

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
March 1996  
Vol. XLV No. 3

# UTILITY REPORTER

Ballot Propositions  
Page 8

## Unit conference confronts political realities

**C**hairpersons and Recording Secretaries from Local 1245's 92 units gathered in Concord, Ca. on Feb. 24-25 for the union's unit leadership training conference.

Although spirits were generally high as old friends

got a chance to get reacquainted, the mood was sobered by a large dose of political reality.

Business Manager Jack McNally explained how the current push for deregulation has caused energy companies to jockey for market position. This has already led to "downsizing, reorganization and mismanagement," McNally said.

During the union's 55 year history, McNally said, Local 1245 has struggled to improve wages, benefits and working conditions in a regulated environment. "Now we need to make the necessary adjustments in the de-

regulated environment to maintain our standard of living."

Unfortunately, the current majority in Congress and the state assembly have "little regard for the plight of utility employees," McNally said.

IBEW Legislative Representative Art Carter told unit leaders that the state assembly had recently passed a bill that would repeal the California law requiring that employers pay overtime after 8 hours of work.

All 41 Republican members of the Assembly voted to repeal overtime requirements. All 34 Democrats present voted against the repeal. (See story, below).

"When it's two in the morning and you're out there in the rain dealing with a line that's down, do you

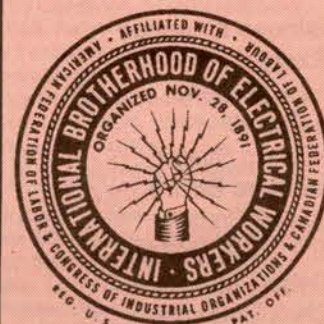
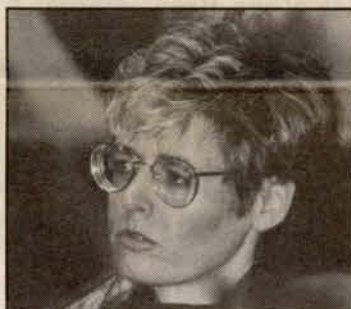
See PAGE TEN



Trevor Evans is recorder for Unit 4406, Davey Tree, Paradise, Ca.



Cynthia Petroske (above) is recorder for Unit 4014, Citizens Utilities Co., Elk Grove, Ca. Stephanie Baber (below) is recorder for Unit 3311, Sierra Pacific Power, Reno, Nev.



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### CALENDAR

Month of March  
Nominations at Unit  
Meetings for Delegates to  
International Convention

March 26  
California Primary Election  
DON'T FORGET TO  
VOTE!

March 30  
PG&E Shop Steward  
Training Conferences  
(Locations TBA)

April 5  
Stockton Division  
Pin Dinner  
Stockton, Ca.

June 1  
Golf Tournament

June 8  
Softball Tournament

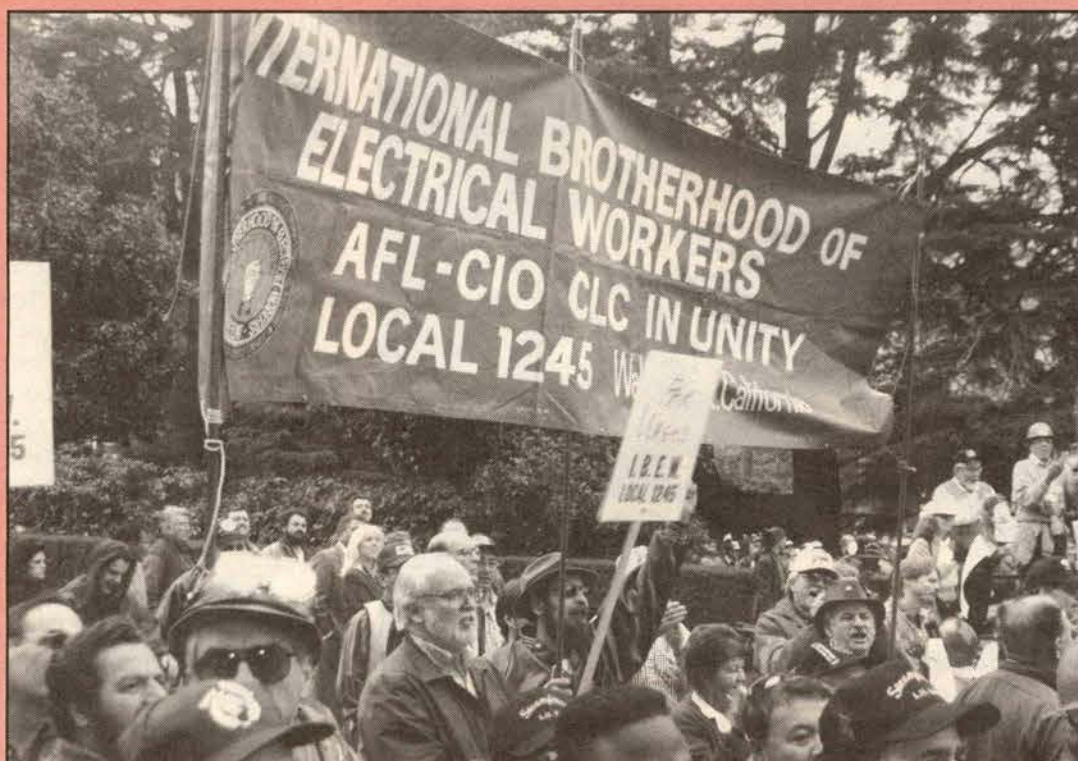


## Republicans attack overtime

**R**epublicans in the California Assembly showed their true colors last month by passing legislation that would abolish overtime for work in excess of 8 hours a day.

The bill passed on a straight party-line vote, with all 41 Republicans voted in favor. (See Page 5.) All 34 Democrats present voted against the bill.

Gov. Wilson has indicated he will sign the bill if it reaches his desk. The only thing now stopping the bill is the Democrats' one-vote edge in the State Senate, which means this year's elections will determine whether the overtime law is repealed.



### SAVE PREVAILING WAGE

Local 1245 members, staff, and retirees joined with more than 15,000 fellow trade unionists in Sacramento on Valentine's Day to protest efforts to Gov. Pete Wilson to roll back the state's prevailing wage law, which mandates that construction workers on state-funded projects will receive union-scale wages. See story and photos on Page 4.

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*Workers here and abroad*

## Rolling the union on . . .

**Over There:** Last month this column noted that teachers and miners had staged nationwide strikes to protest overdue wages. Forgot to mention that those strikes were in Russia, not the USA.

**Charges & Beatings:** The NLRB has filed several new unfair labor practice charges against Detroit Newspapers, Labor Notes reported. The new complaints say that management

illegally threatened to permanently replace striking workers, unilaterally implemented several contract changes "without having reached a valid impasse," and failed to provide the Newspaper Guild with information it was entitled to. The same day the new charges were filed, a company security guard severely beat John Castine, president of the Guild's Free Press unit, in an alley behind the Free Press building in downtown Detroit.

and move jobs out of the country, San Mateo Labor reported. The proposed sanctions would bar public pension funds from investing in such companies and prohibit state and local agencies from contracting with them.

**Oops, You Weren't Supposed to Notice:** The Ontario government's recent Economic Statement contains the following gems of hypocrisy: a \$400 million cut from the schools entitled "Excellence in classroom education"; a \$1.3 billion cut labelled "Protecting healthcare funding"; and a \$400 million cut termed "Setting goals for universities and colleges."

**Rights Denied:** A federal appeals court in Atlanta ruled that the state of Georgia violated the rights of Robin Joy Shahar by withdrawing a job offer in the state attorney general's office after learning that Shahar was about to marry her lesbian partner. According to the Wall Street Journal, the court ruled that the state violated Shahar's First Amendment rights to free-

**Time to Upsize:** Understaffing is a problem at 54% of the North American firms surveyed for the 1996 Olsten Forum, up from 46% in last year's survey, the Wall Street Journal reported. The latest survey says understaffing is most acute in the utility, high-tech, and transportation sectors. The result, the survey found, is higher stress, more missed deadlines and higher turnover.

**Fighting Runaway Shops:** The AFL-CIO in 11 northeastern states are pushing for sanctions against companies that close facto-

### Frank Brownell

Davey Tree Line Clearance Tree Trimmer Frank Brownell was fatally injured in a 35-foot fall during a tree removal operation in Brush Creek, 20 miles east of Oroville on Feb. 14. Brother Brownell was attempting to remove the top of a pine tree when the accident occurred.

Brownell, who was 50, is survived by a 20-year old daughter.

Local 1245 extends its condolences to Brownell's family and friends.



Service Employees President Richard Cordtz (at rear, with umbrella) was among 42 demonstrators arrested Jan. 31 in San Francisco's financial district while protesting the quality of patient care at California's Vencor-Hillhaven nursing homes. About 2,000 SEIU members are working without a contract because the company has refused in bargaining to address issues of quality care and working conditions.

## Unit changes

**Unit 2317, Antioch,** now meets at Aladino's Pizza, 1324 Sunset Drive, Antioch, across from the Hillcrest Yard. Meetings continue to be on the second Wednesday, starting at 7 p.m. Pizza and drinks are served.

**Unit 1221, Buellton,** meets at Antonio's Pizza in Buellton on Mondays at 4 p.m. Dates for the next few meetings are: March 11, April 15, May 13, and June 10. If you have questions, contact Business Rep. Mike Haentjens at (805) 773-8530.

dom of association, religion and expression.

**Over-Reaction?** Shortly before Christmas, UPS delivered a big white package to a labor relations employee at Boeing's Wichita, Kan. plant. The words "Happy Holidays" were scribbled across the package, and ticking and beeping sounds were heard coming from it. Jittery because of the recently-concluded strike by Machinists, management called the bomb squad, which blew up the package. Inside were a bunch of clocks—meant as gifts for outstanding employees—from company headquarters in Washington state.

**Time to Shave?** The latest invasion of worker privacy is the radioimmunoassay test, San Mateo Labor reported. The test uses a small sample of a person's hair to determine a 90-day profile of the person's drug use. The test is easier to administer and reportedly more reliable than the traditional urine test.

**Cast-Offs:** Labor Secretary Robert Reich says it is no longer accurate to say that workers who lose their jobs because of corporate restructuring are "laid off." That implies the worker will eventually be rehired, Reich said. Since few are actually brought back, the more accurate term would be "cast-offs," Reich said.



Union Business Representatives Joel Ellioff, Ed Caruso and Landis Marttila met recently with PG&E officials in a regular meeting of the Joint Apprenticeship Training Committee.

## Attention Golfers!

Mark your calendar for the  
11th "Almost-Annual" Local 1245 Golf Tournament.  
Four-man best ball scramble.

**Saturday, June 1, 1996**  
**Indian Valley Golf Club**  
**Novato, California**

\$75 includes green fees, golf cart, and sit-down dinner.  
Prizes and awards!

Hurry! Limited Tee-space available! First 20 foursomes  
are guaranteed. Singles will be placed.  
**Deadline to register is May 1, 1996.**

For more information contact Frank Saxsenmeier at (415) 898-1141 or  
(510) 933-6060 or write to the address given below.

To register, make checks payable to "Local 1245 Golf Tournament"  
and send with registration form to:

**Local 1245 Golf Tournament**  
**P.O. Box 4790**  
**Walnut Creek, CA 94596**

1. Name \_\_\_\_\_  
Address \_\_\_\_\_
2. Name \_\_\_\_\_  
Address \_\_\_\_\_
3. Name \_\_\_\_\_  
Address \_\_\_\_\_
4. Name \_\_\_\_\_  
Address \_\_\_\_\_

## POINT OF VIEW

### What is to become of PG&E's fossil plants?

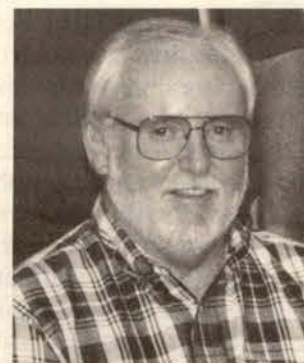
Jack McNally, IBEW 1245 Business Manager

The California Public Utilities Commission in December announced its decision on restructuring the state's electric utility industry, and how that industry will or will not be regulated in the future. All the various interested parties—or "stakeholders"—have been going over that decision with a fine-tooth comb to determine how it will affect them.

One provision of the decision suggests that PG&E and Southern California Edison should divest themselves of a substantial portion of their generating assets, particularly their fossil generation. The CPUC is trying to create a competitive market and is concerned that PG&E and Southern California Edison would have too much market power if they were permitted to keep all their current generating plants. The Commission is requiring PG&E and SCE to file a plan to voluntarily divest themselves of at least 50% of their fossil generating assets. The utilities could accomplish this through a spinoff to a separate company under the same corporate umbrella, or through outright sale to a non-affiliated entity.

Clearly the divesting of generation by PG&E will impact our members who operate and maintain these generating plants. Local 1245 has contended during the hearings on restructuring that utility employees should be treated as "stranded assets" and that provisions should be made to deal with these displaced employees if in fact the restructuring causes a break-up to occur.

We have proposed a variety of mechanisms that could be used to protect the jobs of our union members, including successor clauses in union contracts, recognition clauses in sales agreements, and a requirement that employees be given the "first right of refusal" for purchasing utility assets that may be spun off.



If in fact the utilities do spin off or sell generating assets, an employee buy-out of some of those assets is an interesting prospect. If these plants are economically viable enterprises, then it could make sense to put together a plan to let employees benefit from those plants, rather than letting the plants be sold to an outside corporation that may be hostile to union wages and benefits. An Employee Stock Ownership Plan, or ESOP, could provide such a vehicle for employees to exercise some control over their destiny in these uncertain times. There is certainly a precedent for such action. A couple of years ago United Airlines was bought by its employees through an ESOP, which has saved many jobs.

The CPUC envisions a non-regulated electric generating industry to become the main source of electric generation. Who is more qualified than the employees themselves to operate and maintain these generating plants?

Of course, it would take some creative people with a solid financial background to put such a plan together. And most of all it would take the support of the employees themselves, and a judgement on their part that such a move would be in their best economic interests.

Deregulation has presented us with some new and serious challenges. The time may have come for us to start considering some new responses.

# Rally for prevailing wage

**O**ver 15,000 trade unionists and their supporters staged a huge march and rally on Valentine's Day to protest Gov. Pete Wilson's attempts to destroy the state's prevailing wage law.

The law, which in effect prevents the state from undercutting union-scale wages on state-funded construction projects, has helped construction workers achieve a decent standard of living. Its repeal could throw many working families into poverty.

The rally's speakers reflected workers' intense feelings about the issue.

"It's war on working people, it's war on our wages!" thundered Building and Construction Trades President Bob Balgenorth.

To loud cheers, California Labor Federation leader Jack Henning declared: "We are here in defiance of all that is economically and socially rotten! We are fighting for our lives!"

A chorus of boos went up when Senate Pro Tem Bill Lockyer told the crowd that Gov. Wilson had told the press that the rally was just "a bunch of organized labor thugs." Wilson's slur seemed ludicrous considering that hundreds of children joined their parents for the peaceful, lawful protest.

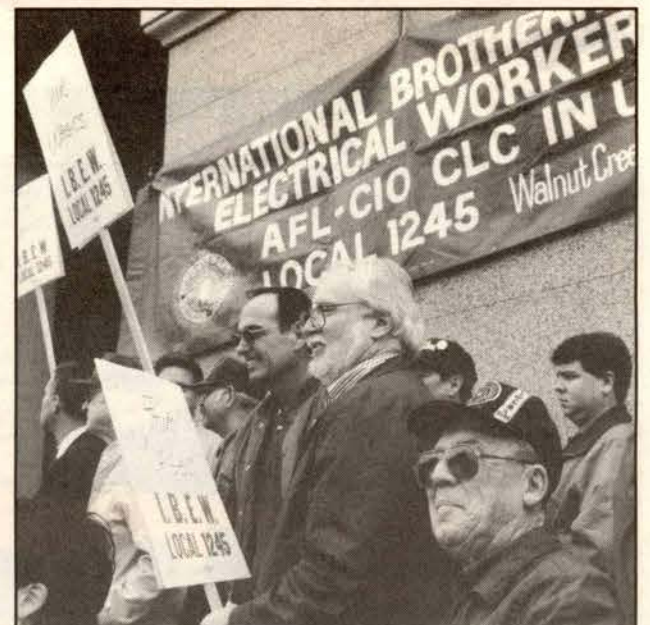
Lt. Gov. Gray Davis declared: "You built this state and your reward ought to be a pay raise, not a pay cut!...The prevailing wage got the Santa Monica freeway rebuilt ahead of schedule and

under budget!"

U.S. Congressman Vic Fazio urged union members to remember the Republican attack on prevailing wages next November when they go to the polls.

"Vote for your bottom line, vote for your bread and butter, vote for your family!" Fazio said.

Legislators were reportedly astonished at the turnout for the rally, one of the largest state house rallies in recent years.



Business Manager Jack McNally and Local 1245 staff prominently display the union banner in support of the prevailing wage rally.

"It's war on working people, it's war on our wages!"

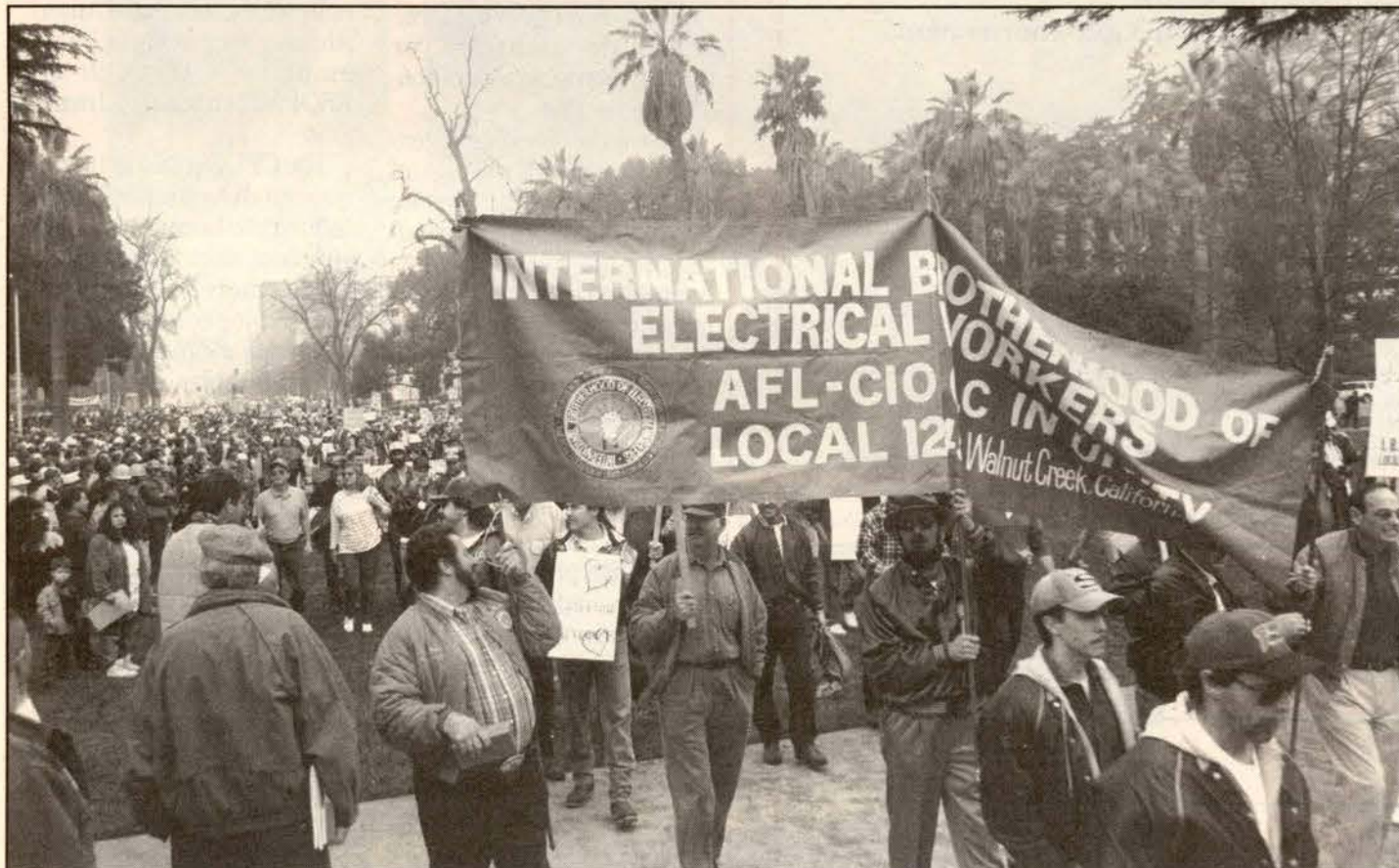
Building Trades President Bob Balgenorth

"Vote for your bottom line, vote for your bread and butter, vote for your family!"

U.S. Rep. Vic Fazio



Sacramento Mayor Joe Serna, Jr. welcomes the unionists to Sacramento, declaring, "This is a city that loves organized labor." To his right are Building and Construction Trades President Bob Balgenorth, Labor Federation leader Jack Henning, and State Senator Hilda Solis. (Photos: Eric Wolfe)



Local 1245 Business Reps. (from left) Wayne Greer, Bob Martin, Landis Marttila, and Assistant Business Manager Perry Zimmerman carry the union's banner near the head of the march to the capitol.

Below and at right are some of the people Gov. Wilson referred to as "organized labor thugs" on the day of the rally.



# IBEW LOCAL 1245 UNION VOTERS' GUIDE

Dear Local 1245 Member,

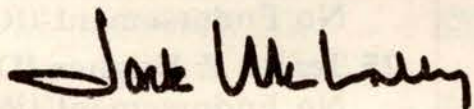
The stakes in this year's political elections are very clear. Last month all 41 Republican members of the California Assembly voted to repeal California's law that requires employers to pay overtime wages for any work over eight hours in a day. In the U.S. Congress, the Republican leadership is pushing legislation that would repeal the requirement that employers pay overtime for any work over 40 hours in a week.

This blatant attack on our overtime pay makes it very clear why it is important to vote pro-labor candidates into office.

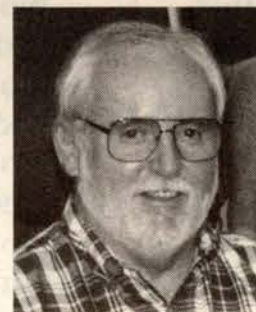
The Local 1245 by-laws require the union's executive board to evaluate candidates for political office and make recommendations to the membership based on how the candidates will impact the well-being of our members. Those recommendations are listed on Pages 6-7. Recommendations on ballot propositions are listed on Page 8.

Now is the time to be involved. Now is the time to stand up for our wages, for our families, for our standard of living. Please use your vote wisely.

In Unity,



Jack McNally  
Business Manager



## Republicans in Congress mount assault on overtime

**T**he Republican majority in the U.S. Congress has begun an assault on the Fair Labor Standards Act, especially in relation to the 40-hour week and overtime.

Senate Bill 1129, introduced by Republicans in the U.S. Senate, would create a 160-hour, four-week period where employers could force employees to work 20 straight eight-hour days

before seeing a penny of overtime. Or employees could be forced to work 70 hours one week, 50 the next, 40 the next, and then be told to take a week off. No Senate hearings have been held yet, but this bill is a high priority for the Republican leadership.

In the U.S. House of Representatives, the Workforce Protection Subcommittee has re-

ported a bill (H.R. 2391) which would permit employers to give hourly comp time to workers instead of wages for overtime worked.

If the Republican majorities in the U.S. Congress succeed in passing these bills, only a presidential veto can stop them.

Does your vote matter in March and November? It does if you care about overtime pay.



## ENDORSEMENTS BY IBEW LOCAL UNIONS

## United States House of Representatives

## District

1. Open (D)  
No Endorsement (R)
2. Roberts A. Braden (D)  
No Endorsement (R)
3. Vic Fazio (D)  
No Endorsement (R)
4. Katie Hirning (D)  
No Endorsement (R)
5. Robert T. Matsui (D)  
No Endorsement (R)
6. Lynn C. Woolsey (D)  
No Endorsement (R)
7. George Miller (D)  
No Endorsement (R)
8. Nancy Pelosi (D)  
No Endorsement (R)
9. Ronald V. Dellums (D)  
No Endorsement (R)
10. Ellen O. Tauscher (D)  
No Endorsement (R)
11. Jason Silva (D)  
No Endorsement (R)
12. Tom Lantos (D)  
No Endorsement (R)
13. Fortney Pete Stark (D)  
No Endorsement (R)
14. Anna G. Eshoo (D)  
No Endorsement (R)
15. No Endorsement (D)  
No Endorsement (R)
16. Zoe Lofgren (D)  
No Endorsement (R)
17. Sam Farr (D)  
No Endorsement (R)
18. Gary A. Condit (D)  
No Endorsement (R)
19. Paul Barile (D)  
No Endorsement (R)
20. Open (D)  
No Endorsement (R)
21. Deborah A. Vollmer (D)  
No Endorsement (R)
22. Walter Holden Capps (D)  
No Endorsement (R)
23. Robert R. Unruhe (D)  
No Endorsement (R)
24. Brad Sherman (D)  
No Endorsement (R)
25. Diane Trautman (D)  
No Endorsement (R)
26. Howard L. Berman (D)  
No Endorsement (R)

27. Barry Gordon (D)  
No Endorsement (R)
28. David Levering (D)  
No Endorsement (R)
29. Henry A. Waxman (D)  
No Endorsement (R)
30. Xavier Becerra (D)  
No Endorsement (R)
31. Matthew G. Martinez (D)  
No Endorsement (R)
32. Julian C. Dixon (D)  
No Endorsement (R)
33. Lucille Roybal-Allard (D)  
No Endorsement (R)
34. Open (D)  
No Endorsement (R)
35. Maxine Waters (D)  
No Endorsement (R)
36. Jane Harmon (D)  
No Endorsement (R)
37. Open (D)  
No Endorsement (R)
38. Rick Zbur (D)  
No Endorsement (R)
39. R. O. (Bob) Davis (D)  
No Endorsement (R)
40. (Bob) Robert Conaway (D)  
No Endorsement (R)
41. Richard L. Waldron (D)  
No Endorsement (R)
42. George E. Brown, Jr. (D)  
No Endorsement (R)
43. Guy C. Kimbrough (D)  
No Endorsement (R)
44. Anita Rufus (D)  
No Endorsement (R)
45. Sally J. Alexander (D)  
No Endorsement (R)
46. Open (D)  
Katherine H. Smith (R)
47. Tina Louise Laine (D)  
No Endorsement (R)
48. Dan Farrell (D)  
No Endorsement (R)
49. Peter Navarro (D)  
Nancy Casady (D) (Dual)  
No Endorsement (R)
50. Bob Filner (D)  
No Endorsement (R)
51. Rita Tamerius (D)  
No Endorsement (R)
52. Open (D)  
No Endorsement (R)

## California Senate

## District

1. Thomas (Tom) Romero (D)  
No Endorsement (R)
3. John L. Burton (D)  
No Endorsement (R)
5. Patrick Johnston (D)  
No Endorsement (R)
7. Jeff Smith (D)  
No Endorsement (R)
9. Bob Campbell (D)  
Barbara Lee (D) (Dual)  
No Endorsement (R)
11. Byron D. Sher (D)  
No Endorsement (R)
13. John Vasconcellos (D)  
No Endorsement (R)
15. Rusty Areias (D)  
No Endorsement (R)
17. Steven A. Figueroa (D)  
No Endorsement (R)
19. John Birke (D)  
No Endorsement (R)
21. Adam Schiff (D)  
No Endorsement (R)
23. Tom Hayden (D)  
No Endorsement (R)
25. Teresa P. Hughes (D)  
No Endorsement (R)
27. Betty Karnette (D)  
No Endorsement (R)
29. No Democrats Running (D)  
No Endorsement (R)
31. Gary George (D)  
No Endorsement (R)
33. No Endorsement (D)  
No Endorsement (R)
35. No Endorsement (D)  
No Endorsement (R)
37. No Endorsement (D)  
No Endorsement (R)
39. Deirdre (Dede) Alpert (D)  
No Endorsement (R)

**VOTE  
MARCH 26!**

## District

1. Open (D)  
No Endors
2. John L. Gr  
No Endors
3. Irene Perry  
No Endors
4. Erike J. Yo  
No Endors
5. Eileen Bu  
No Endors
6. Kerry Maz  
No Endors
7. Valerie K.  
No Endors
8. Helen Tho  
No Endors
9. Bill Camp  
No Endors
10. Matthew M  
No Endors
11. George Mi  
No Endors
12. Kevin Shel  
No Endors
13. Carole Mig  
No Endors
14. Mark Fried  
Dion Louis  
No Endors
15. Gail Murra  
John A. Co
16. Don Perata  
Dezie Woo  
No Endors
17. Michael J.  
No Endors
18. Michael S  
No Endors
19. Lou Papan  
Madolyn L  
No Endors
20. Liz Figuero  
No Endors
21. Ted Lempe  
No Endors
22. Elaine Whi  
Trixie John  
No Endors
23. Mike Honc  
Ken Yeager  
No Endors

**D:** Democrat **R:** Rep  
**Open:** The California A  
but other local unions  
**No Endorsement:** No

# California Ass

## 43. Scott

43. Scott No En
44. Jack S No En
45. Anton No En
46. Louis No En
47. Kevin No En
48. Open No En
49. Diane No En
50. Marth No En
51. Open No En
52. Carl W No En
53. Debra No En
54. Open No En
55. Richar No En
56. Sally No En
57. Martin No En
58. Grace No En
59. Open No En
60. No En  
Clair
61. No En  
No En

**VOTE  
MARCH 26!**

**The 41 members of the California Assembly listed to the right--all of them Republicans--voted to repeal California's overtime law. These politicians are attacking your paycheck. It's time to kick them out of office!**

**No Endorsement:** No union support for these candidates.

62. Joe Baca (D)  
No Endorsement (R)
63. No Endorsement (D)  
No Endorsement (R)
64. Grace Slocum (D)  
No Endorsement (R)
65. Shirley A. Morton (D)  
No Endorsement (R)
66. Patsy Hockersmith (D)  
No Endorsement (R)
67. No Endorsement (D)  
No Endorsement (R)
68. Audrey L. Gibson (D)  
No Endorsement (R)
69. Lou Correa (D)  
No Endorsement (R)
70. Shirley W. Palley (D)  
No Endorsement (R)
71. Jack Roberts (D)  
No Endorsement (R)
72. No Democrats on the Ballot  
No Endorsement (R)
73. Robert D. Wilberg (D)  
No Endorsement (R)
74. No Democrats on the Ballot  
No Endorsement (R)
75. Open (D)  
No Endorsement (R)
76. Susan A. Davis (D)  
No Endorsement (R)
77. Janet Gastil (D)  
No Endorsement (R)
78. Howard Wayne (D)  
No Endorsement (R)
79. Denise Moreno Ducheny (D)  
No Endorsement (R)
80. Steve Clute (D)  
No Endorsement (R)

House	Olberg
Kaloogian	Poochigian
Knight	Pringle
Knowles	Rainey
Kuykendall	Richter
Margett	Rogan
McPherson	Takasugi
Miller	Thompson
Morrissey	Weggeland
Morrow	Woods

# ENDORSEMENTS BY IBEW LOCAL 1245

## BALLOT PROPOSITIONS

### **Proposition 192: Seismic Retrofit Bond Act of 1996**

This measure authorizes the state to sell \$2 billion in general obligation bonds in order to reconstruct, replace, or retrofit state-owned toll bridges and highway bridges in phase two of the Seismic Retrofit Program.

**YES**

### **Proposition 193: Property Appraisal. Exception. Grandparent-Grandchild Transfer.**

This constitutional amendment would extend the existing parent-child exemption from reappraisal to sales or transfers of property between grandparents and grandchildren.

**YES**

### **Proposition 194: Prisoners. Joint Venture Program. Unemployment Benefits. Parole.**

This measure prohibits an inmate who participates in the Joint Venture Program, and is then released from state prison, from collecting unemployment insurance benefits based upon his or her participation in a Joint Venture business.

**NO**

### **Proposition 195: Punishment. Special Circumstances. Carjacking. Murder of Juror.**

This measure adds first-degree murder during either a carjacking or a carjacking-kidnap to the list of special circumstances punishable by the death penalty or life imprisonment without the possibility of parole. This measure also specifies that the first degree murder of a juror is a special circumstance.

**No Recommendation.**

### **Proposition 196: Punishment for Murder. Special Circumstances. Drive-By Shootings.**

This measure adds first-degree murder resulting from a drive-by shooting to the list of special circumstances punishable by the death penalty or life imprisonment without the possibility of parole.

**No Recommendation.**

**For more information on  
Props. 200, 201, and 202,  
see Page 9.**

### **Proposition 197: Amendment of the California Wildlife Protection Act of 1990. Mountain Lions.**

Eliminates the designation of the mountain lion as a specially protected mammal in California and makes it easier for the Legislature to amend or repeal provisions of the California Wildlife Protection Act of 1990.

**No Recommendation.**

### **Proposition 198: Elections. Open Primary.**

This measure allows all persons who are entitled to vote in primary elections, including those not affiliated with a political party, to vote for any candidate regardless of the candidate's political party affiliation.

**NO**

### **Proposition 199: Limits on Mobilehome Rent Control Low-Income Rental Assistance.**

This measure phases out mobilehome rent control laws and prohibits local government from enacting new mobilehome rent control laws.

**NO**

### **Proposition 200: No-Fault Motor Vehicle Insurance.**

This measure establishes "no-fault" motor vehicle insurance system for personal injuries resulting from vehicle accidents. (See next page.)

**NO**

### **Proposition 201: Attorneys' Fees. Shareholder Actions. Class Actions.**

This measure requires the losing party in shareholder lawsuits to pay the winning party's reasonable legal expenses, including attorney fees. (See next page.)

**NO**

### **Proposition 202: Attorneys' Contingent Fees. Limits.**

This measure limits the amount of contingent fees attorneys representing plaintiffs could charge their clients when the defendant makes a prompt offer to settle the tort claim. (See next page.)

**NO**

### **Proposition 203: Public Education Facilities Bond Act of 1996.**

This measure authorizes the state to sell \$3 billion in general obligation bonds for K-12 schools (\$2.025 billion) and higher education facilities (\$0.975 billion).

**YES**

# Let's keep retirees plugged into our union!

By Orv Owen

**O**n Feb. 7, representatives from the East Bay and San Jose Retirees Club chapters met at Local 1245 headquarters with Office Manager Julie Rodriguez, who serves as the liaison between our Retirees Club chapters and the Local Union.

As reported last month, the purpose of the meeting was to discuss ways and means to improve communications between Retirees Club chapters and all members of the Local 1245 Retirees Club.

Suggestions presented and discussed included the following:

- Print a list each month of members retiring.
- Check the feasibility for retirees to receive the monthly IBEW Journal, the Senior Citizens News (printed monthly by the National Council of Senior Citizens), and the monthly minutes of the Local 1245 Executive Board.
- Send monthly retiree news and activity to the International Office for printing in the IBEW Journal.
- Utilization of retirees in assisting the local union in picketing, attending hearings and political participation in support of the Local Union and our working brothers and sisters.
- Send chapter presi-

**We have only retired from our jobs—we cannot afford to retire from the realities of life.**

dents of the Retirees Club a list of monthly retirements in order that they may be personally invited to attend Retirees Club meetings.

We encourage all of our retirees to send their suggestions and ideas for improving communications, as well as activities that retirees should be concerned about and involved in.

Remember, we have only retired from our jobs—we

cannot afford to retire from the realities of life. We must be continually vigilant with regard to what is happening and how it affects our country and all our citizens. To do less, we risk becoming a "nation divided against itself."

The current political rhetoric of hate and divisiveness should be of great concern to us all.

Keep the faith!

## Vote 'No' on phony propositions 200, 201 & 202

**U**nder the guise of "tort reform," a group of ultra-conservatives and Silicon Valley businessmen have placed three dangerous initiatives on the March 26 ballot. These initiatives are right out of the insurance companies' bag of sleazy tricks.

**Propositions 200, 201, and 202** are direct attacks on the civil rights of all Californians because they will limit our protection from companies guilty of employment discrimination, stock manipulation or occupational safety violations.

**Proposition 200** is a costly No Fault auto insurance scheme that will raise our rates, lower our benefits and double the paperwork involved in an automobile accident. Under Prop. 200, if you're in an

auto accident, you can't recover your losses from the negligent driver. You will have to file one claim with the negligent driver's insurance company for damage to your car and a second claim with your own insurance company for medical treatment and lost wages. Your insurance company covers your medical expenses only to the limit of your policy—only \$50,000 in most cases.

Despite claims by its proponents, nowhere in Prop. 200 does it say that rates will go down or even stay the same as they are now. In fact, in states with No Fault, auto insurance rates rose by more than 45% between 1989 and 1994. In California, during the same period, rates actually dropped by 4.5%, due mainly to the passage of Prop. 103 some years ago.

**Proposition 201** has serious implications for workers because unions are often shareholders in corporations and have been forced to bring legal action against them.

For example, when International Paper Co. lied to its shareholders by claiming the company had a sound environmental, health and safety record, the United Paperworkers union—a small shareholder in the company—sued to force IP to come clean. The union knew that IP had just plead guilty to five felonies, one of which led to a \$2.2 million fine—the second largest fine ever assessed for violating hazardous waste laws. Even though the union owned only 25 shares of the company, it was able to force IP to change practices that were clearly harmful to its members.

If Prop. 201 passes, small shareholders will be forced to raise millions of dollars in bond money to pay for all court costs and the corporations' lawyers fees before challenging large corporations like IP in court.

**Proposition 202**, like Prop. 201, limits the ability of ordinary citizens to be protected from corporations that engage in discriminatory employment prac-

tices. Prop. 202 limits only fees of attorneys who take cases on a contingency fee basis, not attorneys who are paid by the hour *such as those representing insurance companies and corporations.*

Many people and public interest groups cannot afford to hire an attorney by the hour when legal action becomes necessary. Attorneys frequently take such cases on a contingency basis, meaning that they pay all the research and administrative costs of the suit, (which can run into the millions of dollars) and are only compensated if they win.

Under Prop. 202 your lawyer's fees would be set at 15% of the first settlement amount offered by the corporation if your lawyer doesn't lay out your entire case right up front. This encourages quiet, cheap settlements and discourages your attorney from finding the corporation's "smoking gun" memos or other incriminating information which may help your case, and allows the corporations to continue "business as usual" without the public exposure that a trial brings.

For instance, it took one attorney four years to find the "smoking gun" in a discrimination case against Shoney's Restaurant Chain,

IBEW  
Local  
1245



Retirees Corner

**Make Your Voice Heard!**

**Support Labor's Candidates.**

**Vote March 26.**

**Seniors Can Make the Difference!**

whose now fired CEO stated, "I don't like niggers and I do not want to see them in my restaurant." As a result, Shoney's paid \$132 million to the many people who had been affected by this racist practice and was forced to stop its widespread discriminatory hiring practices.

Labor strongly opposes these initiatives. In January, the California Labor Federation urged union members to "Vote No" on **Propositions 200, 201 and 202.**

**Propositions 200, 201, and 202** are direct attacks on the civil rights of all Californians because they will limit our protection from companies guilty of employment discrimination, stock manipulation or occupational safety violations.

## Confronting political realities...

From PAGE ONE

really want to be working for straight time?" Carter asked.

None of the unit leaders seemed too excited about that prospect.

Carter said union members couldn't depend on the union contract to preserve their overtime if Republicans succeed in changing the law.

If non-union employers don't have to pay overtime, Carter said, "You don't have to be a genius to see that PG&E will demand to get overtime provisions out of the contract to remain 'competitive.'"

Carter urged the unit leaders to remember which legislators deserted working people in the overtime battle next time they go into the voting booth.

The conference began with a mock unit meeting put on by union business representatives. Business Rep. Lula Washington drew laughter when she took a big swig from a can of Budweiser while signing in for the meeting. Business Rep. Frank Saxsenmeier, playing the part of the unit chair, ex-

plained to Washington that alcohol consumption had to wait until after the meeting had adjourned.

Following the mock unit meeting, labor arbitrator Pete Guidry conducted a workshop to help unit leaders brush up on their parliamentary skills. The unit leaders tackled procedural questions like: Does a motion to take action come before or after the subject has been discussed? How many times can a motion be amended? And how closely does a unit chair have to adhere to strict parliamentary procedure?

Senior Assistant Business Manager Darrel Mitchell and other staff members updated unit leaders on current developments at PG&E

and other private and public sector employers.

The final session of the conference was devoted to organizing, featuring a workshop by IBEW International Rep. Art Jones.

McNally urged unit leaders to begin identifying non-union companies that could be organized by Local 1245.

"Anywhere we see non-union operations having to do with electricity and we have the opportunity to organize them, we need to do so. It's essential to preserving our own wages and benefits," he said.

McNally told unit leaders to contact their business representatives about organizing opportunities.



**The current majority in U.S. Congress and the California Assembly have "little regard for the plight of utility employees."**

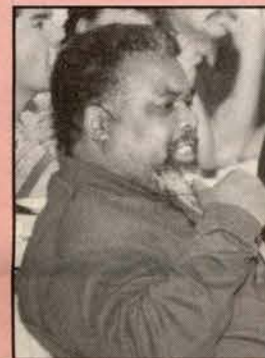
Jack McNally



Scottie Southerland (left), recorder, and Gary Stoffer, chair, Unit 3912, SMUD, Fresh Pond



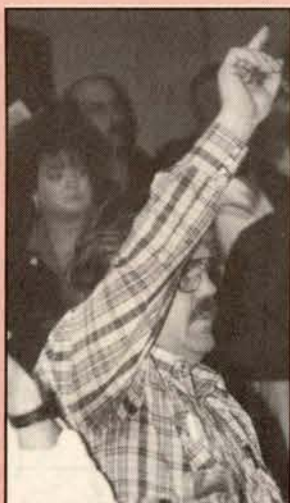
Bill Brill, chair, Unit 1511, San Jose



Clifton Williams, chair, Unit 2318, Richmond



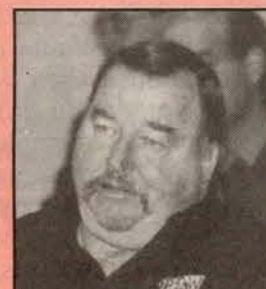
Linda Norris, recorder, Unit 3712, Santa Rosa



Dan Trowbridge, chair, Unit 4015, Citizens Utilities Co., Burney



Business Rep. Lula Washington played a beer-guzzling union member during a mock unit meeting designed to show unit leaders how to deal with difficult situations.



Don Moler, chair, Unit 3311, Reno, Nev.



Over 150 unit chairs and recording secretaries attended the two-day conference.



Heidi Sturm (left), recorder, and John Sportsman, chair, Unit 1213, King City

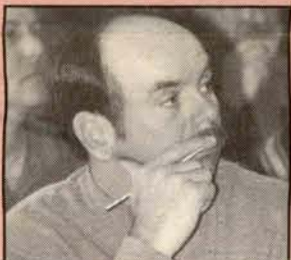
## LOCAL 1245 LEADERSHIP CONFERENCE



Vice president Jim McCauley urged members to sign up for the union's political action dues checkoff.



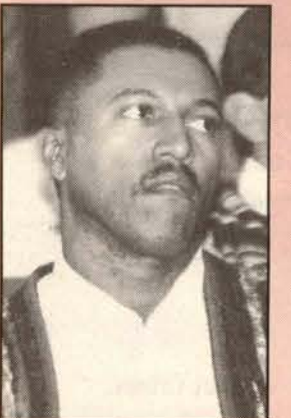
Rodney Dyer, recorder, Unit 3417, Paradise



Stephen Jameson, chair, Unit 1121, Kettleman



Janice Danielson, recorder, Unit 3613, Oroville



Darryl Munson, recorder, Unit 1121, Kettleman



Union fashion mavens sporting the hippest haberdashery are, from left: Business Rep. Gary Hughes, Senior Assistant Business Manager Darrel Mitchell, and Business Reps. Landis Marttila and Gary Mai.



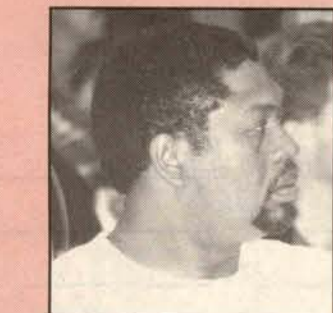
Chris Habecker (left), chair, Unit 1111, Fresno; and Chris McKernan, recorder, Unit 1411, City of Santa Clara



Frank Marshall (left), chair, and Angelina Barrientos, recorder, Unit 2401, San Francisco Clerical



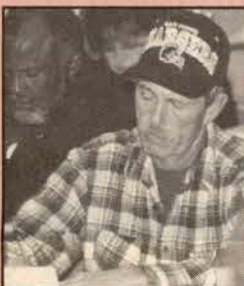
Bob Irwin (left), chair, Unit 4419, Davey Tree, Redding; and Darryl Norris, chair, Unit 3811, Sacramento



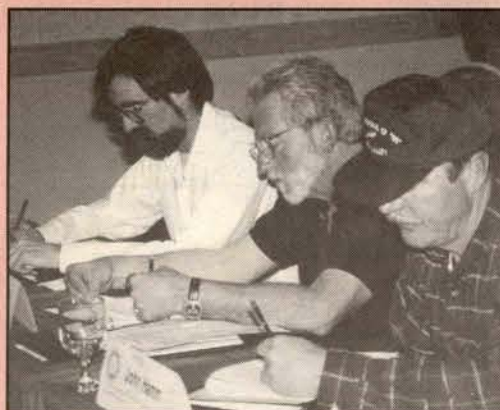
Larnell Gill, chair, Unit 3011, Sacramento RT



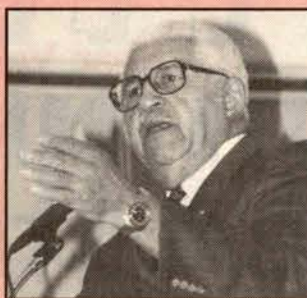
William Smith, recorder, Unit 2314, Hayward/Fremont



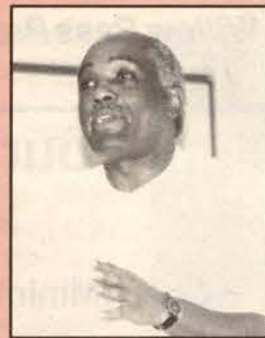
Charles Shaver, recorder, Unit 4419, Davey Tree, Redding



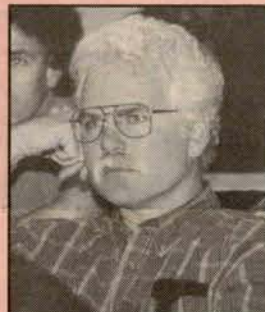
From left: Dan Meyn, recorder, Unit 2512, Angels Camp; Jack Hall, chair, Unit 3613, Oroville; John Hamm, chair, Unit 3411, Chico



Labor arbitrator Pete Guidry offered tips on conducting meetings.



International Rep. Art Jones led session on organizing.



Thomas Moore, chair, Unit 1129, Auberry

## Local 1245 Unit Officers

### UNIT - LOCATION - CHAIR - RECORDER

1111, Fresno: Chris Habecker, Tana Prince  
 1112, Bakersfield: Emet Miranda, Lisa Morrison  
 1120, Selma: Pedro Sandoval, Jr., Bryan Bock  
 1122, Merced ID: Robert Telles, Robert Sorensen  
 1123, Merced: Marshall Massey, Dan Mayo  
 1128, Lemoore: Mel Ormonde, Diane Laurent  
 1129, Auberry: Thomas Moore, Dave Cannon  
 1211, Salinas: Sal Lozano, Richelle Gallegos  
 1212, Monterey: Mike Oleata, Phyllis Hayes  
 1213, King City: John Sportsman, Heidi Sturm  
 1214, MLPP: Mike Koviak, Jack Jackson  
 1215, S. Luis Obispo: Troy Castanon, Lloyd Madansky  
 1216, Santa Maria: Bill Bell, Ralph Chavez  
 1217, Templeton: Frank Teague, Chuck Stone  
 1218, MPTV Cable: Roland Shorter, Terry Linebarger  
 1219, Hollister: James Vermilyer, Barbara Saunders  
 1220, Diablo Canyon: Dan Lockwood, Vince Lipari  
 1221, Buellton: Dan Davies, Gary Uratsu  
 1121, Kettleman: Steve Jameson, Darryl Munson  
 1311, Hinkley: Pat Earl, Dan Warzecha  
 1313, Toprock: Karl Feil, Dave Sahlstrom  
 1411, City of Santa Clara: Bill Wallace, Chris McKernan  
 1511, San Jose Physical: Bill Brill, Vida Anderson  
 1512, Belmont: Bob Quinn, Larry Darby  
 1513, Santa Cruz: Art Freitas, Daryl Turner  
 2211, Oakland General: Larry Rodriguez  
 2301, East Bay Clerical: Peggy Kelleher  
 2311, Oakland: Joe Audelo  
 2314, Hayward/Fremont: Mary Contaxis, Bill Smith  
 2316, Concord: Paul Mackin, Maritess Gill  
 2317, Antioch: Sal Culcasi, Dan Conway  
 2318, Richmond: Cliff Jackson  
 2401, SF Clerical: Frank Marshall, Angelina Barrientos  
 2412, SF: Dave Walters, Millie Phillips  
 2511, Stockton: Anna Bayless, Sue Webb  
 2512, Angels Camp: Jim Sheridan, Dan Meyn  
 2513, Jackson: Del Schulze, Pete Hansell  
 2515, Modesto: John Loades, Ross Leverett  
 2516, Lodi: Barry Fisher, Richard Willett  
 2517, Sonoma: Dave Turnes, Allan Detrick  
 2518, Modesto ID: David Pittman, Ken Raven  
 3023, Walla Walla: Brian Beaver, Archie Taylor  
 3024, Redmond: Ken Sorenson, Paul Hathaway  
 3025, Spokane: Steve Jordan, Pat Rigg  
 3111, Eureka: Aileen Koppenberg, Linda Jurado  
 3212, Redding: Arnold Streetman, Greg Molakides  
 3213, Burney: Terry Marymee, Stu Neblett  
 3214, Red Bluff: Harvey Inness, Sharon Nunes  
 3217, City of Redding: Joe Kropholler, Ray Thomas  
 3311, Reno: Don Moler, Stephanie Baber  
 3312, Carson City: Patrick Lantis, Nancy Baden  
 3314, S. Lake Tahoe: Smiley Stahl, Sharon Poore  
 3315, Mt. Wheeler/Ely: Ron Miller, Bill Ricci  
 3318, Elko: Dora Carone, Lynn Allen  
 3319, Wells REC: Chad Swett, Shawn Kelley  
 3320, N. Lake Tahoe: Harry Bartolomei, Rita Jacobus  
 3411, Chico: John Hamm, Rod Trunnell  
 3412, Quincy: Joel Dolloff, Dan Penry  
 3417, Paradise: Bob Lovett, Rodney Dyer  
 3511, Auburn: Terry Andreucci, Ben Cox  
 3512, Roseville: Terry Bakkie, Rick Corral  
 3513, Grass Valley: Ted Gilbert, Joe Barrera  
 3813, Placerville: Paul Flecklin, Henry Garcia  
 3611, Marysville: Jim Edwards, Rebecca Kincade  
 3613, Oroville: Jack Hall, Janice Danielson  
 3711, Marin County: Jim Findley, Ione Snyder  
 3712, Santa Rosa: Lem Stubblefield, Linda Norris  
 3713, E. Geysers: Roy Runnings, Eileen Blain  
 3714, Ukiah: Bill Dawson, Gary Woodson  
 3716, Napa/Vallejo: John Kent, Mike Bundy  
 3717, Ft. Bragg/Pt. Arena: Gary Fernandez, Stanley Federnak  
 3718, W. Geysers: Al MacLean, Bill Hunt  
 3011, Sacramento RT: Larnell Gill, William Gilliam  
 3811, Sacramento: Darryl Norris, Christine Lay  
 3812, Vacaville: Bonnie Semas  
 3814, Woodland: Kit Stice, Billy Wallace  
 3911, SMUD: Grant Ritchie, Dick Behnke  
 3912, Fresh Pond (SMUD): Gary Stoffer, Scottie Southerland  
 3914, Geysers (SMUD/CCPA): Jeff Montrose, Ken Alvey  
 4012, Susanville: John Deal, Wanda Nickeson  
 4013, Alturas: Monte Nelson, Cindy Velasco  
 4014, Elk Grove: David Vipond, Cindy Petroske  
 4015, Burney-CUCC: Dan Trowbridge, Larry Martin  
 4406, Davey Tree/Paradise: Jim Anton, Trevor Evans  
 4419, Davey Tree/Redding: Bob Irwin, Charles Shaver  
 4422, Arbor Tree: Steve Clough, Travis Bundy  
 4711, Asplundh Tree: David Sanchez, Andres Rios  
 4911, Outside Line/Sacramento: Larry Thomson, Larry Willford  
 4912, Outside Line/Riverside: Jeff Johnstone, William Jones  
 4913, Outside Line/Teledata Comm: Vincent Buchanan, Laketa Stewart

"When it's two in the morning and you're out there in the rain dealing with a line that's down, do you really want to be working for staight time?"

Art Carter



Hear Ye! Hear Ye!

# NINETEENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT

**IBEW LOCAL UNION 1245**

*Saturday, June 8, 1996  
Willow Pass Park, Concord, California*



Individual Bat Bags  
for the 1st Place Teams

Team Trophies for 1st, 2nd,  
& 3rd in all Divisions

Winner of "D" Division  
to Advance to State  
Industrial Championship

**\$160 Entry Fee  
Due No Later  
Than May 16, 1996**

**For More Information,  
Contact:  
Ed Caruso  
(510) 933-6060**

**USSA Umpires Provided**

## Four Divisions

- Women's
- Coed (Minimum 3 women on field)
- Men's "D"
- 35 & Older (Minimum 5, 35 or older on field)

**Family Members Eligible!**

**Women  
Encouraged  
to Participate!**

### Local Union 1245's 19th Annual Slow Pitch Softball Tournament June 8, 1996

Team Name: \_\_\_\_\_

1995 Team Name: \_\_\_\_\_

Manager's Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State & Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Please Print:

1. \_\_\_\_\_ 11. \_\_\_\_\_

2. \_\_\_\_\_ 12. \_\_\_\_\_

3. \_\_\_\_\_ 13. \_\_\_\_\_

4. \_\_\_\_\_ 14. \_\_\_\_\_

5. \_\_\_\_\_ 15. \_\_\_\_\_

6. \_\_\_\_\_

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8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

**Men's D  
Coed  
Women's  
35 & Older  
(Circle One)**

Entry Fee: \$160  
Deadline: May 16, 1996, 5 p.m. at Local 1245 Headquarters in Walnut Creek  
Make Checks Payable to: Ed Caruso  
P.O. Box 4790  
Walnut Creek, CA 94596