

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
August 1996
Vol. XLV No. 8

UTILITY REPORTER

CANDIDATE SURVEY
Candidates for Congress
Pages 5-16

Candidate Survey



Forget the Democrats. Forget the Republicans.
Forget the conservatives, the liberals, the
independents. It's time to talk about actual
legislators and the things they have actually
done -- either for us, or to us.

See Pages 5-16

Candidates for United States Congress



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Hutchins Retires
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Labor Studies Classes
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CALENDAR

August 3-4
Local 1245
Advisory Council
Concord, Ca.

August 7
Contract Ratification:
Deadline for Returning
Ballots

September 14-20
IBEW Convention
Philadelphia, Pa.

October 7
Deadline for Registering
to Vote in November 5th
General Election

October 19
Public Sector
Stewards Conference
Sacramento, Ca.



PG&E ratification ballots due back Aug. 7

Local 1245 members at Pacific Gas & Electric have until Aug. 7 to return their ballots in the PG&E contract ratification vote.

The new three-year agreement provides for wage increases of 3.25%, 3.25% and 3.5%. Current benefit levels and premiums totally paid by PG&E will remain in effect at least to the year 2000. There will be further negotiations during the term of the agreement to discuss possible increases in pension and LTD benefits for those currently receiving these benefits.

The union's negotiating committee recommended a "Yes" vote on the agreement. Ballots must be received by 10 a.m., Aug. 7, at the union's post office box.



PG&E NEGOTIATING COMMITTEE

Representing Local 1245 on the 1996 PG&E Negotiating Committee were: Anna Bayless, Mike Grill, Dan Lockwood, Business Manager Jack McNally, John Mendoza, Darrel Mitchell, Robert Olson, John Petrovitz, Shirley Roberts, Russ Rylee, and President Howard Stiefer (not pictured).



A HUG FOR HUTCH

Frank Hutchins gets a farewell hug from Virginia Brown of the Local 1245 office staff. Hutchins, who retired in July after more than 15 years as a union business representative, was honored at the union's July staff meeting. Story on Page 21. (Photo: Kathy Maas)

**If you've moved or changed
your name since the last
national election, you must
re-register to vote.**

Register By Mail!

**Just Call
1-800-345-8683**

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REPORTER

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

The Spirit of Competition: "You in the IAM think of the people in Boeing in Seattle and the people at Lockheed Martin as your brothers and sisters. You have to look at them as I do, as your mortal enemy," McDonnell Douglas Aerospace President Herbert

Lanese told machinists at an April bargaining session. "I wish they were dead. I wish their children would starve to death. I wish they would lose their houses."

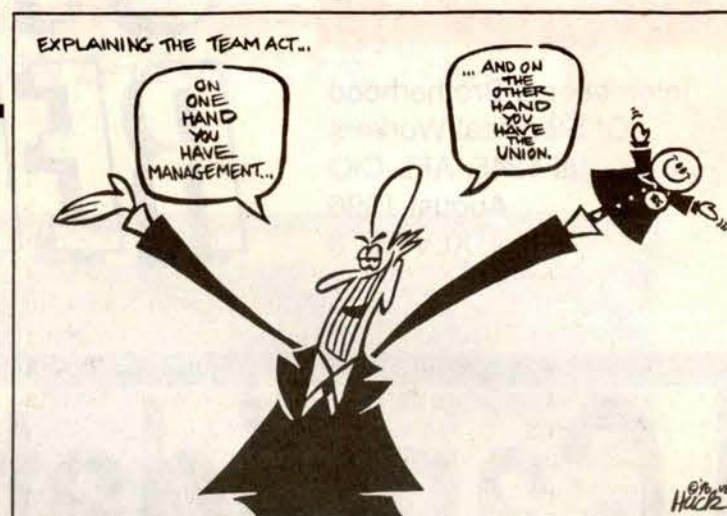
TEAM Act Passes:

The TEAM Act, which would undermine the existence of labor unions, passed the US Senate 53-46 last month. President Clinton has promised to veto the measure.

Button Rights: An administrative law judge upheld the National Labor Relations Board's support for the right of a United Auto workers local union president to wear a protest button directed at Caterpillar CEO Don Fites. The button read: "Happiness is waking up in the morning and finding Don Fites' picture on a milk carton."

Minimum Wage Hike: The AFL-CIO scored a major legislative victory when the US Senate voted to raise the minimum wage. Five Republican senators joined all Democrats in rejecting a move to exempt millions of low-wage workers from the pay hike.

Hunters Point Victory: The San Francisco Board of Supervisors voted unanimously in June to reject San Francisco Energy Company's bid to build a 240-megawatt power plant in Hunters Point. The plant had been opposed by area



residents concerned about potential health effects. It was also opposed by Local 1245 members, who worried that the project could hasten closure of PG&E plants at Hunters Point, according to Local 1245 member Robin David. San Francisco Energy's parent corporation, AES, has drawn the wrath of unions and environmentalists nationwide for its treatment of labor and the environment.

Janitors Clean Up: The janitors that clean the Bay Area's posh offices by night capped a four-year struggle for dignity by ratifying an agreement that raises wages for 5,000 janitors, makes all members eligible for family health benefits by the end of the contract term, and brings Bay Area janitors under one master agreement.

CIA Implicated: The widow of Fernando Garcien, a Guatemalan labor leader who disappeared in 1984, hailed an announcement by Congress's Intelli-

gence Oversight Board that implicated the CIA in the murder of unionists and other activists. The board found that "Several CIA" agents "were credibly alleged to have ordered, planned, or participated in serious human rights violations such as assassination, extrajudicial execution, torture or kidnapping."

Union Summer: Bay Area Union Summer interns are supporting HERE boycotts of the Sir Francis Drake and Lafayette Park hotels, organizing non-profit workers in San Francisco, supporting Justice for Janitors on an upcoming strike vote, and organizing part-time workers in Richmond, according to AFL-CIO officials.

Newsroom Breakthrough: Newsroom employees of the McClatchy Publishing Corporation's Modesto Bee have ratified their first collective bargaining agreement in nine years. Northern California Newspaper Guild's last contract covering the Bee's reporters, editors, photographers and other editorial department workers expired in April of 1987. McClatchy, pursuing union-busting campaigns at its Sacramento, Fresno and Modesto Bees, declared impasse in 1990.

Going Global: The Detroit newspaper strike has gone global. The Geneva-based Postal, Telegraph and Telephone International urged its 223 affiliated unions in 117 countries to support the AFL-CIO boycott of USA Today, the flagship newspaper of the Gannett Corp., which owns the Detroit News.

APPOINTMENTS**CITIZENS TELECOM****1996 Citizens Telecom Bargaining Committee**

Joseph Aquilio
Mary Ellen Grayberg
Larry Martin
Monte Nelson
John Shepphird
Eric To Tanaka

CONFERENCES AND CONVENTIONS

21st Biennial Convention of the California Labor Federation (Additional Delegate)
Mickey Harrington

APRI 27th Annual National Educational Conference
Lula Washington

Nuclear Conference II
Darrel Mitchell
Jeff Knisley

Joint Executive Conference of Northern California
Jack McNally
Art Murray

G. C. C. -1
Jack McNally

**EMERGENCY RESPONSE**

Local 1245 representatives on the PG&E 94-53 Subcommittee on Supplementing Work Force in Emergencies met recently at union headquarters in Walnut Creek. Union members serving on the committee are: Bill Brill, Rich Cowart, Leslie Davis, Brian Kapaun, John Mendoza, Jim Navarra, Tony Norman, Darryl Norris, Joe Osterlund, Sal Perales, Ken Richards, Ralph Rigg and Senior Assistant Business Manager Darrel Mitchell. Not all members are pictured here.

Delegates elected to IBEW convention

Local 1245 members elected 13 delegates to attend the IBEW International Convention to be held Sept. 14-20 in Philadelphia.

Top vote-getter in the mail ballot election was Assistant Business Manager Dorothy Fortier, followed by Assistant Business Manager Perry Zimmerman and Business Rep. Ed Caruso.

Also elected were: Assis-

tant Business Manager Salim Tamimi, Vice President Jim McCauley, Business Rep. Kathy Maas, Executive Board member Kathy Tindall, Advisory Council member Linda Jurado, former Executive Board member Barbara Symons, Senior Assistant Business Manager Darrel Mitchell, Executive Board member Debbie Mazzanti, show steward and San Jose customer service rep. Anna

Maria Gomez, and Business Rep. Mickey Harrington.

Business Manager Jack McNally and President Howard Stiefer were elected as delegates during last year's election for local union officers, bringing the total number of delegates to 15.

The International Convention, which is convened every five years, is the supreme governing body of the union.

International Convention Delegate Election Results

Dorothy Fortier	920	Mary Contaxis	398	Ted Rios	254
Perry Zimmerman	888	Gary Fernandez	381	Richard Dunkin	240
Ed Caruso	865	Lynn R. Allen	380	David Walters	220
Salim Tamimi	841	Richelle Gallegos	365	Bill LaForte	219
Jim McCauley	745	Millie Phillips	360	Mike Cronin	214
Kathy Maas	716	Michael J. Davis	357	Mike Haentjens	210
Kathy Tindall	712	Charles Hoffmann	355	Bernard Smallwood	202
Linda Jurado	707	Dan Lockwood	348	Vern Brown	199
Barbara Symons	689	Ed Mallory	336	Bob Irwin	187
Darrel Mitchell	679	Lula Washington	328	Dave Cannon	183
Debbie Mazzanti	640	Mike Woods	321	Chris Lay	182
Anna Maria Gomez	630	Grover Day	316	Cary McDermott	178
Mickey Harrington	594	Jim Findley	309	Jeff Johnstone	173
Anna Bayless	588	Chris Habecker	302	Mark Taylor	170
Bob Choate	538	Robin David	300	Ray Thomas	169
Susie Webb	512	Danny L. Jackson	294	Jim Lynn	158
Connie Bibbs	498	Larry Pierce	283	Paul Hathaway	143
Art Freitas	493	Tim Hennessy	277	Jeff Madigan	138
Frank Saxsenmeier	490	Mike Baxter	273	Larry Thomson	124
Gary Hughes	480	Jack Osburn	268	John Kent	119
Steve Lopez	431	Tom Jones	267	T.L. Linebarger	106
Roosevelt Hawkins	418	Sal Culcasi	264	Johnnie R. Goodson	92
Rick Gutierrez	403	Joe Adragna	256	George Margosin	66

Winning candidates are shown in blue

POINT OF VIEW

Having a voice in the restructuring debate

Jack McNally, IBEW 1245 Business Manager

In the May issue of the Utility Reporter I reported on the first meeting of the IBEW Committee on Electric Restructuring, created by IBEW President James Barry to develop strategies to deal with utility restructuring.

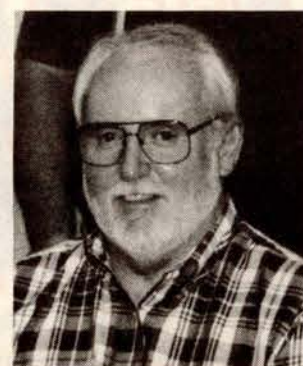
Recently the committee met again to refine strategies for local unions—including methods to communicate with union members and with consumers. The committee has developed a "toolbox" for locals to use in dealing with state commissions and legislatures on this issue. Almost all states are now embarked upon utility restructuring to one degree or another.

Here in California we have been dealing with restructuring for several years. But unions in some states are just now being confronted with restructuring, and the information our committee develops should be of significant help to them.

Besides the "toolbox," the committee recommended the development of a one-half hour television production on utility restructuring, to be used to educate the public. Using the same material, a shorter 10-15 minute video is being developed to use in presentations to members, government officials, and consumers.

The shorter video will be shown at the IBEW Convention in September, and then made available to the locals.

Meanwhile, Congress is pressing ahead on this issue. Rep. Dan Schaefer (R-Colo.) has introduced a bill that would give all consumers the right to choose their electric service provider by the year 2001. The bill would repeal the Public Utility



Regulatory Policies Act (PURPA) and the Public Utility Holding Company Act (PUHCA). This requirement of "direct access" would apply to public agency utilities as well as investor-owned utilities, and would have a big impact on employees and customers.

Another bill, introduced by Rep. Edward Markey (D-Mass.), would give authority to the states to grant "Certificates of Competition" to utilities if they meet certain standards. Utilities meeting the standards would be exempt from PURPA and PUHCA. States could establish their own standards for such a certificate, or they could follow the "federal standards of competition" suggested in the bill.

The restructuring debate is still going back and forth between the state and federal level, and consumers and utility employees are left to wonder what the consequences of restructuring will be.

By developing an educational program on restructuring, the IBEW has positioned itself to be a significant voice on this important issue. We will bring our viewpoint to the employees and consumers who will be affected by restructuring, and to the state and federal policymakers who will ultimately be making the decisions on how to proceed.

Heroes

we do the
work

This Labor Day, We Do the Work presents Heroes, 3: Profiles From the American Workplace.

This new one hour special pays tribute to ordinary people who take action in times of adversity and make extraordinary contributions to society through their work.

In "Heroes" we'll meet a disaster relief worker whose invention ended a cholera epidemic, human rights

crusaders who fight for better working conditions, the people of one community determined to keep racially motivated church burnings out of their hometown, letter carriers who participate in an annual national food drive for the hungry, and firefighters who rescued victims of the Oklahoma City federal building bombing.

Don't miss it!

San Francisco
KQED 9 (tentative)
Sept. 2, 9 pm

Sacramento
KVIE Cable 7
Sept. 2, 7 pm

San Jose
KTEH 54
To Be Announced

San Mateo
KCSM 60
Sept. 1, 10 p.m.

Eureka
KEET 13
Sept. 1, 7 pm

Redding
KIXE 9
To Be Announced

America Needs a Raise

There's a reason why the rich are getting richer while everyone else is falling behind.



And there's something we can do about it.

Worker productivity is up. Corporate profits are up. Executive salaries are up. So why are American workers falling behind?

Economics is not like the weather—it doesn't just happen. Public officials create the policies that determine the rules for economic activity. That's why corporate interests and the wealthy pour so much money into campaigns and lobbying—to protect their interests.

Workers have not been very successful in electing politicians who will protect our interests. And our lack of success is costing us plenty.

In 1995, worker earnings fell to their lowest level in 35 years—below their 1959 level. Families have tried to cope with declining wages by sending more family members to work.

But even with two wage earners, families are barely keeping pace with the growing cost of living. From 1975 to 1995, family income rose only \$1200.

It's a different story for the super-rich. The richest one-fifth of Americans enjoyed 18% real income growth between 1979 and 1993. The gap between the super-rich and the rest of us is at record levels, and continues to widen.

The trends are very clear: average Americans are working harder, producing more, but tak-

Vote November 5th

ing home less—while investors and top executives are reaping the benefits. Today, the average CEO makes 212 times what the average worker makes.

Does this mean the average CEO works 212 times as hard as you, is 212 times smarter than you, or is worth 212 times more than you? No! It just means that American corporations and the rich have done a better job than you at manipulating the system to their advantage.

Consider tax policy. Most Americans are paying more of our income in taxes than we did 20 years ago. But during that same period, the super-rich (those making over \$500,000 a year) got tax breaks worth more than \$15,000 a year. Taxes on corporations have also fallen dramatically.

During the 1950s through the 1970s, unions were able to help American workers share in our nation's growing prosperity. But government policies in recent years have increasingly favored management over workers, making it harder for unions to do their job.

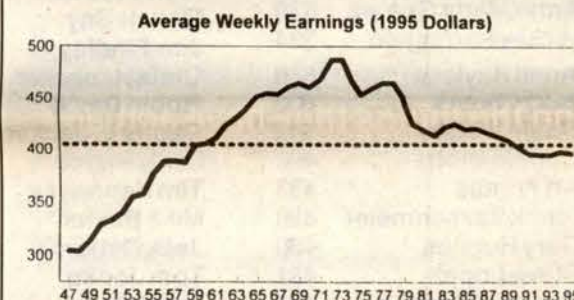
Today we are paying a big price for this loss of power. As described on pages 6-7, virtually every protection enjoyed by working families is now under fierce attack by the US Congress, including:

- Workers' health and safety
- Clean air and clean water
- Student loans
- Our parents' Medicare benefits
- Workers' pensions
- Social Security
- The right to organize

How is this possible? How is it possible—in a democracy—for working people to lose influence over their government so completely?

Money, of course, is part of the answer. Between 1980 and 1994, business Political Action Committees directly invested \$708 million in political campaigns. Obviously, it is difficult for working people to counter this kind of eco-

Workers' Earnings in 1995 Fell Below 1959 Level



Source: Bureau of Labor Statistics

nomic might.

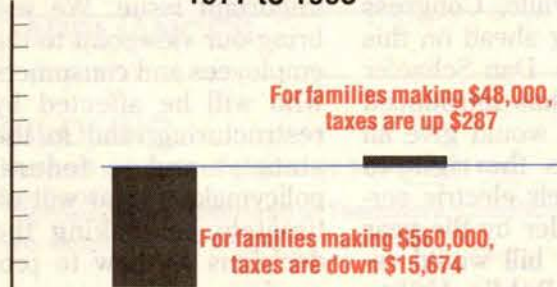
But we can make a difference. We can inform ourselves on the issues. We can find out where the candidates stand. We can register, and we can vote.

It's easy to be cynical and say there's no difference between the candidates. Easy—and plain wrong. Because there are big differences in how the candidates stand on issues concerning our wallets and our living standards.

November 5th is *our* day to make a difference. Take some time to find out where the candidates stand. Then show them where *you* stand.

Taxes Cut for the Rich, But Increased for Everyone Else

1977 to 1995



It's easy to be cynical and say there's no difference between the candidates. Easy—and plain wrong. Because there are big differences in how the candidates stand on issues affecting our wallets.

U

The Party's Over

nion members got a very good deal for the past 50 years. We paid our dues and the union negotiated wage and benefit packages that gave us a middle class living standard.

But the party's over. Everything members of this union struggled to achieve during the past 50 years is being viciously attacked by people we elected to political office. It's no longer enough just to pay dues. It's time to pay attention.

Forget the Democrats. Forget the Republicans. Forget the conservatives, the liberals, the independents. Forget all the labels and all the rhetoric that divides us and harms us. It's time to talk about actual legislators and the things they have actually done -- either for us, or to us.

During the next three months, the Utility Reporter will present the candidates and where they stand on key issues. Issues like overtime, workplace safety, tax fairness, and union representation. This month we look at candidates for US Congress. In September, we'll look at candidates for California Senate. In October, we'll look at candidates for California Assembly.

The threat to our income and our living standards is real. The attack is well underway, as the following pages will prove. The only question remaining is:

What are we going to do about it?

IBEW Local 1245 Candidate Survey November 5, 1996

CANDIDATES FOR US CONGRESS

Pages 6-7 The Issues:
What's at Stake for Working People?

Page 8 Map of Congressional Districts:
Who Represents You in Congress?

Pages 9-16 The Candidates:
Where Do They Stand?

Key to Symbols



Candidate Supports Working People on the Issue



Candidate Against Working People on the Issue



Candidate Refused To Take A Stand on the Issue

Positions based on voting record and/or candidates' written response to Local 1245 Issue Survey. Candidates who refused to respond to the survey were awarded the "Chicken" symbol.

The Issues: What's at Stake for Working Americans?

Preserving workplace safety standards

Each year 50,000 workers are killed on the job. Another 7 million are injured, and 60,000 permanently disabled. This carnage creates untold human suffering, and costs over \$112 billion a year.

But rather than strengthen the laws that protect workers, the House of Representatives declared all-out war on workplace health and safety standards. H.R. 1834, introduced last year 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.

H.R. 1834 is based on the premise that the safety and health laws of this country are too strong and that workers have too much protection from job injuries and illnesses. Under H.R. 1834, a worker must be killed, seriously injured or placed in continuing danger before any enforcement action can be taken. In other words, OSHA can't act until it's too late.

H.R. 1834 reduces penalties for serious violations which threaten injury or death. Furthermore, it entirely eliminates the category of "willful and repeat violations," and does away

The Key Vote: H.R. 1022

with the tougher penalties for these 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, which puts employees at risk of retaliation. And retaliation is not a minor concern. In 1994, 3,000 complaints were filed with federal OSHA, alleging employer discrimination against employees for raising safety and health concerns.

On top of all that, H.R. 1834 would prohibit unions from filing complaints on behalf of their members. This has profound implications when you consider that complaints filed by union representatives have been responsible for spurring all the major enforcement actions on ergonomic hazards, on recordkeeping fraud, on the cotton dust standard, the asbestos standard and the lead standard.

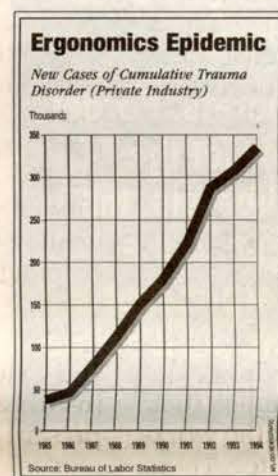
And there's more. H.R. 1834 eliminates the National Institute for Occupational Safety and Health (NIOSH)—the only agency that conducts research on workplace injuries and illnesses.

H.R. 1834 requires "cost-benefit" analyses before any new safety standards could be enacted—making it unlikely that new standards could be enacted for ergonomic hazards, which afflicted 332,000 workers in 1994 and account for 2/3 of all new workplace injuries.

There was 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.

The vote on H.R. 1022 gives us a clear snapshot of which legislators are willing to sacrifice the health and safety of workers to improve the corporate bottom line.

How did your representative vote?



Ergonomic injuries cause 2/3 of all new workplace injuries, but many House members voted to make it impossible to create an ergonomics standard to protect workers. See how the candidates stand on this issue in the following pages.

Stopping tax giveaways to the wealthy

The current Congress has tried to slash programs that benefit middle-income Americans—and use the savings to create new tax breaks for the rich. Wealthy families and corporations don't need this "helping hand." They got huge tax breaks in the 1980s, which greatly widened the gap between the rich and everybody else. Today, just 1% of America's households own 40% of the country's wealth, while the bottom 80% own just 15% of the wealth.

The U.S. House of Representatives last fall tried to widen that gap even further. H.R. 2491, vetoed by President Clinton, would have provided large new tax breaks for corporations and wealthy individuals making up to \$200,000 a year. At the same time, the House tried to slash

The Key Vote: H.R. 2491

the Earned Income Tax Credit (EITC), a program that provides tax breaks to working families making up to \$28,000 a year.

To finance these tax cuts for the rich, the House proposed to cut programs that benefit working Americans. In its original version, H.R. 2491 would have cut \$10 billion in student loans, making it harder for working families to send their kids to college.

H.R. 2491 also would have cut \$270 billion from Medicare, burdening senior citizens with higher premiums and deductibles, and driving approximately 500,000 senior citizens below the poverty line. In addition, H.S. 2491 would

have raised the Medicare eligibility age to 67.

H.R. 2491 would have cut \$182 billion from Medicaid, and removed the guarantee of health care for more than 36 million people: poor families and their children, the long-term disabled, and those in need of nursing home care. The House rejected amendments which would have required coverage for pregnant women and infants, people leaving welfare for work, and payment to children's hospitals.

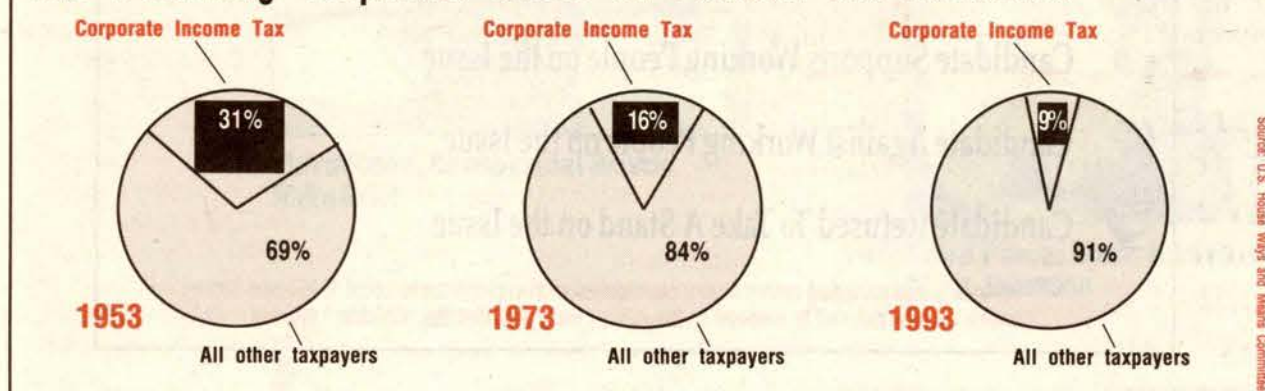
H.R. 2491 also took aim at worker pensions. It would have allowed companies to tap into pension plans for reasons other than providing the promised pensions, thereby putting at risk the pensions of some 13 million workers and retirees. In effect, the bill would encourage corporations to loot these pension funds.

Corporations don't need another tax break. Corporate taxes today provide only 9% of total federal tax revenues, down from 31% in 1953.

Wealthy families don't need another tax break, either. Their tax rate already dropped from 35% in 1977 to 26% in 1990.

But working Americans do need a break. Weekly earnings for American workers (measured in 1994 dollars) fell from \$438 in 1980 to \$384 today. We need representatives in Congress who will stop the tax giveaways to the rich, and vote for responsible levels of funding for education, job training, infant health, and other programs that help average Americans rise to and remain in the middle class.

The Declining Corporate Share of Federal Tax Revenues



Defending the right to a union

You're about to buy a new car. The sales manager introduces you to one of his salesmen, who will represent the dealership in negotiating the price of your new car. Then the sales manager introduces you to another one of his employees, who will be representing you in the price negotiations. The sales manager promises to let you know right away what price they come up with.

Obviously no one would agree to such an arrangement. You'd be nuts to let the other guy pick your representative. It violates basic principles of fair play and common sense to let your opponent pick your negotiator for you. But that's precisely what Congress proposes in H.R. 743.

The TEAM Act, which passed Congress (and now faces a presidential veto), would let the boss dictate who should represent employees in labor-management committees. Management could create "employee organizations," write their bylaws, determine their structure, establish their mission, and then handpick the workers they want on the committee. These

The Key Vote: H.R. 743

"employee representatives" could then address issues of wages and working conditions.

You wouldn't let a car dealer set the price of your car in this manner. Would you want your employer determining your wages and benefits in this manner?

Proponents of the TEAM Act—like the Chamber of Commerce—say that current labor law is an obstacle to the creation of labor-management cooperation programs. But that's not true. Work teams, quality circles, employee involvement and labor-management committees (like those now in existence at PG&E) are entirely legal under current labor law. Current law simply makes it illegal for an employer to "involve" employees in dealing with wages or other terms of employment through an employer-dominated employee organization.

Numerous studies of employers and employees alike have found that involvement programs are now present at half to three-quarters of all workplaces.

So why is there such a push by business for the Team Act? Simply this: business wants to pick the negotiators on both sides of the bargaining table, rather than having to deal with true employee representatives.

The TEAM Act strikes at the heart of America's democratic unions, threatening to replace them with hollow organizations beholden to management. If that happens, the first place you'll notice the difference is in your wallet.

Union Pay Advantage

Union workers earn 37% more than nonunion workers



Source: Bureau of Labor Statistics

Protecting our wage standards

Members of the U.S. House of Representatives recently showed their true colors on the issue of overtime wage protections. Before passing H.R. 1227, the bill to increase the minimum wage, Representatives acted on the "Goodling Amendment," which called for abolishing all overtime pay and minimum wage standards for 10 million workers.

This sneak attack on overtime pay attempted to undo a fundamental right of American workers: the right to a 40-hour work week. The American labor movement began fighting for a shorter workweek back in the 1800s, when workers in some industries were forced to work up to 18 hours a day, six or seven days a week.

Decades of protest and agitation by workers finally resulted in the Fair Labor Standards Act, which requires that employers pay overtime wages for work in excess of 40 hours a week. The overtime provisions in our union contract are rooted in this important law. The purpose of overtime premiums is to discourage employers from over-

The Key Vote: H.R. 1227 "Goodling Amendment"

working their employees, and to give employees a financial benefit for having to sacrifice their personal time.

The Goodling Amendment to H.R. 1227 would have eliminated both the minimum wage and the 40-hour work week for over 10 million workers who work in businesses with an annual dollar volume of less than \$500,000.

If this amendment had become law, these workers could have been required to work any amount of hours their employer demanded—without getting any overtime pay. What's more, they could be paid \$2 an hour, \$1 an hour, or even less—whatever the boss could get away with.

If overtime were eliminated in manufacturing jobs, for example, it would amount to a pay cut of 18%—more than \$5,000 a year. For many Local 1245 members, the amount of lost wages would be substantially higher.

And here's what's most disturbing: These members of Congress are not just coming after the overtime wages of workers at small businesses. They're coming after your overtime, too.

Anti-worker forces under the leadership of House Speaker Newt Gingrich introduced legislation in the current Congress to abolish the 40-hour week. Under this proposal, an employer could work you up to 80 hours in a single week and not pay you a dime of overtime.

How much would this cost workers? A lot. Overtime is a large part of many workers' incomes. If overtime were eliminated in manufacturing jobs, for example, it would amount to a pay cut of 18%—more than \$5,000 a year. For many Local 1245 members, the amount of lost wages would be substantially higher.

The House vote on the Goodling Amendment tells you exactly where your representative stood on a critical overtime issue affecting millions of workers. Was your representative's vote for workers, or against workers? Check it out in the following pages.



Did Your Representative Vote

FOR

Working People or

AGAINST

Working People on These Key Issues?

Use the Map on Page 8 to Identify Your Congress Member.

Find His/Her Voting Record on Pages 9-16.

Then Check Out Where the Challenger Stands on these Same Issues.

Don't Let Politicians Take Away Your

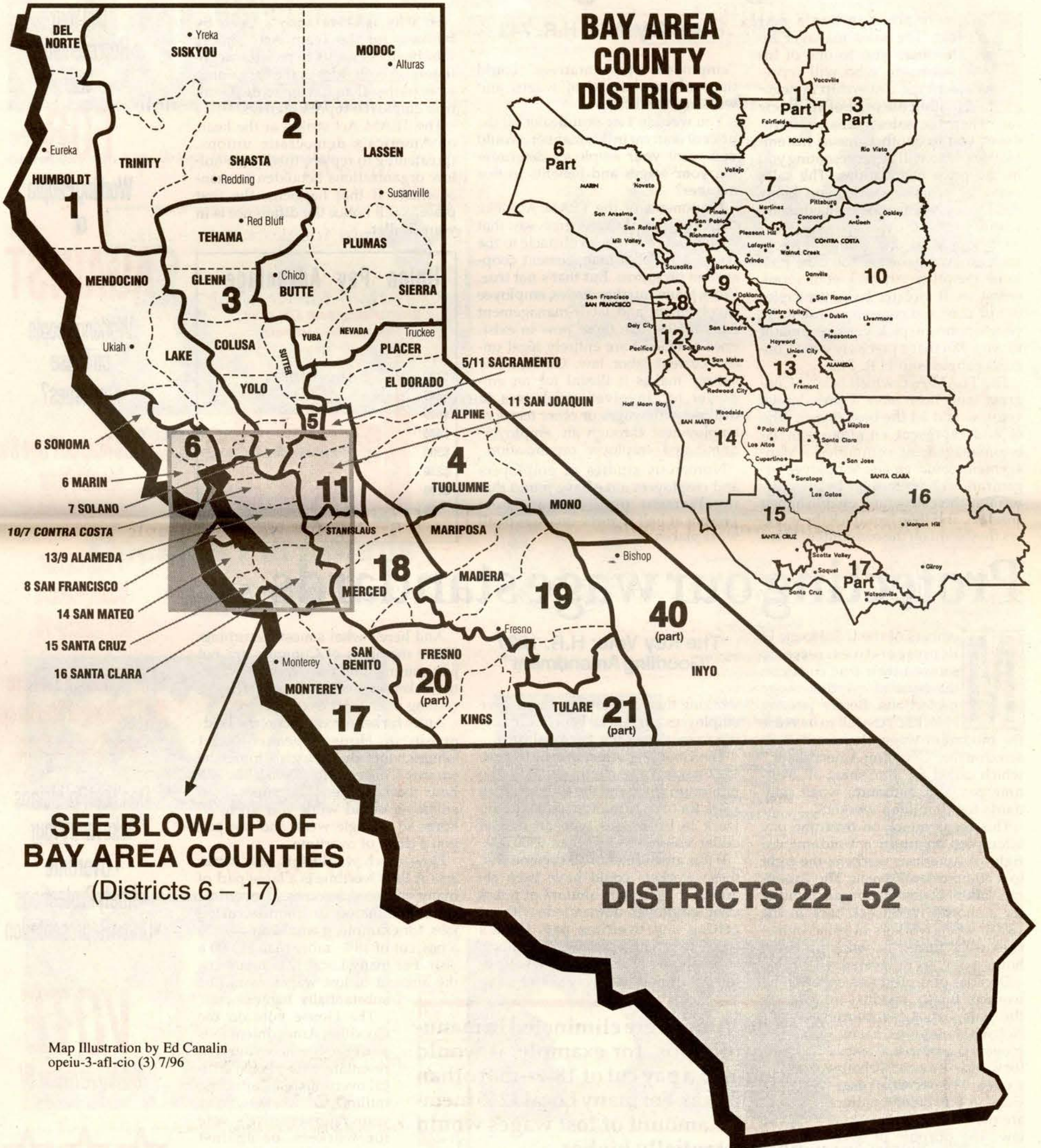
- Overtime
- Safety Protections
- Union Representation

VOTE

on November 5!



Northern California Congressional Districts



The Issues:

Where Do the Candidates Stand?



Incumbent

Frank Riggs

**District 1
U.S. Congress**

Del Norte, Humboldt, Lake, Mendocino, Napa & parts of Solano and Sonoma Counties (See page 8)

Challenger

Michela Alioto



Workplace Safety (H.R. 1022)

Riggs against working people



Tax Cuts for the Rich (H.R. 2491)

Riggs against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Riggs against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Riggs for working people



Workplace Safety (H.R. 1022)

Alioto for working people



Tax Cuts for the Rich (H.R. 2491)

Alioto for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Alioto for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Alioto for working people



Incumbent

Wally Herger

**District 2
U.S. Congress**

Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Trinity, Yuba & part of Butte Counties (See page 8)

Challenger

Roberts Braden



Workplace Safety (H.R. 1022)

Herger against working people



Tax Cuts for the Rich (H.R. 2491)

Herger against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Herger against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Herger against working people



Workplace Safety (H.R. 1022)

Braden for working people



Tax Cuts for the Rich (H.R. 2491)

Braden for working people



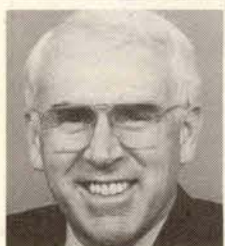
TEAM Act: Company-Dominated Unions (H.R. 743)

Braden for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Braden for working people



Incumbent

Vic Fazio

**District 3
U.S. Congress**

Colusa, Glenn, Sutter, Tehama, Yolo & parts of Butte, Sacramento & Solano Counties (See page 8)

Challenger

Tim Lefever

No Photo
Provided



Workplace Safety (H.R. 1022)

Fazio for working people



Tax Cuts for the Rich (H.R. 2491)

Fazio for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Fazio for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Fazio for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

John Doolittle

**District 4
U.S. Congress**

Alpine, Amador, Calaveras, El Dorado, Mono, Placer, Tuolumne, & part of Sacramento Counties (See page 8)

Challenger

Katie Hirning



Workplace Safety (H.R. 1022)

Doolittle against working people



Tax Cuts for the Rich (H.R. 2491)

Doolittle against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Doolittle against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Doolittle against working people



Workplace Safety (H.R. 1022)

Hirning for working people



Tax Cuts for the Rich (H.R. 2491)

Hirning for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Hirning for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Hirning for working people



Incumbent

Robert Matsui

**District 5
U.S. Congress**

Part of Sacramento County (See page 8)

Challenger

Robert Dinsmore

No Photo Provided



Workplace Safety (H.R. 1022)

Matsui for working people



Tax Cuts for the Rich (H.R. 2491)

Matsui for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Matsui for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Matsui for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Lynn Woolsey

**District 6
U.S. Congress**

Marin & part of Sonoma Counties (See page 8)

Challenger

Duane Hughes

No Photo Provided



Workplace Safety (H.R. 1022)

Woolsey for working people



Tax Cuts for the Rich (H.R. 2491)

Woolsey for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Woolsey for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Woolsey for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)

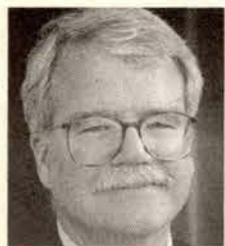


Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

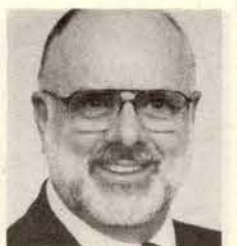
George Miller

**District 7
U.S. Congress**

Parts of Contra Costa & Solano Counties
(See page 8)

Challenger

Norman Reece



Workplace Safety (H.R. 1022)
Miller for working people



Tax Cuts for the Rich (H.R. 2491)
Miller for working people



TEAM Act: Company-Dominated Unions (H.R. 743)
Miller for working people



Overtime & Minimum Wage Protections (Goodling Amendment)
Miller for working people



Workplace Safety (H.R. 1022)
Reece against working people



Tax Cuts for the Rich (H.R. 2491)
Reece against working people



TEAM Act: Company-Dominated Unions (H.R. 743)
Reece against working people



Overtime & Minimum Wage Protections (Goodling Amendment)
Reece against working people



Incumbent

Nancy Pelosi

**District 8
U.S. Congress**

Part of San Francisco County (See page 8)

Challenger

Justin Raimondo

No Photo
Provided



Workplace Safety (H.R. 1022)
Pelosi for working people



Tax Cuts for the Rich (H.R. 2491)
Pelosi for working people



TEAM Act: Company-Dominated Unions (H.R. 743)
Pelosi for working people



Overtime & Minimum Wage Protections (Goodling Amendment)
Pelosi for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Ron Dellums

**District 9
U.S. Congress**

Part of Alameda County (See page 8)

Challenger

Deborah Wright

No Photo
Provided



Workplace Safety (H.R. 1022)
Dellums for working people



Tax Cuts for the Rich (H.R. 2491)
Dellums for working people



TEAM Act: Company-Dominated Unions (H.R. 743)
Dellums for working people



Overtime & Minimum Wage Protections (Goodling Amendment)
Dellums for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)

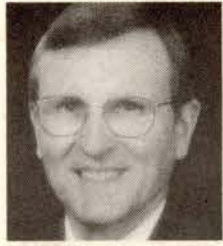


Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

Bill Baker

**District 10
U.S. Congress**

Part of Alameda & Contra Costa
Counties(See page 8)

Challenger

Ellen Tauscher



Workplace Safety (H.R. 1022)

Baker against working people



Tax Cuts for the Rich (H.R. 2491)

Baker against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Baker against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Baker against working people



Workplace Safety (H.R. 1022)

Tauscher for working people



Tax Cuts for the Rich (H.R. 2491)

Tauscher for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Tauscher for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Tauscher for working people



Incumbent

Richard Pombo

**District 11
U.S. Congress**

Parts of Sacramento & San Joaquin
Counties(See page 8)

Challenger

Jason Silva



Workplace Safety (H.R. 1022)

Pombo against working people



Tax Cuts for the Rich (H.R. 2491)

Pombo against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Pombo against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Pombo against working people



Workplace Safety (H.R. 1022)

Silva for working people



Tax Cuts for the Rich (H.R. 2491)

Silva for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Silva for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Silva for working people



Incumbent

Tom Lantos

**District 12
U.S. Congress**

Parts of San Francisco & San Mateo
Counties(See page 8)

Challenger

Storm Jenkins

No Photo
Provided



Workplace Safety (H.R. 1022)

Lantos for working people



Tax Cuts for the Rich (H.R. 2491)

Lantos for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Lantos for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Lantos for working people



Workplace Safety (H.R. 1022)

Jenkins against working people



Tax Cuts for the Rich (H.R. 2491)

Jenkins against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Jenkins for working people

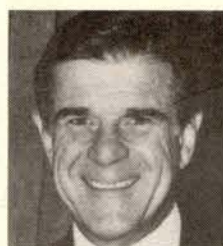


Overtime & Minimum Wage Protections (Goodling Amendment)

Jenkins against working people

The Issues:

Where Do the Candidates Stand?



Incumbent

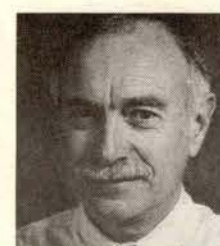
Fortney Pete Stark

**District 13
U.S. Congress**

Parts of Alameda & Santa Clara
Counties (See page 8)

Challenger

James Fay



Workplace Safety (H.R. 1022)

Stark for working people



Tax Cuts for the Rich (H.R. 2491)

Stark for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Stark for working people



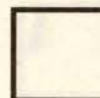
Overtime & Minimum Wage Protections (Goodling Amendment)

Stark for working people



Workplace Safety (H.R. 1022)

Fay against working people



Tax Cuts for the Rich (H.R. 2491)

No Position



TEAM Act: Company-Dominated Unions (H.R. 743)

Fay against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Fay against working people



Incumbent

Anna Eshoo

**District 14
U.S. Congress**

Parts of San Mateo & Santa Clara
Counties (See page 8)

Challenger

Ben Brink

No Photo
Provided



Workplace Safety (H.R. 1022) H.R. 1022: Workplace Safety

Eshoo for working people



Tax Cuts for the Rich (H.R. 2491)

Eshoo for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Eshoo for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Eshoo for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Tom Campbell

**District 15
U.S. Congress**

Parts of Santa Clara & Santa Cruz
Counties (See page 8)

Challenger

Dick Lane



Workplace Safety (H.R. 1022)

Refused to Take a Stand



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Campbell against working people



Workplace Safety (H.R. 1022)

Lane for working people



Tax Cuts for the Rich (H.R. 2491)

Lane for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Lane for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Lane for working people

The Issues:

Where Do the Candidates Stand?



Incumbent

Zoe Lofgren

**District 16
U.S. Congress**

Part of Santa Clara County (See page 8)

Challenger

Chuck Wojslaw

No Photo
Provided



Workplace Safety (H.R. 1022)

Lofgren for working people



Tax Cuts for the Rich (H.R. 2491)

Lofgren for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Lofgren for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Lofgren for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Sam Farr

**District 17
U.S. Congress**

Monterey, San Benito & part of Santa Cruz Counties (See page 8)

Challenger

Jess Brown

No Photo
Provided



Workplace Safety (H.R. 1022)

Farr for working people



Tax Cuts for the Rich (H.R. 2491)

Farr for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Farr for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Farr for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Gary Condit

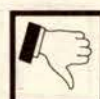
**District 18
U.S. Congress**

Merced, Stanislaus & parts of Fresno, Madera & San Joaquin Counties (See page 8)

Challenger

Bill Conrad

No Photo
Provided



Workplace Safety (H.R. 1022)

Condit against working people



Tax Cuts for the Rich (H.R. 2491)

Condit for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Condit for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Condit for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

George Radanovich

**District 19
U.S. Congress**

Mariposa & parts of Fresno, Madera & Tulare Counties (See page 8)

Challenger

Paul Barile



Workplace Safety (H.R. 1022)

Radanovich against working people



Tax Cuts for the Rich (H.R. 2491)

Radanovich against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Radanovich against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Radanovich against working people



Workplace Safety (H.R. 1022)

Barile for working people



Tax Cuts for the Rich (H.R. 2491)

Barile for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Barile for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Barile for working people



Incumbent

Cal Dooley

**District 20
U.S. Congress**

Kings & parts of Fresno, Kern & Tulare Counties (See page 8)

Challenger

Trice Harvey

No Photo
Provided



Workplace Safety (H.R. 1022)

Dooley against working people



Tax Cuts for the Rich (H.R. 2491)

Dooley for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Dooley against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Dooley for working people



Workplace Safety (H.R. 1022)



Tax Cuts for the Rich (H.R. 2491)



TEAM Act: Company-Dominated Unions (H.R. 743)



Overtime & Minimum Wage Protections (Goodling Amendment)

Refused to Take a Stand



Incumbent

Bill Thomas

**District 21
U.S. Congress**

Parts of Kern & Tulare Counties (See page 8)

Challenger

Deborah Vollmer



Workplace Safety (H.R. 1022)

Thomas against working people



Tax Cuts for the Rich (H.R. 2491)

Thomas against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Thomas against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Thomas against working people



Workplace Safety (H.R. 1022)

Vollmer for working people



Tax Cuts for the Rich (H.R. 2491)

Vollmer for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Vollmer for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Vollmer for working people

The Issues:

Where Do the Candidates Stand?



Incumbent

Andrea Seastrand

**District 22
U.S. Congress**

San Luis Obispo & part of Santa Barbara
Counties (See page 8)

Challenger

Walter Capps



Workplace Safety (H.R. 1022)

Seastrand against working people



Tax Cuts for the Rich (H.R. 2491)

Seastrand against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Seastrand against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Seastrand against working people



Workplace Safety (H.R. 1022)

Capps for working people



Tax Cuts for the Rich (H.R. 2491)

Capps for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Capps for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Capps for working people



Incumbent

Jerry Lewis

**District 40
U.S. Congress**

Inyo & part of San Bernardino Counties
(See page 8)

Challenger

Robert Conaway

No Photo
Provided



Workplace Safety (H.R. 1022)

Lewis against working people



Tax Cuts for the Rich (H.R. 2491)

Lewis against working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Lewis against working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Lewis against working people



Workplace Safety (H.R. 1022)

Conaway for working people



Tax Cuts for the Rich (H.R. 2491)

Conaway for working people



TEAM Act: Company-Dominated Unions (H.R. 743)

Conaway for working people



Overtime & Minimum Wage Protections (Goodling Amendment)

Conaway for working people



**Study the Issues.
Know the Candidates.
Register by October 7.**

**VOTE!
November 5**

The responsibilities of citizenship

By Orv Owen

Like most retirees, I enjoyed taking time off in July to celebrate the Independence Day holiday at parades, picnics, fireworks and band concerts honoring our great nation and its founders. We visited with family and grandchildren, attended class reunions, took trips across our beautiful country and went fishing.

It was refreshing to put some of the political rhetoric on the back burner for awhile, but now it's time to get back into some of the responsibilities of citizenship and the realities of life.

The major political parties will hold their national conventions shortly and the election will follow. Retirees recognize that the outcome of the November elections will determine the future of Social Security, Medicare and Medicaid, not only for ourselves but for our children and grandchildren.

To save Medicare, Medicaid and Social Security, we will have to organize and educate the voters. All seniors must stand up and speak up about the human consequences that would occur if those bent on sending these vital programs to the scrap heap are successful. The problem we face today are the actions and rhetoric of the current leadership of the House and Senate who have declared war on America's seniors, children and the poor.

The current leadership of the House and Senate are also insulting the intelligence of union members and their unions by using the derogatory buzzword "Union Bosses." Evidently they do not understand that labor laws (passed by their predecessors in Congress) closely govern the operations of unions, including the election of officers and the reporting of expenditures of union funds. If the banks, corporations and insurance companies had to live and operate under the

same standards established by law for labor unions, most of them would be out of business and their corporate officers would be in jail.

In my view, the only "Union Bosses" are the management employees hired by the corporation to supervise and boss workers. The people who are elected by union members to be union presidents or business managers are "Union Leaders." They are elected democratically to perform the duties and responsibilities established by the membership in their Bylaws and Constitution.

I am proud of our Union Leaders who are spending my dues money to help edu-

cate the American voters on the issues and the voting records of members of Congress. Those who use the term "Union Bosses" ought to spend less of their time

calling people names and spend more time thinking about their responsibility to working families, our children and our seniors. Keep the faith!

If the banks, corporations and insurance companies had to live and operate under the same standards established by law for labor unions, most of them would be out of business and their corporate officers would be in jail.

Let's help those who stood with seniors

Last October, Newt Gingrich led the fight to slash Medicare benefits by \$270 billion. Gingrich claimed he was trying to save Medicare, but facts speak louder than words: in reality

Gingrich tried to direct that \$270 billion into the pockets of the country's richest citizens in the form of big tax breaks.

It was war on the elderly. The Gingrich forces attempted to hide their actions from the public by holding

committee votes without any formal hearings. Members of the National Council of Senior Citizens—some in wheelchairs, others with canes—showed up anyway and demanded the right to speak. They were put in police wagons and handcuffed.

"This is a disgrace," Rep. Edward Markey said at the time. "[The Gingrich forces] have taken out a contract on old people in this country in order to fulfill their contract with the country club set to get a tax break."

Congress went on to pass the Medicare cuts 231-201 on Oct. 19, 1995. The cuts were then attached to the budget bill, which was vetoed by President Clinton.

Next time we may not be so fortunate.

This November, senior citizens need to remember which members of Congress voted to sacrifice old people in order to give tax breaks for the rich. Listed below are the representatives who defended your Medicare benefits, and those who attacked them.

Defended Medicare

Gary Condit, District 18

Ronald Dellums, District 9

Calvin Dooley, District 20

Anna Eshoo, District 14

Sam Farr, District 17

Vic Fazio, District 3

Tom Lantos, District 12

Zoe Lofgren, District 16

Robert Matsui, District 5

George Miller, District 7

Nancy Pelosi, District 8

Pete Stark, District 13

Lynn Woolsey, District 6

Attacked Medicare

Bill Baker, District 10

John Doolittle, District 4

Wally Herger, District 2

Jerry Lewis, District 40

Richard Pombo, District 11

George Radanovich, District 19

Frank Riggs, District 1

Andrea Seastrand, District 22

William Thomas, District 21

**IBEW
Local
1245**



Retirees Corner



**Registering to Vote
Is Easy.
Do It By Mail!**

Call 1-800-345-VOTE
To Have A Voter
Registration Card
Sent To You.

Register by Oct. 7!



LOCAL 1245 PIN AWARDS



35 Years

Darrell Maynard, Lane Brazill, Mickey Harrington



30 Years

Paul Felkins, Terry Hansen, James Kuhn

DeSabra/Colgate Pin Awards

November 3, 1995



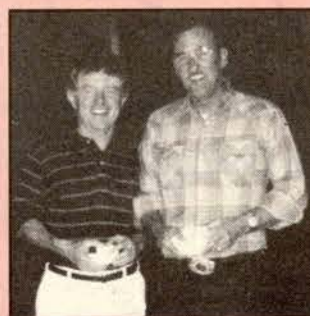
25 Years

Leroy Frank Lin, Donald Gilmour, Terry Harrill, Richard Roberts, Roy Stevenson, Leonard Winters

Congratulations!

Stockton Pin Awards

April 5, 1996



Stockton Recipients

40 Years:
William Cummins, Jr.

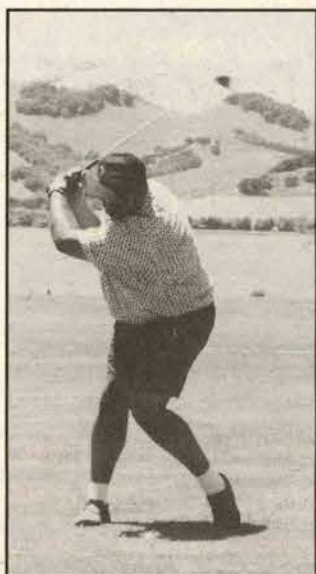
35 Years:
Donald Ding

30 Years:
Leroy Adams
Forrest Anderson
Clifford Beach
Wayne Fippin
Richard Genereux
Walter Janson
Mike Johnson
Jerry Johnson
Jay Luchsinger
Bobbie Nimmo
Sam Reid
Mike Smith
Robert Vavrock

25 Years:
Dick Banbury
Glade Beaudrow
Ernie Delucchi
Charles Eriksen
Clay Follett
Manuel Franco
Frank Garcia
Roger Hushour
Dennis Laam
James Lynn
Oscar Martinez
Ventura Martinez
Ernie Mello
Thomas Monson
Michael O'Mara
Gary Outlaw
Kevin Sage
Bob Sledge
Marvin Sterni
David Trunes
Dennis Walter

20 Years:
Phillip Alcaraz
Terry Bates
Robert Clary
Ronald Genuit
Arthur Gomez
Dale Hightower
Robert Jaich
Kirk Jefferson
Thomas Jones
John Loades Jr.
Larry Osgood
Richard Perry
Ted Quijalvo
Helen Sakai
Paul San Julian
Marla See
Pedro Torres
Robert White

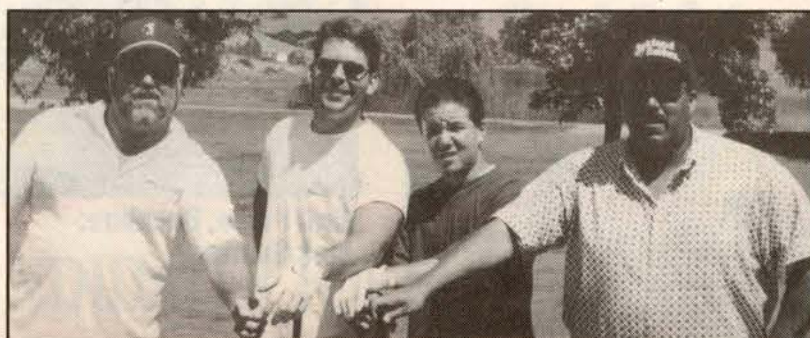




Jose Padilla tees off on 9th fairway.

Fore!

By Frank Saxsenmeier



Mike McGovern, Dave Bustamante, Paul Bustamante, and Jose Padilla



Dave and Paul Bustamante

June the first was a sunny warm wind-free day at Indian Valley Golf Club. The day was thoroughly enjoyed by 84 golfers participating in the Local 1245 Golf Tournament, as was the dinner. The winning teams were as follows:
First Place: Mike McCarthy, Ted Scott, Gary Tucket, and Greg Miles. They shot a sizzling 59. Each player received \$50 cash.
Second Place: Mickey Harrington, Gary Mai, Rodney Dyer and Eric Barron. 62 is a pretty good score. They each received \$40 cash for their effort.
Third Place: Hunter Stern, Bill Levins, Bill Meyer, and Jim Webster. There's a rumor that Webster was a ringer. This team had a 63. My God, three Local 1245 business representatives finish in the money. Maybe the wrong rep has the reputation as a golf fanatic.
The team of Mike Macaluso, Max Tellez,

Jim Zark, and Tim McCarthy also shot a 63 but lost out in a putt off. (They didn't stick around long enough.)

The two 63s held up as best score until the last two groups.

Craig Solasky won the distance and accuracy contest on the eleventh hole.

Dale Gibson won closest to the hole on 127-yard 17th hole. Greg Gruber was closest on the 110-yard 4th hole. The above each received \$25 cash.

All participants received a sleeve of 4 golf balls and their choice of an Indian Valley logo golf towel, hat or glove.

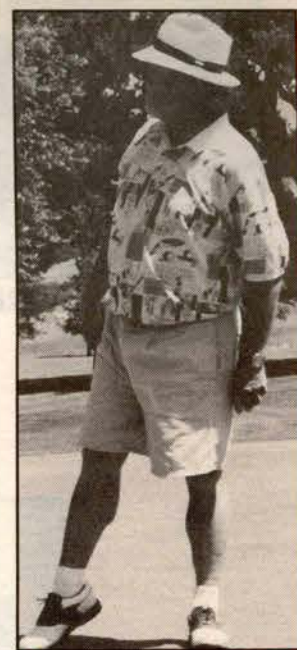
I personally would like to thank all who played and to let you know that I have reserved the course for Monday, June 9, 1997 for a shot gun start. Save a holiday for this date.

Also a special thanks goes to Western Line Construction NECA for sponsoring the skill hole awards

and to Brian L. Cummings of Cummings and McMullan for providing two cases of wine which went very well with dinner. Also Matt Frazer of Western Line left me a note stating he was only 6 inches outside of Gibson on the 17th. I don't know if he wanted everyone to know or not, but they will now!

Thanks to all for making this a great day.

(Frank Saxsenmeier, a long-time union business representative, is a resident golf fanatic at Local 1245.)



Frank Saxsenmeier applies some body English.



Sandra and Frank Saxsenmeier, Bob and Sue Gibbs, Will and Dan McCauley, Jerry Kroll, Jim McCauley

More Rodeo Winners



First Place, Mark & Locate:
Charles Tom Huma



First Place, Backhoe:
Jack Guerrero



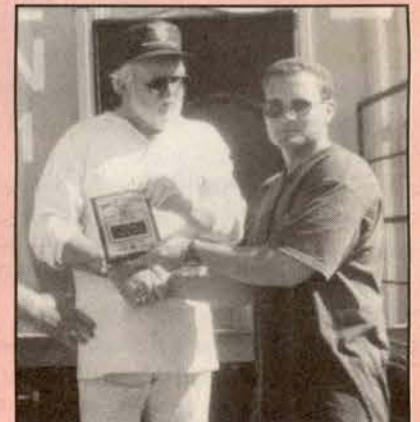
First Place, Commercial Driver:
Steve Jameson



Second Place, Commercial Driver
& Third Place, Backhoe:
John Prior



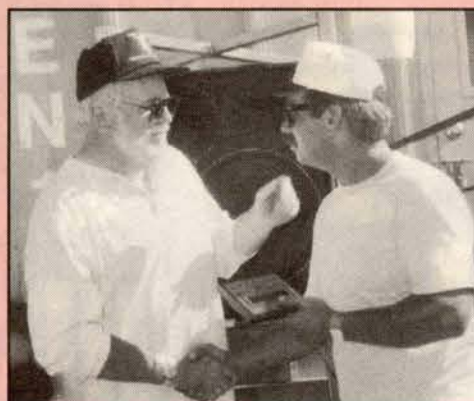
Second Place, Backhoe:
Al Baumgardner



Second Place, Mark & Locate:
Martin Sheen



Third Place, Commercial Driver:
Mike Britt



Third Place, Mark & Locate:
Mike Jameson

Good luck Hutch !

Local 1245 bid farewell last month to Frank Hutchins, who retired after 16 years as a union business representative.

Business Manager Jack McNally praised Hutchins as a conscientious business representative who knew how to get the job done.

"He was the kind of person who'd respond to members in a timely fashion," said McNally. "He could not let a phone call go unanswered. He was diligent about doing his job."

With Hutchins' retirement, the union staff also lost one of its sharpest wits. Though deployed sparingly, Hutchins' pungent one-liners provided comic relief to many a staff meeting.

His style of humor reflected his style as a business representative. He was direct and to the point.

Business Representative Frank Saxsenmeier described Hutchins' style this way: "Straight-forward. Honest. No bull."

"He told people what he thought. If they were right he'd take them to the end of the world. If they were wrong, he'd tell 'em right up front."

One of Hutchins' chief strengths, by all accounts, was being well-organized.

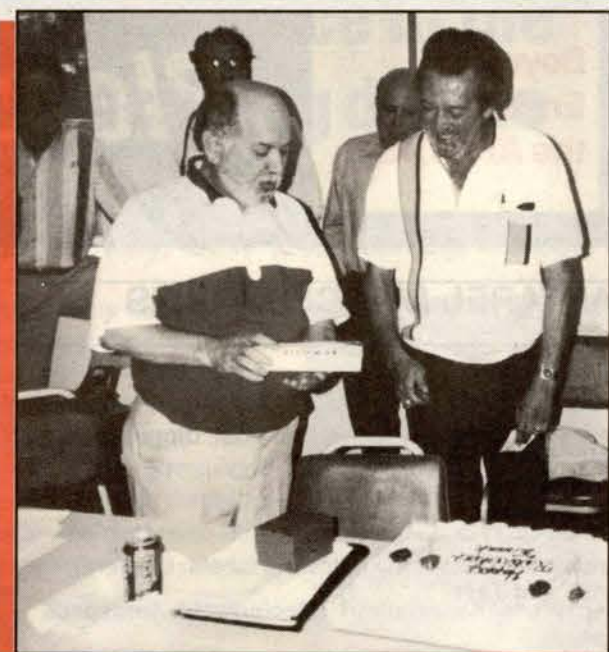
"I'd call him and ask him for a Review Committee case, and 99% of the time he'd put his hands on it in two minutes," said Saxsenmeier. "He was articulate, responsive, and he did his homework."

But unionism wasn't just paperwork for Hutchins. He believed in the union and tried

to help the members understand the union's mission.

"A good feeling," said Hutchins, "is when you take somebody who's not active at all, doesn't even know what the union's about, and bring them around to being a real activist."

Hutchins' organizing talents will not be entirely dormant during his retirement. He intends to step up his participation in the Blue Devil Bench, a support group for the Merced College football team.



Assistant Business Manager Sam Tamimi presents Hutchins with some specially-ordered herbs from China to assist Hutchins with his stamina in retirement.



Sometimes a shirt is worth a thousand words.



Hutchins reads a retirement card as Gary Hughes looks on.

“Straight-forward.
Honest. No bull.”

Boycotts
Endorsed by
the AFL-CIO

Please Don't Patronize!

Boycotts
Endorsed by
the AFL-CIO

APPAREL & ACCESSORIES

ACME BOOT CO.

Western-style boots: Acme, Dan Post, Dingo labels
United Rubber Workers

DECKERS CORP.

Sandals sold under the following labels: Deckers, Sensi, and Teva.
International Association of Machinists & Aerospace Workers

F.L. THORPE & CO.

Black Hills Gold jewelry
United Steel Workers of America

HOWE K. SIPES CO.

Athletic apparel (chiefly baseball & softball uniforms; satin and wool jackets.)
Electronic Workers

BUILDING MATERIALS & TOOLS

ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

ROME CABLE CORPORATION

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SOUTHWIRE CO.

Commercial and industrial wire and cable; Do-it-yourself brand Homewire
International Brotherhood of Electrical Workers

APPLIANCES

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: *don't cross it!*

TELESCOPE CASUAL FURNITURE CO.

Lawn, patio, other casual furniture. Brand name: Telescope.
Electronic Workers

FOOD & BEVERAGES

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

COOK FAMILY FOODS, LTD.

Hams and ham steaks: Cook's, Blue bird, Fire Side, Lancaster, Nottingham, Shaws, Sherwood, Super Tru, TV's labels
Firemen & Oilers

DIAMOND WALNUT CO.

Diamond brand canned and bagged walnuts and walnut pieces
International Brotherhood of Teamsters

MOHAWK LIQUEUR CORPORATION

Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine and Allied Workers International Union

TYSON/HOLLY FARMS CHICKEN

Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

TRANSPORTATION & TRAVEL

ALITALIA AIRLINES

Air transport for passengers and freight
International Association of Machinists

BRIDGESTONE/FIRESTONE

Tires and retail stores. Tire brands include: Bridgestone, Firestone, Dayton, Triumph, Road King, Roadhandler. Stores include: Firestone Tire & Service Centers, Expert Tire, Tire Station, Mark Morris.
Rubber Workers

GO-MART GAS

Gasoline sold at Go-Mart convenience stores and truck stops
Oil, Chemical & Atomic Workers

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

MICHELIN

Michelin brand tires
Rubber Workers

MISCELLANEOUS

BELL ATLANTIC/NYNEX MOBILE SYSTEMS

Communications Workers and International Brotherhood of Electrical Workers (IBEW)

BLACK ENTERTAINMENT TELEVISION

BET cable television, Action pay-per-view, Bet on Jazz
Electrical Workers (IBEW)

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester Bakery, Confectionery & Tobacco Workers International Union

LABOR STUDIES CLASSES

City College of San Francisco Labor Studies Program

Fall Semester, 1996

(415) 267-6550

Classes begin August 19, 1996

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

Labor 70: American Labor Movement (3 units)

Tuesdays, 7-9:45 pm
History, values and visions of the labor movement; structure and current issues.
Instructor: Karega Hart, ATU

Labor 72: Labor Law (3 units)

Wednesdays, 7-9:45 pm
Legal framework for right to organize and bargain collectively. Union, employee and employer rights in private and public sectors.
Instructor: Bill Shields

Labor 73: Collective Bargaining (3 units)

Mondays, 7-9:45 pm
Legal background, research, bargaining math, table manners, strikes and alternate tactics.

Simulated bargaining.
Instructor: Albert Lannon,

Labor 74: Economics for Labor and Community Leadership (3 units)

Thursdays, 7-9:45 pm
Understanding today's global economy and the changes in production technology. Contracting out, downsizing, unemployment issues.
Instructor: Ellen Starbird

Labor 76A: Labor Leader Communications Skills (3 units)

Tuesdays, 7-9:45 pm
Communicating simply and directly, both verbally and in writing.
Instructor: Debbie Moy, AFT

Labor 87: Managing Unions (3 units)

Mondays, 7-9:45 pm
Organizational and leadership skills to manage unions in today's complex society. For established leaders and rank and file activists.
Instructor: Bill Shields

SATURDAY CLASSES

Labor 90A: Steward Training (1 unit)

Saturdays, Sept. 7, 14, 21
9:30 am-3:30 pm
SF Labor Council, 600 Howard St.
Rights and responsibilities of stewards. Identifying and investigating grievances.
Instructor: Linda Gregory, AFSCME

Labor 103: Peer Counseling in the Workplace (1 unit)

Saturdays: Nov. 16 & 23
9 am-5 pm
SF Labor Council, 600 Howard St.
Identifying and using individual and community resources for workers' problems, including strikes and layoffs.
Instructor: Tom Ryan, AFL-CIO

Psyc 15: Assertive Behavior (1 unit)

Saturdays: Oct. 12 & 19
Phelan Campus
Standing up and communicating effectively for your rights in the workplace.
Instructor: Aliyah Stein

San Francisco State Labor Studies

Fall Semester 1996

(415) 338-2885

Classes begin August 28, 1996

Labor 250: Introduction to Labor Studies (3 units)

Thursdays, 4:10-6:55 pm
Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care.
Instructor: Brenda Cochrane

Labor 400: Union Administration (3 units)

Saturdays: Sept. 7, 28; Oct. 19; Nov. 9, 23; Dec. 14
9 am-5 pm
Structure and function of unions. Handling grievances and arbitration. Leadership. Compliance with the law.
Instructor: Brenda Cochrane

Labor 423 Affirmative Action (3 units)

Saturdays: Aug. 31; Sept. 14, 21; Oct. 5, 26; Nov. 2, 16; Dec. 7
9 am-2 pm
Analysis of affirmative action programs. How to do they work? What is the legal background? Have they been effective? The current debate.
Instructor: Tanya Russell

Labor 511: Labor Economics (3 units)

Thursdays
7-9:45 pm
Economic issues in the workplace: wages, hours, unemployment etc. The structure and function of the labor market.
Instructor: Don Mar

Labor 600: Workplace Safety & Health (3 units)

Mondays, 7-9:45 pm
An overview of OSHA and hazards confronting American workers on the job in the 1990s.
Instructor: Elaine Askari

Labor 695: Union Internship (3 units)

Time arranged with instructor and union.
Instructor: Brenda Cochrane

Labor 699: Special Study (1-3 units)

Topics to be arranged with instructor.
Instructor: Brenda Cochrane

Laney College Labor Studies

Fall Semester, 1996

(510) 464-3210

Classes begin August 22, 1996

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

LS 30: Labor Law (3 units)

Mondays, 7-10 pm
The legal framework for the right to organize and bargain collectively; union, employee and employer rights in the public and private sectors.
Instructor: Bill Sokol

LS 10: American Labor Movement (3 units)

Tuesdays, 7-10 pm
The history, culture and values of American workers and their unions; how the labor movement came to be what it is and how it works; current issues.
Instructor: Albert Lannon

LS 48GA: Organizing Across Borders: Unions in the Global Economy (3 units)

Wednesdays, 7-10 pm
Using new technology to build solidarity; how unions work in other countries. No computer experience necessary!
Instructor: Ellen Starbird

LS 14: Grievance Handling & Arbitration (3 units)

Thursdays, 7:00-10:00 pm
Identifying grievances and negotiating solutions to workplace disputes. Union rights and responsibilities; arbitration as the final step.
Instructor: Albert Lannon

SATURDAY CLASSES

LS 248GG: Labor and Politics (1 unit)

Saturday: Sept. 14, 21, 28

9 am-4 pm
How labor responds to political challenges; new initiatives including coalition building and proposals for a labor party. Nuts and bolts of political organizing.
Instructor: Ellen Starbird

LS 210: Assertiveness Training (1/2 unit)

Saturday, Oct. 5
9 am-5 pm
Standing up effectively for your rights on the job; communicating clearly.
Instructor: Aliyah Stein

LS 202: Union Organizing (1 unit)

Saturdays, Oct. 19, 26; Nov. 2
9 am-4 pm
Building effective organizing campaigns, combatting union busters, NLRB rules; winning strategies.
Instructor: Joanne Jung

San Jose City Coll. Labor Studies

Fall Semester, 1996

(408) 288-3705

Classes begin Sept. 10, 1996

Labor 20: Workers' Rights (1 unit)

Tuesdays, Sept. 10-Oct. 8
6:30 pm-9:30 pm
Learn your basic rights under the state and federal labor laws. Topics include rights of stewards, due process, equal employment opportunity, and unfair labor practices.
Instructor: Kathryn Sure, labor attorney

Labor 21: Contracts & Grievances (1 unit)

Tuesdays, Oct. 15-Nov. 12
6:30 pm-9:30 pm
Gain a basic understanding of the union contract. Learn how grievances are defined and processed. Techniques of investigation and grievance presentation will be taught. Learn the standards used by arbitrators.
Instructors: Eddie Gonzales & Barbara Williams

Labor 22: Negotiations & Dispute Resolution (1 unit)

Tuesdays, Nov. 19-Dec. 17
6:30 pm-9:30 pm
Emphasis on the collective

bargaining process. Includes techniques for involving members in support of the bargaining goals. Strikes and pressure tactics. Practical guidelines presented on strategy and tactics in negotiations.
Instructor: Beth Winters, SEIU

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

Earn credit for your work as a shop steward, union officer or on a special project. You must sign up for a minimum of 7 units of Labor Studies including Work Experience to qualify. Orientation Meeting Tuesday, Sept. 10, 5:30 pm, Room GE 221.
Instructor: Ron Lind, UFCW

Labor 98: Directed Study in Labor Studies (1-9 units)

Explore topics in the field of labor studies under the direction of a faculty member. An individualized learning contract is utilized to map out specific learning objectives and activities. Orientation Meeting Tuesday, Sept. 10, 5:30 pm, Room GE 221
Instructor: Stephen Stamm

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Joseph Mitchell
St. Louis, MO



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Union Member Mortgage and Real Estate offers:

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- Hundreds of dollars in savings when you buy or sell

- Financial assistance if you're on strike, laid off, or become disabled
- Mortgage refinancing

Plus, mortgage and real estate benefits are also available to your children and parents!

To be eligible for any real estate or mortgage benefits, you must first call the program's toll-free number to register.



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