Members prepare for PG&E divestiture

Union members working at PG&E power plants met at union headquarters in Walnut Creek last month to formulate strategy in the wake of PG&E's planned divestiture of electric generating assets.

Two themes dominated the meeting: how to protect members whose jobs are at risk if PG&E follows through with divestiture, and how to protect the long-term interests of energy workers and customers in the era of utility deregulation.

Except during the storms of 1995, workforce issues have been virtually invisible during the long debate over utility deregulation. But Business Manager Jack McNally made it clear that the public has a lot to lose if workforce issues are ignored as PG&E moves toward divestiture.

For decades, regulated utilities like PG&E made huge investments in training. McNally told those attending the April 8 meeting. Good training has enabled the workforce to maintain high standards, which in turn provide the foundation for high-quality performance.

"Right now there's a surplus of power," said McNally, which helps explain why so little attention is being paid to the issue of worker training and performance standards. But as existing plants go offline, the current surplus of power will be lost.

Larry Magnoli raises an issue during discussion of PG&E's plan to divert some generating assets. (Photo: Eric Wolfe)

PG&E wage re-opener

Local 1245 will soon begin negotiations with Pacific Gas & Electric over the issue of wages for 1997.

The four-year labor agreement that took effect in 1994 provided for wage increases in the first three years, but left open the issue of wages for 1997.

Watch the Utility Reporter for future developments.

Union stewards face new challenges

Being a union steward ain't what it used to be. In the old days, you had to know the contract—and how to square off with supervisors when the occasion demanded.

Today, you need to know that and a whole lot more. On March 30 union stewards at PG&E attended regional training conferences at 15 locations throughout the utility's service territory. They came to meet one another. To ask questions. To share their concerns. And to learn about the challenges PG&E employees now face in a rapidly changing political and economic climate.

The number one challenge, in the wake of traumatic downsizings in 1993 and 1994, is job security. The training conferences explored in detail the political factors that triggered those downsizings, and then examined the strategies the union has adopted to preserve the jobs and the economic well-being of its members.

Understanding the political lay-of-the-land is important for all union members, and it's especially important for union stewards, who are called upon in various situations to promote union policies and explain union actions.

The key political event that provoked the current era of upheaval was passage of the National Energy Policy Act in 1992. With that Act, Congress lowered the bars to wholesale power transactions, and opened up the electricity market to independent power producers. The Act did not authorize retail electric sales between independent power producers and individual customers, but it did give state regulators the power to authorize such sales.

Five months after passage of the Act, PG&E announced a massive downsizing of its generating assets.


**MAKE HISTORY**

For the first time in my memory, a generation of Americans faces a lower standard of living than their parents.

The gap between rich and poor has hit Depression-era levels. And if corporate America has its way, big business will continue posting record profits while laying off workers by the thousands.

This summer, join hundreds of workers and students making history. Spend three weeks in the streets and neighborhoods, organizing for workplace rights and social justice. Make this a summer that America will never forget!

Call 1-800-932-2550
For further information

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**Unit correction**

Unit 1220, Diablo Canyon, still meets at Margie's Diner, 1575 Calle Joaquin, in San Luis Obispo. Last month the Utility Reporter incorrectly reported that the meeting location had changed.

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**Unit schedule changes**

Unit 1215, San Luis Obispo, has a new meeting location. The unit will now meet at the Monte Carlo Cafe, 750 Price Street, in Pismo Beach. Meeting dates and times remain the same. If you have any questions, contact Business Rep. Mike Haentjens at (805) 773-8530.

Unit 1217, Templeton, has a new meeting location. The unit now meets at The Pizza Place in Templeton. No change in dates or time. If you have any questions, contact Business Rep. Mike Haentjens at (805) 773-8530.

Unit 3513, Grass Valley, has a new meeting location. Meetings are now held at The Swiss House Restaurant, 535 Mill Street, Grass Valley, CA. If you have any questions, contact Business Rep. Phil Carter at (916) 632-1752.
APPOINTMENTS

IBEW INTERNATIONAL CONVENTION DELEGATE BALLOT COMMITTEE
Stephanie Baber
Robert Crone
Marie Graham
Debra Hall
John Mike Hamm
James Mahoney
Dave Pittman
Gina Pongasi
Shirley Roberts
Ike Williams
Perry Zimmerman

PACIFIC GAS & ELECTRIC
Helicopter Safety Manual
Rodeney Dyer
Mike McNei
Gina Pongasi
Debra Hall
Marie Graham
Robert Crone
Stephanie Baber

IBEW INTERNATIONAL CONVENTION DELEGATE BALLOT COMMITTEE
Stephanie Baber
Robert Crone
Marie Graham
Debra Hall
John Mike Hamm
James Mahoney
Dave Pittman
Gina Pongasi
Shirley Roberts
Ike Williams
Perry Zimmerman

NEGOITIATING COMMITTEES

Plumas Sierra REC Negotiating Committee
Douglas Lindstrom
Donna Mills
Linda Oneill
Mickey Harrington

City of Shast Lake Negotiating Committee
Stephanie Humphrey
Dave Vandermeer
Gary Mai

CONFERENCE/CONVECTIONS

California Labor Federation Legislative Conference
Mike Davis
Ed Mallory
Jim McCasley
Eric Wolfe
A. Philip Randolph Institute Statewide Conference
Thelma Dixon
Dorothy Fortier
Lulu Washington

POINT OF VIEW

Barry appoints committee on utility restructuring

Jack McNally, IBEW 1245 Business Manager

IBEW President Jack Barry announced at the 38th Annual Utility Conference in January of this year that a special committee would be formed to assess the current state of the utility industry and to develop strategy for the IBEW to pursue.

I was appointed by President Barry to serve on this IBEW Committee on Utility Restructuring, along with selected IBEW staff and other local leaders from each IBEW district.

The committee had its first meeting on March 31 - April 2. Twenty utility local Business Managers from all parts of the country attended. Each gave an overview of utility restructuring activity, if any, in their area.

IBEW staff reported that Congress this year is considering HR 2929, which would amend the Public Utility Regulatory Policies Act (PURPA). PURPA, originally enacted in 1978, was designed to encourage energy conservation and alternative technologies by requiring utilities to purchase power from certain "qualifying facilities."

HR 2929, generally speaking, relieves utilities of their obligation to buy power from PURPA qualifying facilities if the utilities allow retail competition or choose to divest generating assets.

In the US Senate, Senator Bennet Johnston (D-La.) has introduced S. 1526, which would establish a process to require retail wheeling by the year 2010. However, it would not prohibit states from enacting retail wheeling before 2010. Even though public agencies (like SMUD, for example) are normally not covered by state public utility commissions, Johnston's bill would require public agencies to develop plans to meet the same requirements.

Congress will have a full plate with these two bills.

Meanwhile, at the Federal Energy Regulatory Commission (FERC), activity is stepping up around the issue of mergers between energy utilities. Since the enactment of the Energy Policy Act of 1992, which set deregulation activity into motion, there have been 14 filings or announcements to merge by energy utilities in the US. One of these filings involves our members, at Sierra Pacific Power Co. in Nevada. Sierra Pacific Power and Washington Water and Power have requested permission from FERC to merge.

Responding to all this activity, FERC has announced a Notice of Inquiry on the merger policy under the Federal Power Act. FERC is requesting comments on whether its criteria and policies for evaluating mergers of public utilities need to be revised to reflect the changes in the electric industry and the regulation of that industry.

The IBEW has determined that electric utility restructuring is under
By Ory Owen

On April 20, Local 1245 retirees attended the Second Annual Senior Citizens Issues Rally and Barbecue of the Santa Clara County FORUM (Federation of Retired Union Members). The event was held at the Labor Temple in San Jose.

Unionists, retirees put minimum wage on ballot

A ballot measure to raise the state’s minimum wage will go to California voters in November thanks to the efforts of California unionists and retirees.

AFL-CIO President John Sweeney was on hand last month to congratulate California unionists, retirees and seniors on the successful collection of signatures to place the initiative on the November ballot. Sweeney joined California AFL-CIO leader John Henning at a news conference last month, announce that the Living Wage initiative will be on the November ballot.

Based on the questions and lively discussions, the seniors have not lost their fire or fight for the principles and goals they fought for in their working years. It was clear that the seniors have not forgotten the struggles of life they endured during their working years and during the World War in which they fought to defend our great country and way of life.

The greatest ally of working people in this country is the labor movement and senior citizens, both of whom are committed to defend the social gains secured by our generation and by those who came before us. Keep the faith!

(Ory Owen, now retired, served as Assistant Business Manager for Local 1245.)

IBEW Local 1245 Retirees Corner

Retirees can sue employers who cheat them

Workers and retirees who are cheated or deceived out of benefits can now sue their employer in federal court, San Mateo Labor reported.

Last month, the US Supreme Court reversed its previous rulings and said that the federal ERISA law gives people a right to sue their employers for breach of trust. ERISA, the Employee Retirement Income Security Act of 1974, was designed to protect employees’ medical and pension benefits.

Lawyers say the decision will have a direct effect in cases involving retirees who were promised continued medical benefits that were later revoked.

Employees may now also claim that they lost money in their retirement investment accounts because of misleading advice from their employers.

This pro-worker decision was written by Justice Stephen Breyer, a Clinton appointee.

Justice Clarence Thomas (a Bush appointee) dissented, as did Reagan-appointed Justices Sandra Day O’Connor and Antonin Scalia.

“This is a powerful decision for retirees,” attorney Dennis Roddy told the Los Angeles Times.

“Now, if an employer lied about what will happen with benefits, a retiree can bring a suit to vindicate his rights.”

Roddy represented McDonnell Douglas retirees in a suit against the aircraft manufacturer.
PG&E STEWARDS TRAINING CONFERENCES

Union stewards face new challenges in deregulation era

From PAGE ONE

The California Public Utilities Commission (CPUC) threw gasoline on the fire in April of 1994 when it announced plans to authorize retail electric sales (retail wheeling), which raised the specter of independent power producers picking off PG&E's top customers.

Four months later PG&E instituted a second round of massive downsizing.

Then, in November of 1994, PG&E announced plans for more cuts. And this time there would be no incentives for voluntary departures. These cuts would be made through layoffs.

The members of Local 1245 were outraged. There was nearly universal agreement that job security must be the union's top priority.

After several stormy months of labor-management confrontation, PG&E saw that its interests would be better served by cooperation rather than confrontation. On April 5, 1995, PG&E rescinded the layoffs, and PG&E President Stan Skinner and Local 1245 Business Manager Jack McNally signed an agreement charting a new direction for labor-management relations.

This agreement has turned out to be far more than just another piece of paper. It has produced substantial results.

Among these has been the creation of several dozen labor-management committees whose mission is to explore ways to enhance company productivity and improve job security for bargaining unit members. This labor-management process is directly responsible for identifying more than 300 new positions needed in Customer Energy Services—permanent positions that the company is now in the process of filling.

Stewards are playing key roles on most of these labor-management committees.

Another achievement in the realm of job security was the creation of a union hiring hall to provide temporary additional workers to enable PG&E to catch up on badly-needed maintenance. The hiring hall, which so far has dispatched more than 1,000 temporary additional workers to PG&E, insures that this work will be performed by union workers earning union wages, rather than by outside contractors.

Hiring hall employees are regular PG&E employees, and enjoy all the rights of permanent PG&E employees—with two important exceptions. Hiring hall employees receive a cash payment in lieu of benefits, and hiring hall employees serve at the will of the company—they do not have displacement rights under Titles 206/306/19, nor do they have the right to bid into permanent positions.

And of particular importance to permanent employees, the hiring hall gives PG&E a mechanism, once it has caught up on maintenance, to lower its headcount without resorting to another round of downsizing and all the trauma that downsizing entails.

Probably most important, the McNally-Skinner agreement clearly mandated that company and union officials at all levels are to make every effort to solve problems cooperatively so that PG&E can enter the competitive era in a strengthened position rather than as a company divided against itself and thus vulnerable to chal-
Stewards

From PAGE FIVE

lenge by competitors.

However, this does not mean that union and company now have identical agendas. The union is not going to be in agreement with every company idea for enhancing productivity. The company is not going to be in agreement with every union idea for enhancing job security. And grievances continue to be filed locally over the usual issues: inappropriate discipline of individuals, disagreements over how to interpret contract language, and so on.

But neither company nor union has permitted these disagreements from obscuring the larger shared goals of improving service and protecting jobs. Despite the gains of the past year, the future is far from secure.

Last December the CPUC finalized its deregulation proposal, which now goes to the state legislature for consideration. Local 1245 and other unions in the Coalition of Utility Employees have retained a lobbyist to defend jobs against possible legislative attacks.

Performance-Based Ratemaking

Another development that could have a big impact on jobs is the CPUC's plan to institute "Performance-Based Ratemaking" to determine the rates that PG&E can charge its "captive" customers. PBR could put new pressures on utilities like PG&E to cut costs (and jobs) in order to boost profits. But if properly designed, PBR could provide incentives to PG&E to maintain high service standards. That would be an important boost to job security, because it is now widely recognized that you can't deliver high quality service if you don't have enough workers.

Stewards at the training conference were reminded that the union will be entering negotiations with the company in the near future to determine wages for 1997.
Stewards in San Francisco.

SAN JOSE
Bill Brill
Clark Dolson
Ronald Fort
Joe Fradin
Wayne Kirkbride
Pete Mandon
Guy Matta
Robert Mayer
Greg McBee
Mike McGinley
Dan Melaniepy
Mike Nolan
Gerald Roza
Karen Russell
Sue Wheeler

STOCKTON
Leroy Adams
Jim Clemens
Rick Davis
Grover Day
Dan Dennis
Domenick DiCce
Linda Fernandez
Wayne Fippin
Frank Garcia
Randi Greer
Robert Hart
Eric Helme
Mike Johnson
Cecelia Kooyman
Tab Lagow
Ross Leverett
Jim Lynn
Don Mitchell
Gary Outlaw
John Rasmussen
Sam Reid
Ralph Riggs
Judie Szostak
Stanley Teausant

SAN FRANCISCO
Ed Abriam
Charles Adams
Ivy Baker
Angelina Barrientos
Shirley Henry
Deborah Hunter
Frank Marshall
Gary Maschio
Carrie Matthews
Glen McQuade
Sylvia "Chris" Polk
Shirley Roberts
Jerry Totes
Carol Turk
Meggie Wang
Jennifer Wong
Frances Wycoff
Steve Starling

GROVER BEACH
Fidelia Barrios
Gregg Burk
Bill Butkovich
Alex Castillo
Bob Edie
Debra Encallado
Richard Gomez
James Grady III
Sharon Gripp
Doug Grossman
Allen Hamel
Matthew Huszarik
John Jacobson
Jypsy Johnson
Jeffrey Klinley
Marc Lacross
Dan Lockwood
Ernie Magana
Chris Peris
Mark Taylor
Frank Teague
Gary Uratsu

SACRAMENTO
Tony Acosta
Vic Badasos
Doug Bell
Ruth Best
Arline Cook
Thelma Dixon
Arline Edwards
Arturo Escobedo
Jennifer Gonzales
Marie Graham
Danny Jackson
Mike Joy
Christine Lay
Donna Lindsey
Felicia Mack
John Martinez
Darryl Norris
Ernest Owens
Annette Rocha
Alicia Smiley
Robert Ushchmann
Barbara West

UKIAH
Edward Austin
Sandi Damitz
Bill Dawson
H.V. Everett
Stan Federnakt
Ralph Ferlendy Jr.
Douglas Hall
William Hunt
Karl Kohlruhns
Jody Lutz
Michael McBroom
Mark McCrea
Tom Slaight
Cliff Spaetlet
Lloyd Stottsberry
Norman Tkachenko
Ken Wilson
Gary Woodson

WALNUT CREEK
Bradford Applin
R. Blacker
Steve Collins
Tom Denning
Enrique Flores Jr.
Guy George
Jim Jackson
Dan Kelly
Daniel Kissick
Steve Lopez
Larry Magnoli
Guy Matta
Ron Mero
David Mock
Theodore Rios
Tressa Swanson
Dan Tucker
Robert Turner
Al White
Eddie Williams

Stewards in Santa Cruz.

REDBLUFF
Allen Collier
Jerry Corbett
Lee Covington
J.R. Dooloff
Rodney Dyer
Dennis Goodman
Mike Hamm
John Harper
Laurence Hope
J. Keilar
David Klingerman
Bill Mackay
Greg Molakides
Stuart Nebble
Dale Noble
Michael Oelriches
Will Rodriguez
Roy Runnings
Russell Rylee
D.F. Terrell
Rod Trunnell
Mike Vrooman
David Whitehead

Stewards in San Francisco.

Steward Training Conferences

Local 1245

May 1996 Utility Reporter 7
PG&E JOINT POLE AGREEMENT

Union seeks level playing field in PG&E 'joint pole' agreement

By Dan Mayo

PG&E and Pacific Bell share joint ownership of more than a million poles. Over the years, PG&E has been increasingly under-compensated for the replacement of jointly-owned poles on behalf of other companies, because the joint pole agreement created in 1960 has not changed with the times.

Last year, PG&E sought to remedy that by entering into an agreement with Pacific Bell which parallels procedures utilized by utilities in southern California and provides for a more equitable settlement of costs. However, Pacific Bell, as part owner of the poles (it owns 35-40% of the average joint pole), insists that it has a right to make sure the work is being done at market prices.

Accordingly, the new agreement, which will expire at the end of 1997, provides "best in class" price benchmarking by contract- ing out 10% of the joint pole work in 1996 and 1997. The agreement also recognizes that "best in class" includes quality, safety, responsiveness and service reliability.

To comply with the contracting mandate, a request for proposals (RFP) needed to be written and sent out to qualified contractors. To PG&E's credit, in the spirit of maintaining a cooperative relationship, the company invited Local 1245 to appoint a bargaining unit representative to help write the RFP to ensure that PG&E's bargaining unit members have a level playing field with the contractors. Local 1245 accepted the offer, and I was appointed to that representative role.

Negotiations between Pacific Bell and PG&E are ongoing, and final agreement regarding how the work will be contracted is expected in the near future. Contractors will begin work shortly thereafter, perhaps as soon as July or August.

Union's Concerns

Local 1245's interest in this issue should be obvious. Job security is a top priority for us. At the same time, we recognize that PG&E needs to be competitive in an increasingly deregulated utility industry, and competitive pressures compel PG&E to work cooperatively with business partners like Pacific Bell.

The issue for us becomes: How can our union influence this process for the benefit of its members?

It doesn't take a rocket scientist to realize that the work can be done cheaply by cutting corners and taking shortcuts, so our highest concern is that safety, quality and service reliability are not compromised.

Accordingly, Local 1245 and PG&E were insistent that inspections be done by regular PG&E journeyman linemen. They have the knowledge and expertise to properly inspect the work done by contractors, and the motivation to make sure the poles are safe to climb and work on after the contractors are gone.

Apart from this contracting effort, there is already some evidence that Pacific Bell contractors—most of which are non-union and non-electrical—are compromising safety. Last year, without PG&E's permission or assistance, a contractor working for Pacific Bell set an unprotected pole against an energized 12kV conductor, creating a public safety hazard. More recently, contractors working on Pacific Bell's broadband project put excessive tension on existing joint poles, causing negative rake, pulling anchors up, and in some cases causing poles to break.

PG&E is working with Pacific Bell to try to prevent such problems in the future, but these experiences reinforce the need for vigilance. Local 1245 contends that, when contracting is to occur, this work should be done by qualified electrical union contractors because these contractors employ trained, skilled, qualified workers.

Scope of Work

Another concern is that the scope of work done by the contractors should be limited to the types of work stated in the agreement. "Joint pole work" can encompass a lot of things, such as reconductoring several miles of line, for example; that type of work goes beyond the intent of the agreement, and would take away bargaining unit work. Therefore, several work types have been identified as inappropriate to send to contractors.

Joint pole contracting will not occur system-wide; the areas identified are those which have a backlog of work because of Pacific Bell's broadbanding, and because of PG&E's Test & Treat and FACTS (Facility Assessment and Condition Tracking System) programs.

The following areas in PG&E's service territory have been identified for contracting: Diablo and East Bay divisions; Mission, De Anza and San Jose divisions; Stockton Division; and Sierra Division.

In all of these areas combined, over the entire period through 1997, it is expected that 4,000 poles will be replaced by contractors. PG&E has assured us that its division employees will not be displaced to accommodate the contractors. The situation will be monitored, and in the unlikely event that PG&E work dries up in any one area, the remainder of the contracting will be done elsewhere.

Level Playing Field

What does a level playing field look like?

Despite efforts to make everything equal, there are inevitably some trade-offs. For example, we determined that it would bypass Title 212 (Emergency Call-Out) of the labor agreement to require contractors to respond to car-pole accidents or other emergencies involving joint poles, so we elected to avoid such a requirement.

On the other hand, by requiring contractors to do such things as provide their own material from PG&E-approved suppliers, perform their own "hotwork," and pay PG&E for electrical services, we believe that we are making the work safe and as cooperative as possible.

Job security is a top priority for us. At the same time, we recognize that PG&E needs to be competitive in an increasingly deregulated utility industry, and competitive pressures compel PG&E to work cooperatively with business partners like Pacific Bell. The issue for us becomes: How can our union influence this process for the benefit of its members?
clearances, many of the hidden costs which have historically shifted to PG&E should now be reflected in contractors' prices.

To make sure contractor's costs collectively reflect PG&E's average costs of pole replacements, we also tried to ensure that PG&E's geographical diversity is well represented (e.g. mountains, valley, urban and rural). PG&E is to be commended for working together with Local 1245 to address many of these issues.

Work Outlook

Local 1245 has already negotiated job security enhancements that take effect when the company exercises its right to have work done by outside contractors. Be-

now, by local agreement between PG&E and Pacific Bell engineers, PG&E can do other things besides set the new joint pole, transfer the electric facilities, and top the pole. In many locations, we may also be able to do simple telephone cable transfers, pull the old pole and clean up the worksite. This procedure, dubbed "one-stop construction," allows PG&E to get the entire job done in one day, and provides better service to Pacific Bell, PG&E's customers and right-of-way landowners. Furthermore, PG&E can now get paid for doing it.

As a result of the joint pole agreement, PG&E employees will now be able to actually gain a certain amount of work that had previously gone to non-union telco contractors. In the past, old joint poles were topped at the phone level after being replaced, and later—sometimes a lot later—telco contractors would transfer the phone and remove the old pole.

What Is Value?

We have always maintained that PG&E's union workers are best in class, which means they have attained the highest possible level of performance in their field. Value is represented not just in price, but also in experience, training, a good safety program, quality workmanship, and genuine concern for the utility customer. Our best guarantee for job security in a rapidly changing industry is to continue seeking ways to improve ourselves to achieve the highest level of performance.

(Dan Mayo, a PG&E lineman in Merced, Ca., is a 21-year member of Local 1245.)

Committee on restructuring

From PAGE THREE consideration in one form or another in 42 of the 50 states. It was acknowledged that California is in the forefront of restructuring activity, but many other states are not far behind.

The IBEW committee spent a good deal of time at its first meeting identifying worker-related issues that should be considered in any process of utility restructuring. These issues include service reliability and quality, job loss, the impact of restructuring on the affected community, and other issues to be identified.

One principle was clear: before the IBEW can embrace any restructuring, that restructuring has to be responsible and it has to benefit all customers—not just the most powerful ones.

The IBEW committee is now looking at different avenues for educating residential ratepayers as well as our own IBEW members about these important restructuring, that restructuring has to be responsible and it has to benefit all customers—not just the most powerful ones.

The IBEW committee is now looking at different avenues for educating residential ratepayers as well as our own IBEW members about these important restructuring, that restructuring has to be responsible and it has to benefit all customers—not just the most powerful ones.

California unionists have an important contribution to make to this discussion because our state, for better or worse, has been at the forefront of this issue. President Jack Barry is to be commended for tackling this difficult issue head on. I feel honored to serve on the IBEW Committee on Utility Restructuring and will keep our members informed of its progress.
Members prepare for divestiture

From PAGE ONE

will shrink, and shortages will become a real possibility.

At that point, possibly as soon as 2003, McNally said, "plant performance will be crucial."

"Who's going to be running those plants then? What's the caliber of the worker? What kind of training will they have?"

Despite these troubling questions, there appears to be little hope of stopping the sale of some PG&E power plants, McNally said. The California Public Utilities Commission (CPUC) in December voted 3-2 to require PG&E to divest at least 50% of its fossil fuel generating capacity. The two dissenting commissioners favored even more radical divestiture.

PG&E itself is not resisting the order. In fact, the company announced years ago that it preferred to get out of the power generation business—at least in California. (In a joint venture with Bechtel Corp., PG&E is building power plants outside of its California service territory.)

However, this does not mean that utility employees and their unions are helpless. Public education, political action, and direct negotiations can all be utilized to affect the outcome of the on-going debate over utility deregulation and divestiture.

Local 1245, in conjunction with the IBEW nationally, is developing a public education campaign to explain the problems associated with utility deregulation and to stress the importance of maintaining a skilled, dedicated utility workforce. (See Business Manager's column, page 3).

At the state level, Local 1245 is working in conjunction with the Coalition of Utility Employees (CUE) to influence the legislative process in Sacramento. A CUE-

See NEXT PAGE

Business Manager Jack McNally and Senior Assistant Business Manager Darrel Mitchell lead the discussion on PG&E divestiture, job security and related issues. (Photos: Eric Wolfe)
From PAGE TEN

sponsored bill in the state Assembly would require the CPUC to assure the adequacy of the state's power supply before approving any plant closures. A CUE-sponsored bill in the state Senate would require buyers of plants to retain the current workforce for two years. The unions are also exploring whether it would be possible to legislate training standards that Independent Power Producers would be required to meet.

After reviewing political and regulatory developments, the conference participants turned their attention to the situation at PG&E. Diversification could occur in one of several ways, McNally explained.

PG&E could simply “spin-off” its plants as a new corporation or corporations, which in theory could be accomplished without a major disruption of the current workforce.

Or, PG&E could sell plants outright to someone else. In this scenario, there is no guarantee that the new owner would recognize the union or retain current employees. Another possibility would be for PG&E employees themselves to purchase the plants through an employee stock ownership plan. However, participants at the April 8 meeting showed little interest in this option.

Discussion then focused on a variety of options for enhancing job security for current employees as divestiture approaches.

These options included negotiating new voluntary retirement and severance programs, holding jobs open in other parts of PG&E, accelerating the training of current employees, and attempting to negotiate a successor clause in the labor agreement that would require any new owner to recognize the union.

It was generally agreed that Title 206/306 demotion and layoff procedures would afford some protection to power plant employees, but these procedures should be regarded as a last resort because of the disruption they create through the workforce as a whole.
Candidates for election as Local 1245 delegates to the 1996 International Convention of the International Brotherhood of Electrical Workers

In the next few weeks, each Local 1245 member will receive a ballot in the mail for the election of delegates to the IBEW International Convention. To be valid, your ballot must be properly filled out and received at the union's post office box no later than 10 a.m. on June 22, 1996. Provided below is a complete list of candidates and a description of their union activities (as provided by the candidates themselves).

JOE ADRAguna

LYNN R. ALLEN

MIKE BAXTER
Initiated into IBEW Local Union 1245 in December 1973.

ANNA BAYLESS
Initiated into IBEW Local Union 1245 in August 1980.

CONNIE BIBBS

VERN BROWN
Initiated into IBEW Local Union 1245 in March 1985.
CANDIDATE LIST: IBEW CONVENTION

(FORTIER, continued)

ART FREITAS
Initiated into IBEW Local Union 1245 in September 1984. Member of Unit #1111, Salinas. Classification: Electric Foreman's Clerk. Shop Steward, 1989 to present. Labor Management Committee; Union Safety Inspection Committee; Title 8 Sub-Committee (USA Process; Leak Records); Title 8 Sub-Committee 94-53-200; 1991 Conference: Shop Stewards Conference, 1992-95; Unit Chair/Recorders Conference, 1996.

RICHIELE GALLEGOS
Initiated into IBEW Local Union 1245 in October 1984. Member and Unit Recorder of Unit #1211, Salinas. Classification: Electric Foreman's Clerk. Shop Steward, 1989 to present. Labor Management Committee; Union Safety Inspection Committee; Title 8 Sub-Committee (USA Process; Leak Records); Title 8 Sub-Committee 94-53-200; 1991 Conference: Shop Stewards Conference, 1992-95; Unit Chair/Recorders Conference, 1996.

ANNA MARIA GOMEZ

JOHNNIE R. GOODSON

RICK GUTIERREZ
Initiated into IBEW Local Union 1245 in July 1990. Member of Unit #1218, MPTV Cable, Monterey. Classification: Cable Installer.

CHRIS HABECKER

MILICIA HARRINGTON

PAUL HAWTHAWKY
Initiated into IBEW Local Union 1245 in July 1974.

ROOSEVELT "HAWK" HAWKINS, JR.
Initiated into IBEW Local Union 1245 in April 1990. Member of Unit #3011, Regional. Classification: Service Vehicle Person.

TIM HENNESSY
Initiated into IBEW Local Union 1245 in October 1996.

CHARLIE HOFFMAN
Initiated into IBEW Local Union 1245 in July 1964.

GARY HUGHES

CANDIDATE LIST CONTINUES ON NEXT PAGE
CANDIDATE LIST: IBEW CONVENTION

From PAGE THIRTEEN

BOB IRWIN
Initiated into IBEW Local Union 1245 in April 1972.

JEFF JOHNSON

TOM JONES

LINDA S. JURADO

JOHN KENT
Initiated into IBEW Local Union 1245 in July 1978.

BILL LA FORT
Initiated into IBEW Local Union 1245 in April 1986.

CHRIS LAY
Initiated into IBEW Local Union 1245 in February 1977. Member of Unit #3811 - Sacramento. Classification: Senior Mechanic. Shop Steward, 1985 - present; Former Advisory Council Member, Sacramento; Unit Recorder. Ballot Committees in earlier years; Women in the Workforce.

T.L. LINBERGAR

DAN LOCKWOOD
Initiated into IBEW Local Union 1245 in April 1981.

STEVE LOPEZ
Initiated into IBEW Local Union 1245 in February 1977.

JIM LYNN

KATHY MAAS

GEORGE MARGOSSIN
Initiated into IBEW Local Union 1245 in April 1981.

ED MALLORY

GEORGE MARGOSSIN
Initiated into IBEW Local Union 1245 in March 1986.

LINDA J. MARIN

LINDA S. JURADO

JOHN KENT
Initiated into IBEW Local Union 1245 in July 1978.

BILL LA FORT
Initiated into IBEW Local Union 1245 in April 1986.

CHRIS LAY
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STEVE LOPEZ
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JIM LYNN

KATHY MAAS
CANDIDATE LIST: IBEW CONVENTION

DARREL MITCHELL

Initiated into IBEW Local Union 1245 in December 1966. Member of Unit 1245 Executive Board, was employed as a Service Worker for PG&E in the East Bay area. As an employee of PG&E, served as a Shop Steward for IBEW Local 1245. Appointed as a Business Representative for IBEW Local 1245 in September 1976. As a Business Representative was assigned to service members at PG&E’s East Bay Division, North Bay Division, Humboldt Division and General Construction. Also assigned to service members at Concord Cable TV, Pacific Tree, Utility Tree, Citizens Utility, Teleprompter TV of Ukiah, Jones Cable TV, Teleprompter TV of Reno, Lynch Communications, Wells Rural Electric Association, Mt. Wheeler Radio Association, Sierra Pacific Power Company, California Pacific Telephone Company of Elko, California Pacific National Telephone Company, of South Tahoe, Truckee-Donner Public Utility District, Teleprompter TV of Tahoe, California Pacific National Power Company of Winnemucca, Plumas Sierra Rural Electric Company, California Pacific National Company at Susanville, and Pacific Gas Transmission Company. Served as a delegate to the Contra Costa Central Labor Council and the Northern Nevada Central Labor Council. Served as Secretary of the Humboldt & Trinity Counties Labor Council. Served as a member and spokesperson on numerous negotiating committees, as a delegate to 1974 IBEW Telephone Conference, as a delegate to 1974 IBEW Utility Conference, and as a delegate to 1979 IBEW Nuclear Conference. Initiated into IBEW Local Union 1245 in June 1970.

MILLIE PHILLIPS

Initiated into IBEW Local Union 1245 in February 1984. Member of Unit #2412 - San Francisco Bay Power Plants of San Francisco. Classification: Control Operator. Unit Chair, #2412, 1992-95. Unit Recorder, #2412, 1986-92, 1995-present. Current Chapter Secretary, since 1993; Vice Chair, Golden Gate Chapter of Labor Party since 1994. Member of Delegation Meeting with PG&E CEO Stan Skinner, December 1994. President S.F. Chapter Coalition of Labor Union Women, 1990-93, current Chapter Secretary, Chair Delegates to CLUW National Executive Board since 1993; Vice Chair, Golden Gate Chapter of Labor Party Advocates and Delegate to its Convention.

LARRY PIERCE

Initiated into IBEW Local Union 1245 in February 1969.
CANDIDATE LIST: IBEW CONVENTION

TED RIOS

BARBARA SYMONS
Initiated into IBEW Local Union 1245 in June 1988. Member of Unit #3712 - Santa Rosa. Classification: Retired, Advisory Council; 1977-1979; Secretary, 1979-1988. Southern Area Executive Board Member, 1978-1983; Shop Steward, 1974-1992. Political Action Committee Member; Division Grievance Committee; Safety Inspection Committee; Ad Hoc Negotiating Committees; Labor/Management - Redwood Region; Union Chairperson; Unit Recorder. LO Convention Delegate; Delegate to Central Labor Council; AFL/CIO Pre Convention Meeting; Women in the Work Force Training

LARRY THOMSON
Initiated into IBEW Local Union 1245 in January 1963.

KATHY F. TINDALL

FRANK SAXENSEMFE

SHALI D'AMATO

MARK TAYLOR

RAY THOMAS

BERNARD R. SMALLWOOD