New pact at PG&E

Overtime protections under attack... again

Over the past few years, legislation was introduced in the US House of Representatives last year that would repeal the 40-hour workweek, allowing employers to work their employees 80 hours a week without paying overtime. In January, the California Assembly voted to abolish the 8-hour day, meaning there would be no limit on how many hours your employer could work you in a single day at straight time.

The new agreement addresses these concerns and provides overtime protections. The agreement stands in stark contrast to conditions at some utilities, where employers have attempted to cut costs at the expense of their employees. For agreeing to a reasonable wage package, PG&E has opted to enlist employees as an ally in its cost-cutting efforts, rather than making them a victim of it.

The new pact, which takes effect Jan. 1, 1997, takes the place of the current labor agreement, which was not due to expire until the end of 1997. The agreement provides for general wage increases of 3.25% on Jan. 1, 1997, and 3.5% increase on Jan. 1, 1998, and a 3.5% increase on Jan. 1, 1999.

"Our bargaining committee entered these negotiations with three basic goals: no concessions, extend security, and obtain wage increases," said Business Manager Jack McNally. "This agreement achieves all of these, and allows both sides to concentrate our efforts on tackling the many important issues that lie ahead."

The new agreement applies to all four existing labor agreements: Physical, Clerical, Medical/Dental/Vision, and Benefits. Current benefit levels and premiums totally paid by PG&E at straight pay.

The wage boards also will be charged with recommending whether to alter or abolish requirements limiting the number of hours that workers can be held on the job between meal breaks and, in Wage Orders One, Four and Five, whether to broaden the definition of administrators and executives so that thousands of additional workers can be so categorized and deprived of virtually any state protections or safeguards.

PG&E Emergency Response Survey

The PG&E CES 94-53 Subcommittee on Supplementing Work Force in Emergencies is circulating a survey asking employees to identify skills that could be useful during storm-related problems. The goal is to maximize the use of skills and experience of bargaining unit people to provide excellent service to customers. This information will be used by the emergency coordinators to staff the local emergency response groups. Local 1245 encourages you to assist in this important labor-management effort by completing and returning the survey.
UTILITY REPORTER

July 1996
Volume XLV
Number 7
Circulation: 26,200

(510) 933-6060

Business Manager
& Executive Editor
Jack McNally
President
Howard Stiefer
Executive Board
Jim McCauley
E. L. "Ed" Mallory
Debbie Mazzanti
Chris Habecker
Kathy F. Tindall
Michael J. Davis
Treasurer
Mike Brocchini
Communications Director
Eric Wolfe

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94596. 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.

Have you moved lately? If so, please send your complete new address and your social security number to the Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

L A B O R A T L A R G E

Workers here and abroad

Rolling the union on...

UFW Victory: The United Farm Workers signed a contract with lettuce grower Bruce Church Inc., ending a bitter 17-year battle. The five-year contract, which covers more than 400 workers, provides seniority rights, grievance and arbitration, leaves of absence, six holidays, vacations, pension contributions and raises that will take the average wage to $8.86 in 2001.

For the Children: About 200,000 people marched on Washington D.C. last month in what organizers described as the largest demonstration for children in history. Organizer Marian Wright Edelman said the rally was "about rekindling our children's hope and renewing our faith in each other and in our great nation's future."

Bailing Out: Some 50 flight attendants have left ValuJet since a crash in Florida in May killed all 110 people on board. The Flight Attendants, which is seeking a first contract at the carrier, are backing legislation, HR 3187, which would make it easier for workers to report safety lapses, shield workers from company retaliation, and protect management from frivolous complaints.

Hillhaven Pact: Members of the Service Employees have ratified a new agreement with Vencor/Hillhaven nursing homes that provide wage increases, job security and a say on patient care. The agreement, which covers more than 2500 workers, was secured after a union campaign that included high-profile protest demonstrations, frequent arrests, firings, and a series of one-day walkouts.

Privacy Endangered: In looking at 84 Fortune 500 companies, researcher David Linowes found that two-thirds routinely disclose employee information to creditors, but refuse to let employees see their own files, the Wall Street Journal reported. The data collected may include medical and financial records, reports from private investigators and even rumors. The proliferation of sophisticated technology, he says, allows personnel files to be kept for longer periods, and distributed more freely.

They Walked: Some 6,700 Machinists at McDonnell Douglas' St. Louis plant walked out June 5 after rejecting the aerospace company's latest contract offer. Talks had focused on McDonnell's increasing use of outside contractors and the transfer of some work to non-union plants in Arizona and Georgia.

Janitors Strike: Talks between the Service Employees, representing more than 5,000 janitors, and eight contract cleaning firms in the San Francisco Bay area resumed June 7 after a week of selective strikes. The negotiations are focused on McDonnell's increasing use of outside contractors and the transfer of some work to non-union plants in Arizona and Georgia.

In memoriam: Michael Castro

PG&E Sierra Division Lineman Michael Castro died while on the job on June 4.

Brother Castro was found unconscious near a pad mount transformer in a new subdivision in El Dorado Hills. He was subsequently transported to Mercy Hospital in Folsom where he was pronounced dead. No obvious signs of electrical contact were found at the worksite or by paramedics and hospital personnel. The apparent cause of death is now listed as a heart attack, but other possibilities are still being actively investigated.

Brother Castro was 51 years old and had been employed with PG&E for 18 years. Local 1245 extends condolences to friends and family of Michael Castro.

On June 19, a Letter Agreement was signed that provides employees an opportunity to sell unused vacation to financially assist Mike's widow, Rita Castro. Contact your HR advisor for more information.

SEIU's Justice for Janitors campaign has been using surprise as a key element in the strategic strike, laying down their brooms at a different site each night.

Going Too Far: Pacific Power of Oregon sent a $50 check to an 11-year-old girl to replace the savings she lost when a collection agency seized her bank account to help pay her mother's electric bill, the San Jose Mercury News reported. Pacific Power also told its collection agency to stop trying to collect on the $126.27 bill and return the case of the utility.

The Boss: In a survey by Personnel Decisions International, 41% of workers said their boss has no effect on their job performance, while 42% reported the boss helps performance. Fourteen percent said the boss made their job harder.

Union Toys: The good news is that for the first time ever you can buy your kids' toys in unionized Toys R Us stores, Labor Notes reported. The bad news is that the three union stores are in Sweden. Airfare from San Francisco could run you a thousand bucks.

Softball Tournament a success

Seven teams participated in the 19th annual Local 1245 Slow-Pitch Softball Tournament, held June 8 at Willow Pass Park in Concord, Ca. Participating teams were the Black Sox, Fresno Hikers, Fremont Warehouse "Giants," Just Hangin' Loose, and Regulators. Also participating was a team from Local 180 in Vallejo: the "Wire Nuts."

Fresno Hikers captured first place. Fremont "Gi- ants" took second.
New tentative pact with PG&E

From PAGE ONE

will remain in effect at least to the year 2000.

The company and union agreed that there will be negotiations twice during the term of the agreement covering pension and LTD benefits for those individuals receiving such benefits.

In a negotiating bulletin issued June 19, the union bargaining committee spoke out strongly in favor of the agreement:

"Given that we met our goals in one session and the current status of negotiations among public utilities in the State of California, it is the recommendation of Local State of California, it is the recommendation of Local

1245's Bargaining Committee that this settlement package be ratified."

Serving on the bargaining committee for the union were: Anna Bayless, Mike Grill, Dan Lockwood, John Mendoza, Robert Olsen, John Petrovitz, Shirley Roberts, and Russ Ryier, along with Local 1245 President Howard Stiefer, Business Manager Jack McNally, and Senior Assistant Business Manager Darrel Mitchell.

Specifics of the proposed agreement will be discussed at July meeting. Union members are strongly encouraged to attend.

Four-Year Agreement

Century Cable ratifies pact

Members of Local 1245 have ratified a new four-year agreement with Century Cable Television in the Ukiah, Willits and Pt. Bragg areas.

The new agreement provides an improved vacation allowance, job descriptions for the Clerical Department, with a new wage structure, and a general wage increase of 2% the first year and 3% in each of the three remaining years.

The parties agreed to look into improvements of the medical plan.

The bargaining committee consisted of Donna Whetstone, Customer Service Representative; Bob Reid, Tech III; Bob Devito, Tech II; and Business Representative Bob Chote.

It took two sessions of bargaining—twice during the last session lasting 18 hours—before a table agreement was reached. According to Chote, this is the first time Century Cable has come to the table wanting to bargain a contract instead of declining to bargain with their employees with anti-union tactics.

"Century Cable is starting to recognize how valuable their employees are to their system," said Chote.

According to Chote, the union and the company are now committed to working toward a good relationship for the term of the agreement.

Deregluation haste could make waste

Jack McNally, IBEW 1245 Business Manager

The recent tragedy involving the crash of a Valujet airliner in Florida has caused some commentators to wonder if deregulation of the airline industry in the 1980s went too far. Despite all the rhetoric about free markets and competition, it is clear that deregulating major industries can have serious consequences. As California forges ahead with plans to deregulate the electric utility industry, policy makers will be well advised to proceed with great caution.

Recent developments in the California Senate illustrate just how complex the issues can get with respect to utility deregulation. In June, the Senate Committee on Energy, Utilities and Communications conducted hearings on numerous bills having to do with electric industry restructuring. The Committee had 13 different bills on its plate. A dozen of the bills addressed the reconfiguration of the electric utility system in one fashion or another.

But the other bill, AB 622, was something completely different. This bill was put forward by the Western Mobilehome Parkowners Association. In this era when so many businesses are demanding "escape" from the major utilities and shop for power on their own, the mobilehome park owners want to go in just the opposite direction. Under existing law, an investor-owned utility (like PG&E) must provide a discount to a master-meter customer, such as a mobilehome park owner, if that customer operates a submeter system serving the ultimate consumer of the service, such as mobilehome park tenants. The master-meter operator may charge submeter customers more than the rate they would pay if they took service from the utility directly.

So under existing law, the mobilehome park owners are in a sense, already deregulated. They purchase power and run it through their own distribution system. They are "free" of the big utilities.

But the mobilehome park owners haven't found this to be such a great deal. Maintaining and operating these systems has apparently been a giant headache, and the park owners say they want out. They want to leave it to "the experts." They want the utilities to take their systems over.

It's a bit ironic, to say the least. All these "free market advocates are so anxious to get the utilities out of the picture. But those who have experienced life without the utilities want them back.
Stanley Neyhart stood with labor

There was never any question whose side Stanley Neyhart was on. Neyhart, the legendary labor lawyer who helped workers establish a union at PG&E nearly 50 years ago, was a brilliant and zealous defender of workers and their unions throughout his long and distinguished career.

Stanley Neyhart died April 29 at the age of 78.

In a recently-published interview, retired California Supreme Court Justice Joseph Grodin praised Neyhart as "an amazing man" who "saw the representation of unions and of working men and women as an almost religious activity."

PG&E was one of the first companies to get a taste of what Neyhart was about. His philosophy was, you put yourself on the other side and think like the opposition.

PG&E was a formidable opponent to organize a union. PG&E employees were in the midst of a bitter struggle to organize the union. PG&E was a formidable opponent, well-practiced in the art of industrial warfare.

The company had crushed the IBEW once before in the early 1920s, and smothered organizing drive by the CIO in the 1930s.

Both the IBEW and the CIO mounted new organizing campaigns during the 1940s, but PG&E successfully played the two unions against each other through most of the decade.

By 1948, the union drive had sputtered to a standstill. Then, in a daring gambit to revitalize the campaign, key leaders of the CIO at PG&E—led by Ronald Weakley—threw their support to the IBEW. Their goal: organize and win a union representation election covering all the employees at PG&E.

But their troubles were many.

For one thing, some employees affiliated with the CIO, unions of the early 1949, when PG&E presented their case before the NLRB.

Weakley and Hardie came out-think the opposition and anticipate their moves. Their philosophy was, you put yourself on the other side and think like the opposition.

"He was an eccentric genius," said John Anderson, Neyhart's partner at the San Francisco law firm of Neyhart, Anderson, Reilly & Freitas. "Some people would look at him and say, 'Jeez, a homeless person.' But when he started to speak, and laying out his ideas, people were just rapt."

"He was not only knowledgeable about the law, he was an extremely effective strategist," said Anderson. "He was able to out-think the opposition and anticipate their moves. His philosophy was, you put yourself on the other side and think like the opposition."

In the late 1940s, that opposition came in the form of PG&E. One of the most serious challenges to the union's organizing drive came in early 1949, when PG&E petitioned the NLRB to have more than 1500 employees in 51 classifications excluded from the bargaining unit. If the company succeeded, it would have thrown an enormous hole in the IBEW's dream of having a single powerful union representing all PG&E employees.

Testifying for the union at the NLRB hearings were Ron Weakley and Don Hardie, represented by Tobriner and Neyhart. Held against the backdrop of the McCarthy era, thehearings were brutal affairs. Weakley and Hardie came under withering attack by the company and the CIO union. Neyhart was later to declare that he had never seen a corporation display such a vicious and vindictive attitude towards its employees.

Despite these attacks, when the dust settled the union prevailed. The 51 classifications were included in the bargaining unit.

Tobriner's firm went on to become California Supreme Court Justices Joseph Grodin and Mathew Tobriner. Another partner, Leland Lazarus became a judge on the San Francisco Superior Court.

Neyhart, however, left the world of law as he had entered it: an attorney whose deepest commitment was to the defense of working people and their unions.
The rodeo, the first to feature competition in gas events, was held in part to determine which teams will represent PG&E and SMUD at the National Lineman's Rodeo this fall. But the main purpose was to promote safe work practices, demonstrate the skills of the trade, and have some fun in the sun.

Over 1200 attendees dined on barbecue beef and chicken, hot dogs, chili, potato salad, and rolls provided by Local 1245 staff, advisory council members, and volunteers. It was the best-attended rodeo to date, and from all appearances one of the most enjoyable. Photos of the event—and some of the winners—appear in the following pages.

Thanks to everyone who helped make this an enjoyable time for all.
George Zaninovich, PG&E-GC, Bakersfield, demonstrates Hurt Man Rescue.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Local 1245 Business Manager Jack McNally

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

George Zaninovich, PG&E-GC, Bakersfield, demonstrates Hurt Man Rescue.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

Snake

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

Local 1245 Business Manager Jack McNally

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

Snake

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

Local 1245 Business Manager Jack McNally

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

Snake

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

Local 1245 Business Manager Jack McNally

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

Snake

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

Local 1245 Business Manager Jack McNally

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.

Snake

SMUD Assistant General Manager Leo Fassler

PG&E General Manager (CES) Bob Haywood

Local 1245 Business Manager Jack McNally

First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Navarro.

Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson.
First Place, Gas Competition: PG&E San Francisco Division—Ed Williams, Barry Pinnell, Tito Navarro, Luis Navarro

Barry Pinnell, PG&E, San Francisco Gas, competes in welding event.

George Zaninovich, PG&E-GC, Bakersfield, demonstrates Hurt Man Rescue.

Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson

Second Place, Gas Competition: PG&E Stockton GC—Phillipe Thomas, Marty Sveen, Glade Beaudrow, Tim Owens

Second Place, Electric, SMUD: Don Gay, Max F., Gerald Mankins

Second Place, Electric, PG&E: Bakei Doty, Dan Ramirez, Rick Truitt

First Place, Electric, SMUD: Greg Smi, Jim Baird, Jim Ciamp
San Francisco Division--Ed Williams, Darro

First Place, Electric, SMUD: Greg Smelser (Snake), Jim Baird, Jim Clamp

Second Place, Electric, SMUD: Don Gay, Max Fuentes, Gerald Mankins

Third Place, Electric, SMUD: Ted Warner, Mark Bryant, Gary Eichman

PG&E, San Francisco Gas, competes in it.

Second Place, Electric, PG&E: Bakersfield--Curtis Doty, Dan Ramirez, Rick Truitt

THE CHAMPS
First Place, Electric, PG&E, and First Place Overall: GC Bakersfield--Neil Stockton, George Zaninovich, Blair Zimmerman

Third Place, Electric, PG&E: GC Stockton--Evan Slaydon, Larry Matthews, Rick Laskowski

July 1996 Utility Reporter
WEST COAST GAS & ELECTRIC RODEO

Phil Carter and Wayne Greer: sampling their wares

Chuck Davis: is it done yet?

Art Murray: Cheers

From right: Gary Hughes, Gary Mai, Bob Choate

Dorothy Fortier

Hunter Stern: stoking the fire

Bob Martin

Joshua and Landis Marttila

Mike Haentjens and daughter Christina, 10

Mary Baarda, Julie Rodriguez, Sam Tamimi

Virginia Brown

Performing the rope splice is PG&E Redwood Region team of Tim Bedford, Jim Coul and Dave Powers.

Fire tender Jack Osburn

Brenda Bartizal, Lula Washington, Ed Caruso
The Winners!

**ELECTRIC**

**OVERALL WINNER (and PG&E 1st Place):** PG&E GC Bakersfield—Blair Zimmerman, Neil Stockton, George Zaninovich

**PG&E 2nd Place:** Division Bakersfield—Curtis Doty, Dan Ramirez, Rick Laskowski

**PG&E 3rd Place:** PG&E GC Stockton—Larry Matthews, Evan Slaydon, Rick Laskowski

**PG&E 4th Place:** PG&E GC Richmond—Scott Whitney, DougEFF, Dave Schulz

**SMUD 1st Place:** Jim Clamp, Greg "Snake" Smelser, Jim Baird

**SMUD 2nd Place:** Ted Warner, Mark Bryant, Gary Eichman

**SMUD 3rd Place:** Max Fuentes, Gerald Mankins, Don Gay

**SMUD 4th Place:** Lou Soto, Larry Gonzales, Ramon Padilla

**SPAN INSTALLATION, HURT MAN, POLE CLIMB:** SMUD Team 1—Jim Clamp, Greg "Snake" Smelser, Jim Baird

**INSULATOR CHANGEOUT, DEAD END CHANGEOUT:** PG&E GC Bakersfield—Blair Zimmerman, Neil Stockton, George Zaninovich

**ROPE/SPICE:** SMUD Team 2—Ted Warner, Mark Bryant, Gary Eichman

**OVERALL APPRENTICE**

George Smith, SMUD

**SMUD APPRENTICE**

1. George Smith
2. Gary Eichman
3. Walt Lyons
4. Andrew Monarque

**PG&E APPRENTICE**

1. Kenny Graham
2. Roger Lopez

**APPRENTICE LINEMEN:**

**ROPE/SPICE:** Gary Eichman

**APPRENTICE LINEMEN—HURT MAN:** Walt Lyons

**APPRENTICE LINEMEN—POLE CLIMB:** Walt Lyons

**MARK & LOCATE**

1. Charles Tom Huma
2. Martin Steen
3. Mike Jameson

**COMMERCIAL DRIVING**

1. Steve Jameson
2. John Prior
3. Mike Britt

**METERSET**

1. Frank Saxsenmeier
2. Barry Pennell

**BACKHOE**

1. Jack Guerra
2. Al Baumgardner
3. John Prior

**BEST TEAM (GAS)**

1. SF Division: Barry Pinnell, Tito Navarro, Ed Williams, Luis Navarro
2. Stockton GC/Gas: Phillip Thomas, Marty Sweeney, Glade Beaudrrew, Tim Owens

**WELDING & PIPEFITTING**

1. Tom Paul
2. Don Andrew Jr.
3. Steve Jameson

**GAS**

Team 1: Barry Pinnell, Tito Navarro, Ed Williams, Luis Navarro

Team 2: Phillip Thomas, Marty Sweeney, Glade Beaudrrew, Tim Owens

Individual Contestants in Gas: Don Andrews Jr., Ed Gamba, Jim Loper, Tom Paul, Stephen Jameson, Mark Garner, Tom Guerra, Al Bumgarner, Aaron Lester, Edward Won, Phil Salazar, John Prior, Lloyd Chaves, Gary Molle, Mike Alves, Ernest Guerro, Gary Bonfante, Mike Britt, Frank Saxsenmeier

---

**SHIRLEY CERVELL, MATTHEW REIMAI, RAY BUFFINGTON PERFORMS "THE WEDDING RING" IN BACKHOE COMPETITION.**

Last minute entry in the meter set competition: Business Rep. Frank Saxsenmeier, showing he still has what it takes.

Local 1245 linemen from Western Area Power Administration provided aerial entertainment: Will Schneyer, Geoff Buchholz, Joel Carrillo.
An estimated 140,000 workers' lives have been saved since OSHA was passed 26 years ago. Many members of Congress now want to wipe out the programs responsible for saving these lives. The vote on H.R. 1022 provides a snapshot of which legislators are willing to sacrifice the health and safety of workers to save a buck for business.

### Attacked
**Health & Safety Protections**

<table>
<thead>
<tr>
<th>Bill Baker</th>
<th>District 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of Alameda and Contra Costa</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gary Condit</th>
<th>District 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Merced, Stanislaus and parts of Fresno, Madera, and San Joaquin</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Calvin Dooley</th>
<th>District 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: King and parts of Fresno, Kern and Tulare</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>John Doolittle</th>
<th>District 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Alpine, Amador, Calaveras, El Dorado, Mono, Placer, Tuolumne and part of Sacramento</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Wally Herger</th>
<th>District 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Trinity, Yuba and part of Butte</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Jerry Lewis</th>
<th>District 40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Inyo and part of San Bernardino</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Richard Pombo</th>
<th>District 11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of Sacramento and San Joaquin</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>George Radanovich</th>
<th>District 19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Mariposa and parts of Fresno, Madera and Tulare</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Frank Riggs</th>
<th>District 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Del Norte, Humboldt, Lake, Mendocino, Napa and parts of Solano and Sonoma</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Andrea Seastrand</th>
<th>District 22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: San Luis Obispo and part of Santa Barbara</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>William Thomas</th>
<th>District 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of Kern and Tulare</td>
<td></td>
</tr>
</tbody>
</table>

### Defended
**Health & Safety Protections**

<table>
<thead>
<tr>
<th>Ronald Dullums</th>
<th>District 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Part of Alameda</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Anna Eshoo</th>
<th>District 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of San Mateo and Santa Clara</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sam Farr</th>
<th>District 17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Monterey, San Benito and part of Santa Cruz</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Vic Fazio</th>
<th>District 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Colusa, Glenn, Sutter, Tehama, Yolo and parts of Butte, Sacramento and Solano</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Tom Lantos</th>
<th>District 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of San Francisco and San Mateo</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Zoe Lofgren</th>
<th>District 16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Part of Santa Clara</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Robert Matsui</th>
<th>District 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Part of Sacramento</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>George Miller</th>
<th>District 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of Contra Costa and Solano</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nancy Pelosi</th>
<th>District 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of San Francisco</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pete Stark</th>
<th>District 13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Parts of Alameda and Santa Clara</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Lynn Woolsey</th>
<th>District 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Represented: Main and part of Sonoma</td>
<td></td>
</tr>
</tbody>
</table>

Each year 50,000 workers are killed on the job. Another 7 million are injured or made ill. You would think that Congress would want to toughen up the laws to protect workers in order to reduce injury rates and the associated health care costs.

Instead, the current Congress declared war on workplace health and safety standards. H.R. 1834, introduced by Cass Ballenger (R-NC), tried to:

- Reduce penalties for violations.
- Eliminate jobsite inspections.
- Eliminate an employer's duty to provide a safe work place.
- End job safety research.
- Make it impossible to issue new standards.

Under H.R. 1834, OSHA could only issue warnings (instead of citations and fines) for violations of job safety laws. OSHA could take action only when a worker is killed or hospitalized. The bill reduces penalties for serious violations which threaten injury or death and eliminates special tougher penalties for willful and repeat violations.

OSHA and labor unions would be stripped of their independent "watch dog" roles. Employers would be allowed to hire their own inspectors to replace government safety inspectors. Workers would have to inform their employers before filing an OSHA complaint about job hazards. Unions would be prohibited from filing complaints on behalf of their members.

H.R. 1834 eliminates the National Institute for Occupational Safety and Health (NIOSH)--the only agency that conducts research on workplace injuries and illnesses.

H.R. 1834 requires "cost-benefit" and "risk assessment" analyses before any new safety standards could be enacted--making it unlikely that new standards could be enacted for ergonomic hazards, indoor air quality or workplace violence, which cause millions of injuries each year.

There has been no vote on H.R. 1834 as a whole. But the "cost-benefit" provision was introduced separately as H.R. 1022. It passed the full House last February.
In 1996, the California Assembly voted to repeal a vital safety standard, weaken CalOSH A’s enforcement powers, and reduce penalties against employers who knowingly conceal jobsite hazards.

No Standard: Cumulative trauma injuries afflicted 332,000 in 1994, a 10% increase over 1993. Cumulative trauma injuries are an epidemic, accounting for two-thirds of all workplace injuries in the US each year.

In 1993, the California legislature passed a law requiring Cal-OSHA to develop an ergonomics standard—the most effective way to combat this epidemic. But in 1996, the California Assembly voted to repeal that law—before a standard could be issued. Without a standard, thousands more workers are condemned each year to crippling injuries—driving up the cost of health care and depriving society of productive, tax-paying workers.

AB 50 passed 41-38.

Lax Enforcement: The Assembly in 1996 voted to drastically weaken Cal-OSHA’s enforcement powers. Currently Cal-OSHA must investigate employee complaints of unsafe work conditions. The Assembly voted to replace these on-site investigations with a simple letter to the employer asking that corrective action be taken. Under the terms of this bill, only the most serious violations would have to be investigated.

Employers love this bill because it will replace a system of real enforcement with a system of bureaucratic paperwork. Employees will have no idea if a reported problem has been corrected because there will be no inspection. AB 3134 passed 42-31.

Weakened Penalties: Currently it is a crime to put a worker in danger of bodily injury or death—and it should be. But this year the Assembly voted to weaken the criminal sanctions imposed on employers who knowingly conceal conditions likely to kill employees or cause them great bodily harm. AB 675 passed 41-38.

It is a fact: in 1996, the California Assembly told workers: “Fend for yourselves.”
Retirees rally for hike in minimum wage

By Ory Owen

On June 10, Local 1245 retirees joined other retirees and active union members and minimum wage workers in the “America Needs a Raise” town hall meeting and rally at the San Jose City Hall.

The rally was held to support the millions of American workers who work harder today and earn less than ever and the millions of workers who are paid the minimum wage of just $4.25 per hour.

If you use the method for calculating real wages or purchasing power of an hourly rate of pay, you will find that in April 1995, the real wage or purchasing power of $4.25 per hour was $3.01 per hour and one year later, April 1996, the real wage and purchasing power of the minimum wage dropped to $2.93 per hour. Further, if you calculate the $2.93 per hour to a monthly salary 173.3 work hours x $2.93 you will find the monthly salary of the minimum wage worker equals $507.77.

In my view, the people who argue that the current minimum wage is a “living wage” and should not be raised, should be required to receive the minimum wage as their hourly pay for their jobs. Local 1245 retirees recognize the necessity of protecting America’s working families.

Working together, we can find solutions to improve the conditions of all working people.

Keep the faith!

Some employers are frittering away employees’ 401(k) funds

Senator Barbara Boxer has introduced federal legislation that would subject 401(k) and similar retirement plans to some of the same rules that govern pensions. “People are at risk without knowing it,” said Boxer, quoted in the Wall Street Journal. “This is an area that must be corrected immediately.”

But many employers don’t want to lose the loophole that allows them to put as much as 100% of a plan’s assets in their own stock, the Journal reported.

Boxer’s legislation draws attention to a real threat to the well-being of millions of Americans: many small businesses—and a few big ones—are straying into dangerous territory as they decide how to invest funds in the popular retirement accounts known as 401(k) and profit-sharing plans.

According to the Journal, some employers are stuffing their plans with collectibles and other questionable “investments” that would never be allowed into an old-style “defined-benefit” pension plan that guaranteed a monthly check.

The trend is a threat to the retirement years of thousands of Americans. And it could undermine the credibility of the nearly $700 billion of 401(k) and profit-sharing plans that businesses have set up for their workers since the 1970s.

One example cited by the Journal is Color Tile Inc., a nationwide chain of floor-coverings stores that entered bankruptcy proceedings in January and has laid off 40% of its work force. Employees were stunned to learn that 82% of the 401(k) plan had been used to buy Color Tile stores, which the plan then leased back to the company. With many stores shuttered and paying no rent, the Journal said, the plan administrators won’t let employees take one cent from their 401(k) savings.

The company says it is trying to sell the stores to see how much money, if any, remains in the plan.

Some retirement plans contain “investments” in such things as antique violins, trailer parks, palm trees and Persian carpets. The full extent of such dubious “investing” is only now beginning to surface. But an ominous sign emerged in the Labor Department’s records on the 401(k) and profit-sharing plans: At plans smaller than $1 million, fully 17% of the employee money has been funneled into categories so bizarre that they don’t fit into any of the five “core” investment types, such as mutual funds and stocks, listed in agency filings. At big-company plans holding $1 billion or more, that percentage is only 4%.

The Labor Department enforces a strict pension law, the 1974 Employee Retirement Income Security Act (ERISA), which was created to protect pensions. But when 401(k) accounts entered the scene in 1978, they were added to a section of the law that pertains to employer-owned investments.

As a result, 401(k)s and profit-sharing plans are exempt from several important pension rules, including those governing diversification of assets.

Furthermore, 401(k) plans aren’t insured by the government. If the investments go sour, the employees bear all the risk.

Some employers are frittering away employees’ 401(k) funds

Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union.

We encourage you to get involved with the Local 1245 Corner! Call (510) 933-6060 and ask for Julie Rodriguez.

<table>
<thead>
<tr>
<th>Name</th>
<th>Residence</th>
<th>YrsSvc</th>
</tr>
</thead>
<tbody>
<tr>
<td>Erich Bakes</td>
<td>Novato, CA</td>
<td>10</td>
</tr>
<tr>
<td>Marvin Eisenhauer</td>
<td>Yuba City, CA</td>
<td>40</td>
</tr>
<tr>
<td>Donald Hudson</td>
<td>St. James, MN</td>
<td>34</td>
</tr>
</tbody>
</table>

401(k)s and profit-sharing plans are exempt from several important pension rules, including those governing diversification of assets.

Furthermore, 401(k) plans aren’t insured by the government. If the investments go sour, the employees bear all the risk.

Employees who question the investments in their plans can face a tough battle. Employees at Graham & Associates Inc. of Arlington, Tex., complained the Labor Department when their money was used to purchase a tract of vacant land in a flood plain. The employees complained to the Labor Department, which took the employer to court. But a judge ruled that the investment was prudent despite the fact it had no earnings in 10 years.

The employer is now suing his former employees in state court in Dallas for conspiracy—because they complained to the Labor Department.