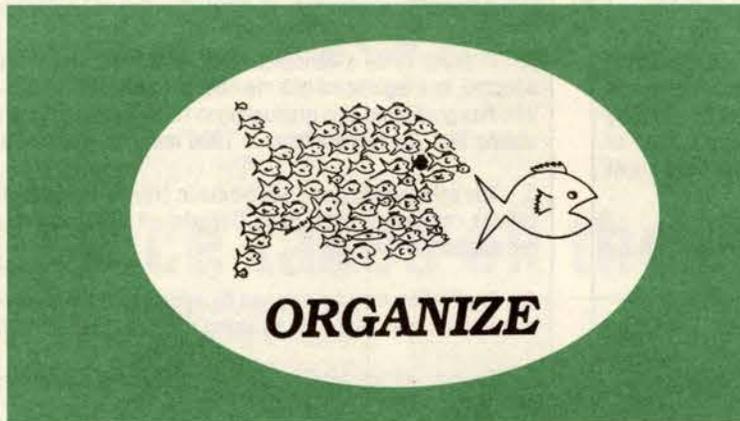
Active members and retired members who would like to help, please contact Local 1245's office by mail (P.O. Box 4790, Walnut Creek, Ca. 94596) or by telephone (510-933-6060), and ask for Julie Rodriguez.

Elections next year will be extremely important to both active and retired members. Retired members have the time and talent to participate

IBEW  
Local  
1245



Retirees Corner



in the election process, which could be of great assistance to our active brothers and sisters. We all have a personal interest in the programs and benefits that affect the standard of life of senior citizens.

We need each other just as much now as we did in past years.

Keep the faith!

## Is Social Security about to collapse? The answer is 'No!'

**T**hirty years ago, when Barry Goldwater proposed making Social Security voluntary, he was dismissed as a lunatic.

Now, however, the radical transformation of Social Security—essentially its privatization—is the consensus among a certain political class and the pundits who serve them.

The strategy of the privatizers is proving quite successful: Sow doubts about the future solvency of the system. Chip away its near-universal political support by taxing benefits of "affluent" retirees, periodically lowering the definition of affluence. Encourage the "affluent" retirees of the future to provide for themselves, because of the system's wobbliness. And

eventually turn the public pension system into welfare for the elderly poor—an easy target for cuts—while leaving the middle class and rich to fend for themselves.

A Time magazine cover story from March 20, 1995, headlined "The Case for Killing Social Security," opened by citing Sen. Alan Simpson (R-WY). Simpson "confronted" the Social Security Commissioner with "a poll showing that more people under the age of 35 believe in UFOs than in the prospect that Social Security will pay them benefits upon retirement." The article went on to recite the usual statistics about the system's imminent bankruptcy, as the Baby Boomers and then the "Generation X'ers" enter their golden years. The article concluded with a menu of "op-

**The strategy of the privatizers is proving quite successful: Sow doubts about the future solvency of the system. Chip away its near-universal political support by taxing benefits of "affluent" retirees, periodically lowering the definition of affluence.**

tions"—privatize the whole system, cut benefits, or means-test them.

Almost no one bothers to investigate the claim of Social Security's coming insolvency, which is based on projections in the annual report of the system's trustees. Anyone investigating would have discovered that the projections assume the economy will grow an average of 1.5% a year (after inflation) for the next 75 years—half the rate of the previous 75 years, and matched in only one decade this century, from 1910-1920. Even the 1930s, the decade of the Great Depression, saw a faster growth rate.

What would happen if the economy grew at a peppier 2.2% rate?

The trustees provide alternative projections based on that as well, and, gosh, the system remains solvent indefinitely. At 2.5%—still slower than the 75-year average—it runs a surplus.

The World Bank's report, *Averting the Old Age Crisis*, recommended a three-pillared system: 1) a mandatory system, financed out of taxes, to provide a minimal

base pension; 2) a mandatory savings scheme, in which every worker is required to contribute a portion of his or her earnings to a kind of IRA, to be invested in financial markets; and 3) a supplementary system of private savings, also to be invested in the financial markets.

What's wrong with this? First, the present system is mildly redistributive, with the rich slightly subsidizing the poor in retirement. A private system would end that transfer. And second, a private system would be no better equipped to handle the bulge of boomer retirees beginning around 2010 than the present system. Right now Social Security is financed by a wage base that grows roughly in line with the overall economy; why should the stock market do significantly better?

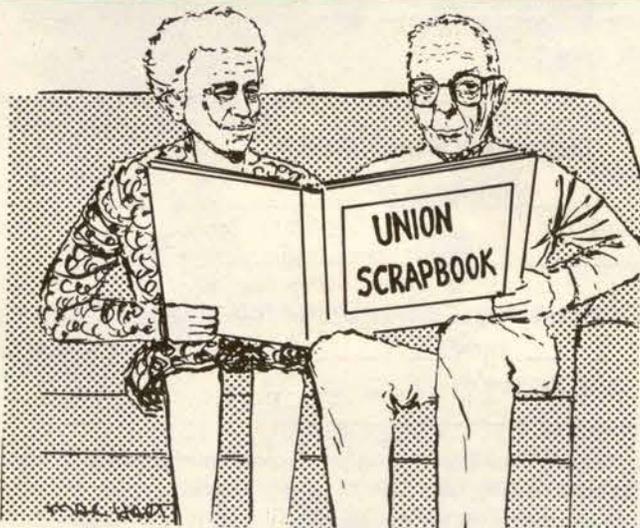
Most people think that money invested in the stock market finds its way into real investment in buildings and machines. In fact, almost none of it does; most firms finance real investment through their profits. (Between 1901 and 1994, US non-

financial corporations financed less than 5% of their capital expenditures through the stock market.) The stock market is mainly an arena for the buying and selling of existing shares and, through takeovers and spin-offs, of entire corporations. Investing in the stock market will no more create the wealth necessary to take care of elderly Boomers than Social Security taxes do.

The best commentary on the Social Security slashers was in *Barron's* (May 29, 1995), the weekly magazine of investors. Columnist Alan Abelson sharply characterized the strategy of privatization: "The soft spot in any entitlement is that the recipients feel entitled. If, instead, they're made to feel slavishly grateful, then it's no great sweat to persuade them to accept a pittance instead of a plum. And to put them in the proper frame of mind, nothing is more effective than a whiff of destitution. Paupers...can't be choosers."

*(Excerpted from an article by Doug Henwood, editor of Left Business Observer)*

**Get out, have fun, be involved!**



**Start a Retirees Club chapter!**

**SCHOLARSHIP OPPORTUNITIES**

**Local 1245  
Trade and Vocational School Grant**

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

- The grants will be as follows:  
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 1996. A copy of your diploma or a letter from your high school stating that you will graduate in 1996 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
- Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 1, 1996)**.
- Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
- Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
- Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

**Application for the Local 1245 Trade & Vocational School Grant for Members' Children Enrolling in Technical, Industrial, or Trade Schools**

Sponsored by Local Union 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO

PO Box 4790  
Walnut Creek, CA 94596  
(510) 933-6060

**Candidate Information**

Candidate's Name \_\_\_\_\_ Birthdate \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

High School \_\_\_\_\_ Graduation Date \_\_\_\_\_

Address of High School \_\_\_\_\_

What school do you expect to attend? \_\_\_\_\_

Where is it located? \_\_\_\_\_

What trade or craft will you be studying? \_\_\_\_\_

Why this particular skill? \_\_\_\_\_

Candidate's signature \_\_\_\_\_ Date \_\_\_\_\_

**Statement of Member/Parent**

Name of Member/Parent \_\_\_\_\_

Employer \_\_\_\_\_ Location \_\_\_\_\_

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 1996.

Signature of Member/Parent \_\_\_\_\_

Union Card No. \_\_\_\_\_

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 1996.

Official's Signature and Position \_\_\_\_\_

**Local 1245  
Al Sandoval Memorial Competitive Scholarship**

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

- The grant will be as follows:  
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1996. A copy of your diploma or a letter from your high school stating that you will graduate in 1996 must be attached to your scholarship application.
- The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
- Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
- All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
- Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
- Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 4, 1996)**.
- Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
- A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

The topic for the 1996 Al Sandoval Memorial Competitive Scholarship Essay is:  
**"SHOULD THE EIGHT-HOUR WORK DAY BE PRESERVED?"**

**Application  
for the Al Sandoval Memorial Competitive Scholarship**

Sponsored by Local Union 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO

PO Box 4790  
Walnut Creek, CA 94596  
(510) 933-6060

Candidate's Name \_\_\_\_\_ Birthdate \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

High School \_\_\_\_\_ Graduation Date \_\_\_\_\_

Address of High School \_\_\_\_\_

What college or school do you expect to attend? \_\_\_\_\_

Where is it located? \_\_\_\_\_

Candidate's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Statement of Member/Parent**

Name of Member/Parent \_\_\_\_\_

Employer \_\_\_\_\_ Location \_\_\_\_\_

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 1996.

Signature of Member/Parent \_\_\_\_\_

Union Card No. \_\_\_\_\_

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 1996.

Official's Signature and Position \_\_\_\_\_